



Employing for **SUCCESS**

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About Cerebral Palsy of New Jersey

Cerebral Palsy of New Jersey helps children and adults with all types of disabilities gain independence. We believe people with disabilities have the right to participate fully in society.

Cerebral Palsy of New Jersey's **Advancing Opportunities** program is a leader in Supported Employment Services and has been helping individuals with disabilities gain employment for over 25 years.

Cerebral Palsy of New Jersey's **Assistive Technology Services Department** has been providing evaluations in the home and work place for over 20 years. Our staff can also customize accommodations and create accessibility solutions. Our staff is mobile and comes to you.

Cerebral Palsy of New Jersey also provides inclusive recreational programs for children and adults with disabilities, advocacy services, substance abuse prevention programs and residential services.

Toll-Free: 888-322-1918
Email: info@cpofnj.org
Online: www.cpodnj.org
TTY: 609-882-0620
Fax: 609-882-4054

Patience and Training Make a Difference

He's Grateful for the Chance to Learn

The James Fenimore Cooper Service Area between exits four and five on the northbound lanes of the New Jersey Turnpike offers travelers a pleasant place to stop. For employees with disabilities, it provides a wonderful place to work and learn.

Stuart Lord, a resident of Burlington, has been employed for a little over a year at the Popeye's there. He recalls that his first day of work here was May 19, 2006. "When I started, I collected the trash, wiped the tables and cleaned the floors," said Lord, who receives supported employment services from Cerebral Palsy of New Jersey.

"Then I learned how to wash the pots and pans and marinate the chicken," he continued. "I like working here. My favorite thing is learning everything. I have had lots of training."

"It can be difficult to find employers willing to work with people who have different abilities," said Pat Hays, a Supervisor with Cerebral Palsy of New Jersey's Advancing



Stuart Lord demonstrates how to marinate chicken at the Popeye's restaurant where he works. It is one of many tasks he has learned since starting a little more than a year ago.

Opportunities department. "Every person I have placed at this HMSHost service area has worked out wonderfully."

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Employment Services Receive Three-Year CARF Accreditation

In February, Cerebral Palsy of New Jersey received three-year CARF accreditation in the Community Employment Services categories of Job Development, Job Supports and Job-site Training. These services have been accredited since 2000.

"Our willingness to undergo inspection by CARF demonstrates our commitment to quality," said Executive Director Jack Mudge. "We are constantly improving the way we provide services and looking for ways to meet our consumers' needs more efficiently and effectively."

A CARF survey evaluates the business practices the agency follows with regard to its consumers. CARF-accredited programs ensure the highest industry standards possible, providing risk reduction and accountability.

"The organization is staffed by well-qualified and rigorously trained staff members who are truly dedicated to their jobs," noted the survey summary written by CARF surveyors Carol S. Sherer, M.Ed., and Stephen R. Freeman, M.Ed.

It also said, "The organization has a good reputation in the community with funding/referral sources, including the Division of Developmental Disabilities and the Division of Vocational Rehabilitation Services; persons served; and employers through present program initiatives for placements in community-based worksites."

The survey noted that Cerebral Palsy of New Jersey is driven by its mission to enhance the lives of people with disabilities and enables full participation in socie-

ty through advocacy, direct services and education. It also commended the agency for its commitment to totally community-based service model of services delivery.

"I am proud of my staff. They are all very hard working and professional. The re-accreditation reaffirms the excellent work they do every day," said Wesley Apoleon, director of Advancing Opportunities, the agency's supported employment services department.

For more information on receiving supported employment services, contact Cerebral of New Jersey toll free at 888-322-1918.



Top 10 Reasons to Hire People With Disabilities

10. Employees with disabilities can ease concerns about labor supply.
 9. People with disabilities have equal or higher job performance ratings, higher retention rates and lower absenteeism.
 8. Employees with disabilities can relate better to customers with disabilities, who represent \$1 trillion in annual aggregate consumer spending.
 7. Diverse work groups can create better solutions to business challenges.
 6. People with disabilities are better educated than ever, and are proven to have met and/or exceeded challenges.
 5. A person with a disability motivates work groups and increases productivity.
 4. Companies that hire and accommodate people with disabilities in their workplaces can receive tax benefits.
 3. Employing people with disabilities is good for the individual, the business, and society. This is a "win-win-win" strategy.
 2. People with disabilities are motivated by the desire to give something back, and opportunities for personal growth, job flexibility, and social inclusion.
- And the number one reason to hire people with disabilities: **It's ability, not disability, that counts.**
- Source: The National Organization on Disability.*

He's Grateful for the Chance to Learn

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She attributes her consumers' success to HMSHost Manager, Garland "Gordy" Pratt. "He is very patient and understanding. Whether the individual can do one thing well or is someone like Stuart who wants to try more things, Gordy is always very supportive and positive."

Pratt, a veteran trainer who has been preparing managers for the food service industry for over 30 years, recognized Stuart's potential and his desire to learn. "I think Stuart would work seven days a week if we let him," laughed Pratt. "He is so interested in learning and learning how to do things the right way. He has trained on nearly every station in the restaurant, including food prep, cleaning and

customer service. He has learned how to do inventory, put supplies away and rotate the stock. He really has come a long way in a year."

Since the service area is a training facility, Pratt teaches and certifies new managers for HMSHost companies up and down the east coast. He has had students from Maine to North Carolina. Stuart has benefited from the constant training happening at the restaurant. "I listen very hard and watch, and I can ask Gordy questions if I don't understand," he said. In addition to the training going on in the store, Gordy let Stuart take a training manual home to study. "Stuart has taken the written tests we have for the different stations and



Stuart Lord stands with Manager Gordy Pratt at the Popeye's where he works. Pratt's patience and guidance have helped Lord become a well-rounded, well-respected employee.

done very well," said Pratt. The only area Stuart has left to master is working the cash register, something Pratt says they will work on together.

"Stuart has shown real initiative. He has gone way beyond my expectations. And the rest of the employees here love Stuart; they

know they can depend on him," he said. "It's always great when Pat brings us a new associate," said Pratt. "They work out well."

Noteworthy:

People forget how fast you did a job - but they remember how well you did it.

Howard Newton

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Cerebral Palsy of New Jersey
1005 Whitehead Road Extension
Suite 1
Ewing, NJ 08638

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