

Inside JEVS

JEVS Human Services • Helping individuals from all walks of life overcome quality of life challenges

Welfare-to-Work Reauthorization

Commonwealth, Providers Face Challenges in New Regulations

On June 29, 2006 the U.S. Department of Health and Human Services (HHS) issued new regulations regarding the Temporary Assistance for Needy Families (TANF) program. TANF is the federal program designed to help families move from welfare to economic self-sufficiency by providing job training, work readiness, and other support services. These regulations, issued as part of the Deficit Reduction Act of 2005, define how states must measure work activity and participation rates under the new law. The new rules present significant challenges for states to maintain higher work participation rates, but offer fewer options with which to achieve them. These challenges translate into increased pressure on programs like JEVS' Welfare-to-Work to assist Pennsylvania in meeting its goals.

The required participation rates themselves present a particular dilemma. Each state must have 50 percent of all TANF recipient families participating in one of 12 approved "work-related" activities. New restrictions on the use of the caseload reduction credit will require states to achieve unprecedented participation levels. For example, Pennsylvania would have to add nearly 23,000 recipients to its work rolls, a 220 percent increase in participation.



In addition, the new regulations provide narrower definitions of what constitutes "work-related activity." The new federal definitions limit the extent to which activities designed to address barriers to employment—such as substance abuse treatment, mental health counseling, and physical therapy—can count as work participation. These services are essential to helping people transition to self-sufficiency. Research consistently demonstrates that a large percentage of TANF recipients have physical or mental health problems or low cognitive functioning. While many are able to move toward employment, they sometimes need more specialized rehabilitative services to help prepare them.

(Full story continues on p.2)

Pennsylvania's Work Participation Rate for TANF Recipients



Barriers to Meeting the State Goal: It is estimated that over one-third of remaining TANF cash assistance recipients have serious barriers, such as mental illness, physical disabilities, or are victims of domestic violence, that must be addressed before they can succeed in training or work. Additionally, in Pennsylvania over half of all adult TANF cash assistance recipients lack a high school diploma and 70 percent read below the eighth grade level.

Source: Testimony by Pa. Department of Public Welfare (DPW) secretary Estelle Richman before Pa. Senate Health and Welfare Committee, September 5, 2006.

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Training Turns Care into Career

Community Calendar

January 6

JEVS' Orleans Technical Institute
Open house for trades training
• 215.728.4700

January 9 and 16

JEVS Retail Skills Center/Customer Service Training Collaborative
Open house for customer service job skills programs
• 215.854.1788

February 6

JEVS College Strategies
5-week SAT test prep course
• 215.854.1874

Cover Story: Welfare-to-Work Reauthorization

PA TANF Quick Facts

Philadelphia

- Philadelphia County has the third lowest median household income in the nation.

Southeastern Pennsylvania

- Between 2000 and 2003, both the percentage and number of people in poverty in Southeastern Pennsylvania grew. Delaware County experienced the highest growth in percentage of people in poverty (7.5 to 8.9 percent). There were 30,000 more people in poverty in suburban Philadelphia, while the Philadelphia population in poverty grew by 20,000.
- In Southeastern Pennsylvania, 48,000 families (including approximately 175,000 children) receive Temporary Assistance for Needy Families (TANF) funding, a 7.6 percent increase from 2003.

Pennsylvania

- As of June 2006 there were 72,933 adults on TANF in Pennsylvania.
- Total Funding for TANF: The state would receive the same \$719 million block for TANF that it received in 1997, which by 2011 will be worth just 70 percent of its 1996 value.

Source: Public Policy Update: Strengthening Families through TANF, United Way of Southeastern Pennsylvania, Fall 2006.
<http://www.uwsepa.org/communityimpact/TANF.htm>

(Continued from p.1)

The States' Response

These more restrictive definitions are of particular import when viewed in conjunction with changes to the effective work participation rate. States now face dramatic fiscal penalties for failing to meet these thresholds and may be less willing to allow recipients to participate in activities that are not federally countable. As a result, much of the progress states have made in moving families from welfare to work through services that help remedy or reduce the real life impediments to employment—disability, domestic violence, addiction, inadequate education or life skills—will be jeopardized.

For instance, **JEVS Maximizing Participation Project (MPP)** is designed to assist TANF adults with barriers in moving toward employment. Although this innovative program has helped thousands of families, very few of its participants are able to complete enough hours to comply with the state's work participation requirement. Recently, MPP providers in Philadelphia (including JEVS) experienced a 50 percent funding cut necessitating more than 100 staff layoffs.

In her September 5, 2006 testimony before the Pennsylvania Senate Health and Welfare Committee, Pennsylvania Department of Public Welfare (DPW) Secretary Estelle Richman outlined the state's efforts to, "retool our system...while keeping the essence of our program." Though she expressed confidence that Pennsylvania is, "on track to make the 50 percent target," she acknowledged

the difficulty of meeting the federal benchmarks and effectively addressing real barriers to self-sufficiency.

Impact on Programs

The increased standards and reduced flexibility for states mean greater pressure on programs serving TANF recipients. Individual programs face dramatically higher performance benchmarks.

According to Jeff Booth, program director for JEVS/MPP, "The writing has been on the wall for some time that the federal government was going to increase the pressure on states to cut their welfare rolls. In its efforts to meet the new federal requirements, (the state) increased our goal for positive terminations from 25 to 80 percent

while shortening our time frames for enrollment, assessment and service.

The special needs for which MPP was originally designed must be addressed within these new time frames, which will be especially difficult for a large percentage of our clients."

DPW has submitted its "Work Verification Plan" to Health and Human Services and will use these new rules to manage TANF programs going forward. DPW understands, however, that they will need to dialogue with programs during this transition. ML Wernecke, DPW's policy director noted, "Change is hard for everyone; clients, providers, and the state. DPW recognizes this. We may not get it all right at first but we are committed to working with everyone involved, to staying client-focused, and to helping individuals transition to work and self-sufficiency."

For more information

Maximizing Participation Project • 267.238.3100

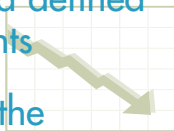
Keeping up With the Needs of an Aging Workforce



By **2015**, people age **55 or older** will comprise **19.2%** (nearly one in five) of all **workers and job seekers**.

Reasons Why Older Workers Stay in the Workforce

- Stagnation or decline in pensions and defined benefit payments



- Uncertainty in the stock market

- Insufficient savings

- Cutbacks in health benefits for retirees

- Higher educational attainment, which is correlated with later retirement

JEVS Helps Mature Workers to Stay in the Game

JEVS Career Solutions for 55+ helps improve the quality of life for older Philadelphians who are unemployed or underemployed and seeking part- or full-time employment. Through partnerships with the Philadelphia Corporation for Aging and Pennsylvania CareerLink, JEVS offers free career workshops, job readiness training, placement assistance, and access to a computer lab to help mature workers achieve maximum levels of employability and productivity.

Rena Graves

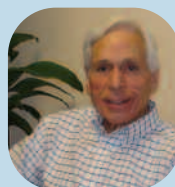
During her 86 years, Rena Graves has worked in various industries. At age 70 she earned her master's degree in theology. She then took additional courses in pastoral counseling. These accomplishments recently earned Graves an "Award to Outstanding Mature Workers" at the Mature Workers Task Force Breakfast in September.

Graves found JEVS Career Solutions for 55+ when she was 83. She attended an orientation and job club, where staff reviewed her résumé and gave suggestions regarding career options. She was referred to CVS and quickly hired as a retail salesperson. Graves also works as coordinator for Senior and Homeward Bound Services at Southwest Community Enrichment Center.



Judy Cherry, JEVS program coordinator, Bob Cabnet of Philadelphia Corporation for Aging, Rena Graves, and JEVS job developer Marcia Rosen

Paul Cohen



Former trial lawyer Paul Cohen had numerous job interviews, but he "sensed the specter of age discrimination"

and was not getting hired. After discovering JEVS Career Solutions for 55+, where the staff helped him tailor his résumé to show his transferable skills, he was hired at a Philadelphia for-profit job development and service company.

Barbara Massey



After 29 years of working for one company, Barbara Massey was laid off. Then she found the JEVS Career Solutions

for 55+ program. "It helps to be among others who are 'dislocated workers' and facing the same challenges." Barbara now works for a clinical staffing agency and fills some job openings with other JEVS clients.

For more information

Career Solutions for 55+ 215.560.5465 x268

UPCOMING OPEN HOUSE:

To start off the New Year, JEVS Career Solutions for 55+ will offer two free job search workshops: January 8 and 22 at 1pm at the North Philadelphia CareerLink. Call to reserve your seat today!

Making Hope Happen for...

Paul

Family, Faith, and Sense of Humor Fuel his Busy Days

Paul Gordon, a renal social worker, often refers to himself as “the luckiest quadriplegic alive.” Speaking of the motorcycle accident that paralyzed him in 1990, he said, “If you’re going to break your neck, this is the way to do it—no one else was involved and no one else was hurt.”

He further explained that, “I’m sure having no guilt and no one but myself to hold accountable made moving forward less complicated for me.”

Paul did not experience any depression as a result of his injury. Instead, the accident motivated him to focus on the positive changes he could make in his life. For starters, he decided to obtain both his undergraduate and graduate degrees after his accident.

Paul attributes his drive to succeed to his wonderful family and his faith. Those who know him cite his qualities of an unwavering positive attitude and a tremendous sense of humor. After getting married and completing his degrees, Paul embarked on the new career that he has now had for ten years.

Paul is, in his words, “completely independent” thanks to assistive technology, home modifications, and the in-home attendant care that he receives from **JEVs Supports for Independence**.

“Without the supports from JEVs,” he said from an interview in his office, “I wouldn’t be sitting here.” He emphasized that with the right supports, people can do things they might not have thought were possible.

Monday through Friday, Paul travels from his home in Harleysville, Pa., where he lives with his wife, Cathy, and two young children, Juliana and Zachary, to his job with Mt. Airy Dialysis in Philadelphia. He manages a case-load of 155 patients who all live with various disabilities. “Paul shows us that someone with a disability can still go on with his life,” said Gregory Greene, a dialysis patient.

Paul describes Colleen, his personal care assistant from JEVs, “as part of the family.” She has been with him since before his son was born and through the adoption process of his daughter. His attendant care services also include the light housekeeping and meal preparation that Colleen does.

Paul explained that he feels good knowing that, with his attendant care services, his wife is less likely to suffer from what he calls “caretaker burnout.” Paul’s wife is a physical therapist, and the two of them met during his recovery.

“If I hadn’t had this accident, I would never have met my wife and mother of our beautiful children,” says Paul. Cathy, in return, says, “I didn’t fall in love with someone who was disabled. I fell in love with a great guy.”



Paul recently received the JEVs Inspiration Award, presented by Leslie Price at JEVs’ Strictly Business 2006.

Attendant Care Expands into More Counties

Through attendant care services, people living with long-term disabilities can continue to live in their own homes, hire the attendant of their choice (including friends, neighbors, and relatives), and direct their own care to meet their specific needs.

Since the inception of this Pennsylvania-wide program in 1984, **JEVs Supports for Independence** has been providing attendant care in Bucks and Montgomery Counties and in Northeast Philadelphia. JEVs’ attendant care services are now also available in Delaware, Chester, Lehigh, Berks, Northampton and all neighborhoods in Philadelphia County.

Eligibility: Attendant Care Services are available to individuals aged 18-59 who have a physical disability that will last at least one year, who need assistance with personal care, are mentally alert, and capable of managing their own legal and financial affairs.

Cost: Services are free for eligible people who receive Medical Assistance, and for all others services are offered on a generous sliding scale. Funds from the Commonwealth of Pennsylvania and the Federal government support this program, through the Attendant Care Act 150 and the Attendant Care Waiver Programs.

For more information • 267.298.1300

Strictly Business



JEVS Human Services has been in the business of pairing job seekers and employers for 65 years. Each year, JEVS' "Strictly Business" event acknowledges the special partnership between JEVS and the companies that hire from the agency, as well as outstanding organizations for their dedication to the career development of its employees. At the 8th annual Strictly Business event on November 2, 2006, JEVS also recognized two inspirational individuals whose lives have been positively affected upon connecting with a JEVS service or program.

1) Greg Hoffman (far right), Orleans Technical Institute's employment specialist, and Gail Zukerman (front, third from right), COO of JEVS employment and training programs, with representatives from SEPTA, which received the **JEVS Workplace Solutions Award** for working closely with Orleans Tech.



2) Event master-of-ceremonies Kathy Orr, CBS 3 Eyewitness News meteorologist, congratulates recipients of: **JEVS Business Leadership Award**: Horsham, Pa.-based Scheerer Bearing Corporation, which is operated by three generations of the Rymar family, Peter (far left), George (second from left), and Peter (fourth from left). The Rymars hire clients who receive job readiness and placement services through JEVS Center for New Americans.

JEVS Inspiration Award: Harleysville, Pa. resident Paul Gordon (center), who receives personal care assistance from JEVS Supports for Independence (see feature story—opposite, pg. 4); and Orleans Technical Institute graduate Andrew Sargent (far right) of Drexel Hill, Pa.



3) Diane Posternack (far left), JEVS vice president of human resources, and Jay Spector (far right), JEVS president & CEO, receive a lead sponsorship donation for Strictly Business from (left to right) Paul Walker of Paul J. Walker and Associates, Ira Drucks from Fort Dearborn Life Insurance Company, and Bert Forman of A.P. Orleans Insurance Agency, Inc.

Proceeds from Strictly Business fund scholarships that help individuals most in need benefit from such JEVS programs as skills training at **Orleans Technical Institute**, career counseling and job search assistance at **Career Strategies**, and incentive programs at **Welfare-to-Work Programs**.



JEVS board of directors chairman and Strictly Business event committee chair, Ben Zuckerman, and Jeffrey Orleans

Strictly Business Special Recognition



Jeffrey P. Orleans and Orleans Homebuilders received special recognition at this year's Strictly Business luncheon in honor of their continuing support for JEVS Human Services, which began in 1979 when the first JEVS' Orleans Technical Institute site was named for company founder and Jeffrey's grandfather, A.P. Orleans. Thanks to their generosity, a new multi-million dollar Orleans Tech facility will provide instructional space for career training in building trades and court reporting and positively impact thousands of individuals from all walks of life.

"I know that my grandfather and father would be very proud that I am carrying on in their tradition. But more importantly, today, I know that my entire family is proud that our name is attached to an organization that does so much good for so many people," said Orleans in accepting his award at Strictly Business 2006.

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JEVS partners with the Jewish Federation of Greater Philadelphia & the United Way of Southeastern PA.

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Shredding Enclave Creates Job Opportunities



With its document destruction mobile work crew, **JEVS Work and Recovery Programs** continues to support individuals with disabilities to enhance their self-sufficiency and employability. Three JEVS clients—who are now JEVS employees—earn a competitive wage as they shred documents four days a week for JEVS programs. On the fifth workday, clients partake in an intergenerational mentoring program at the Widener Memorial School, a special education center for students with physical and medical disabilities. At Widener, JEVS clients instruct students in document destruction. Widener and JEVS are meeting with Kinko's to create document destruction as an in-school training program at Widener, with future plans of developing productive work opportunities for students.

For more information • 215.629.5627

Internship Offers More than Work Skills



JEVS Career Strategies is now recruiting students for its two summer internship programs: the Franklin C. Ash Summer Internship for Jewish college students and the Tuttleman/Lasko Youth Internship Program for Jewish high school juniors. The internships foster community service, promote career exploration, and encourage an understanding of Jewish identity and spirituality. By serving as mentors to the Tuttleman/Lasko interns, the Ash interns share their experiences applying to, selecting, and adapting to college. Last summer, 21 interns earned stipends working at Jewish community agencies. An internship mitzvah project involved planting a Garden of Joy at the Jewish Federation of Greater Philadelphia's Samuel Tabas House, bringing residents Shabbat baskets, and documenting residents' life stories.

For more information • 215.854.1874

New Training Program Turns Care into Career



This fall JEVS' career training school, **Orleans Technical Institute**, began a program in Human Services. The program teaches students what it takes to make a difference in other people's lives, such as basic counseling skills, case management methods, and effective intervention strategies. Through classroom instruction, field trips and an internship, students learn the skills to work with various at-risk populations including individuals with disabilities; generational welfare clients; the chronically homeless; disadvantaged and delinquent youth; people with drug and alcohol addiction; domestic violence victims; ex-offenders; and refugees. Orleans Tech arranged an articulation agreement with Philadelphia University to accept credits from this program toward a degree.

For more information • 215.728.4733

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On the Cover



Welfare-to-Work Reauthorization

Commonwealth, Providers Face Challenges in New Regulations

Happy Holidays from JEVS Human Services!

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According to the Merriam-Webster Online Dictionary, the term "self-sufficient" is defined as "able to maintain oneself without outside aid: capable of providing for one's own needs." What is self-sufficiency, really? Many of us who work in human services would argue that, with the next phase of welfare reform, it is something that is seemingly out of reach for those we serve. One thing most of us can agree on is that, by itself, a \$9/hour job does not equal self-sufficiency for single parents on TANF.

As you will read in our cover story, it is estimated that over one-third of remaining TANF cash assistance recipients have serious barriers—such as mental illness, physical disabilities, or are victims of domestic violence—that must be addressed before they can succeed in training or work. Work is an important component of any plan for self-sufficiency. At the same time, this statistic tells us that we must continue to help our clients navigate the other complex life challenges as they work toward real self-sufficiency.

Making hope happen—making self-sufficiency happen—has been at the core of our mission since our founding in 1941. JEVS Human Services is in the business of helping people achieve their personal and career goals. People from all walks of life, including those making the transition from welfare-to-work. This transition requires resources—both financial and time—to help those we serve realize their strengths and set a course for success. At this time of change in welfare (and public) policy, these resources are scarce. It is our hope that helping those who need it most will re-emerge as an important public priority.

Jay Spector • JEVS President & CEO