



# NEWS

Summer 2001  
Volume 1/Number 2

## About Headstart to Employment

**Headstart to Employment** represents Catholic Charities' agency-wide endeavor toward the goal of self-sufficiency for all its constituents. Through its programs, Catholic Charities demonstrates its commitment to providing the supports which allow the individual who is faced with a variety of obstacles a headstart on the road to meaningful and sustainable employment.

**Headstart to Employment** brings together all of the agency's existing employment programs, namely: World of Work, Freedom Village, Assisted Competitive Employment (ACE), Youth Employment Program, Bridges to Success, Seniors-on-the-Move (Senior AIDES), and Rose House/Club Innovation Services for Vocational Programming (RSVP). These programs serve a variety of job seekers-- youth, seniors, mental health consumers, and the community in general--all of whom share significant challenges to employment.

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## Summer Youth Employment Program/ Year Round Employment Program Begins

The telephone has been ringing non-stop for the last two hours, Monique White patiently explains to a concerned parent the necessary documents required by the Department of Employment for their child to enroll in the program. The Dr. White Center has a line two blocks long with teenagers anxiously awaiting the opportunity to present their birth certificates, social security cards, paystubs and any other information that will help them qualify for the Summer Youth Employment Program (SYEP). Mark Isbell, the Program Director, is interviewing two students from St. John's University for a site monitor position while simultaneously preparing for a work sponsor orientation which happens to be that afternoon.

To an outsider looking in, this scene is like absolute chaos. To someone actually working on the program, it's worse. However, somehow, somehow by Independence Day, 500 teenagers were placed in jobs and 28 staff people including site supervisors, counselors, and site monitors received training on Department of Employment Policies and Procedures.

After the training, sixty work sponsors were prepared to provide a meaningful work experience for the youth. The youth workers were trained to be camp counselors, office workers, landscapers and maintenance workers. The youth did their

jobs accordance with DOE regulations.

SYEP has survived budget cuts, political apathy as well as burgeoning summer school populations. In fact, throughout the chaos, BFFY has been prepared to launch a separate year round youth employment program for 250 students simultaneously with SYEP. The new program, funded under the Workforce Investment Act legislation, is designed to help youth identify and pursue career goals while also supporting those youth with their academics. The program is structured around established Catholic Charities/BFFY youth programs including Project Bridge's Teen Parenting Program, Department of Juvenile Justice program for Youth Offenders and the Flowers with Care GED program.

"The summer program was, and still is a great way to put much needed money in our kids pockets", exclaims Mark Isbell. However, seven weeks is just not enough to prepare someone for the world of work. Mark Isbell, will also work on the in-school youth program and is optimistic about the mission. "My hope is that after a youth participant works with us for a year or two he/she can walk out of our program with not just a diploma, but an understanding of the opportunities that a city like New York presents for a person." *(continued on page 2)*

## **2001 Summer Youth Employment Program (SYEP)**

### **Works Sponsors:**

- *Dr. White Community Center*
- *Farragut Day Care Center*
- *Holy Rosary Day Camp*
- *Holy Cross Day Camp*
- *St. Lucy/St. Patrick Day Camp*
- *Helen Owen Carey Residence*

### **World of Work Brooklyn**

### **Employer's who have hired our clients:**

- *Arts-n-Carafes Cafe*
- *Amarak, Shea Stadium*
- *Restaurant Associates, NYC*
- *New Horizons, NYC*
- *YMCA, Brooklyn*
- *Independent Living Association, Brooklyn*
- *Trans Video Communications, Inc.*
- *Airport Opportunities Association*

# Summer Youth Employment

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This year's SYEP is to be used as a recruitment pool for the year round program. Charities has developed a special summer work-site for youth participants to advertise the year-round program while also conducting a needs assessment with the summer workers.

The SYEP youth, under the supervision of the counseling staff, participated in mock interviews with their peers. This gave the youth an understanding of what types of services they will need to pursue, academically and career-wise. The youth participant marketing team interviewed each other and built a database of information that will allow them to recruit employees for the academic program. "We feel if the youth have some sort of say in designing the program, it will be instrumental toward getting them vested in the program over the long haul," explained Chris Furtick, Case Manager. The marketing team held a "Name the Program Contest" in order to find a name that best captures the program. The winner will receive an award at a kick-off luncheon for the year-round program, to be attended at the end of this summer by recruits and staff.

So it appears that the chaos identified with running SYEP will now extend to September and beyond. When the dust settles and both programs become integrated into the agency, we will take the opportunity to prepare these young men and women for the challenges of entering the workforce and beyond.

*--Anthony Sabia*

## Are you ready for a culture shift?

Steering committee members Shanton Duncan, Debbie Hampson, Rich O'Gara, Nina Valmonte and Pamela Warren presented the goals and objectives of Headstart to Employment to each Program Manager at the managers' monthly meeting in all four regions. The committee members each brought with them a message of a renewed commitment to self-sufficiency, and called upon all managers to look at *all* clients as potentially employable despite obstacles. The message was met with warm acceptance, much interest and invited engaging discussions.

*--Nina Valmonte*

## H2E Broadens It's Circle

In March, H2E held its Second Annual Convening at Rosary House, a senior housing program in Jackson Heights Queens. Fifty-two CATHOLIC CHARITIES staff attended, which was over fifty percent more than last year, and this time included staff from the Family Centers. Those in attendance were inspired by personal stories of success shared by former job seekers now gainfully employed. They were also encouraged by Mr. Louis Gruber, President of Gruber Foods, a vendor who has generously employed some of our clients. Louis Gruber said, "What other's call 'accomodation' I call understanding and compassion."

If you wish to promote self-sufficiency through employment in your program and have not yet connected with Headstart to Employment, call Nina Valmonte, Queens North Community Project Director at 726-9790.

*--Nina Valmonte*

## H2E offers its first training workshop

“Does it Pay to Work?” This was the theme of Headstart to Employment’s first training workshop on entitlements and employment. Pamela Warren, Job Developer, Brooklyn World of Work, arranged to have Sandra Escuder, Social Security Administration’s Public Affairs Specialist, conduct a workshop to update staff on new rulings regarding the impact of employment on SSI and SSD benefits. The consensus is that, after all is said and done, it almost always pays to work! One must not be too quick to assume that work jeopardizes one’s benefits.

This workshop was organized in response to an overwhelming request from program staff, and was attended by staff from a variety of programs including Head Start, Aging and Family Centers. If you wish to suggest an employment related training, call Nina Valmonte at 726-9790.

*--Nina Valmonte*

## One Subtle Lead Equals Opportunity for Many

Early in May 2001, information concerning a potential employer, **News America Marketing**, came to the attention of job developers of the Queens North and South Regions. Following a series of telephone interviews between Catholic Charities and this Fortune 500 Company, a fact-finding, face-to-face meeting took place. Present at this meeting were the Unit Manager from News America Marketing, Job Developers Richard O’Gara and Pamela Warren from World of Work, as well as Job Coaches, Tom Henry, Sheldon Kanoff, and Fred Vogel all Catholic Charities/ BFFY staff members.

News America Marketing, a unit of the Rupert Murdoch newspaper and television empire, is in the business of placing eye-catching advertising in drug and food stores. They provide the coupon dispensing machines that are strategically placed on shelves next to the discounted products.

Proudly, cultivation of this new employment opportunity through our frequent and regular telephone and face to face conferencing, resulted in the hiring of two job seekers from Freedom Village.

The potential to become a “service delivery entity” for the NY Metro region of News America Marketing looks promising for employment opportunities crossing many Catholic Charities program lines. Paid, on the job training is provided to every new employee. Training is also extended to the Headstart to Employment job coaches. The positions are part time, 14-20 hours per week, without benefits. The employee must have a car in order to carry the ad material and shelf devices to the assigned 7-10 stores. A car allowance is paid for in mileage.

*--Sheldon Kanoff & Rich O’Gara*



### ***Freedom Village/ ACE Program***

#### **Employer’s who have hired our clients:**

##### ***News America Marketing***

*Title of employee:*  
Marketing Representative

##### ***U-HAUL***

*Title of Employee:*  
Maintenance

##### ***Burlington Coat Factory***

*Title of Employee:*  
Stock Clerk

##### ***McDonalds***

*Title of Employee:*  
Food Preparation

##### ***NYAPRS***

*Title of Employee:*  
Peer Bridgers

##### ***NYAPRS***

*Title of Employee:*  
Peer Support Specialists

##### ***BFFY***

*Title of Employee:*  
Peer Advocate

##### ***BFFY***

*Title of Employee:*  
Consumer Representative

# Headstart to Employment Programs

## **World of Work**

Assisted Competitive Employment program offering job search skills and placement assistance to adults (over age 18) who have mental illness along with a history of substance dependence or a history of homelessness. The program provides individual coaching and group workshops to prepare the job-seeker for employment. We teach resume writing, interview techniques, job expectations, time management, money management, how to interact with the boss and co-workers, and much more. Post employment support is provided.

### *Brooklyn*

Pamela Warren,  
Job Developer  
2000 Flatbush Ave.  
Brooklyn, NY 11234  
T: (718) 758-9491  
F: (718) 758-9497

### *Queens*

Shanton Duncan,  
Job Developer  
37-22 82nd St.  
Jackson Hts, NY 11372  
T: (718) 779-1600  
F: (718) 396-6189

## **Freedom Village**

A psychosocial club which follows the clubhouse model of rehabilitation, offering participants the opportunity to develop work skills and experience in the areas of food service, retail, maintenance, office, and computer. Interview preparation, resume writing, and training services are offered.

Debbie Hampson, Program Manager  
Rosa Mingoelli, Club Coordinator  
1329 Beach Channel Dr.  
Far Rockaway, NY 11691  
T: (718) 337-0504  
F: (718) 868-3782

## **Assisted Competitive Employment (ACE)**

Through intensive job coaching, consumers of mental health are offered the opportunity to work on-the-job in integrated settings, i.e. enclaves and supported employment placements. Services offered include career exploration, vocational testing and interest inventories, individual and group counseling, internet access to job opportunities, and work behavior training.

Debbie Hampson, Program Manager  
Rich O'Gara, Job Developer  
1329 Beach Channel Dr.  
Far Rockaway, NY 11691  
T: (718) 337-0504  
F: (718) 868-3782  
E-mail: ACEPROG287@aol.com

## **BFFY Youth Employment Program**

Year-round employment program for economically disadvantaged youth ages 14 to 18. It provides basic academic skill training for youth reading below grade level. The program also offers career exploration, job

internships, job readiness training, and job placement services for all in-school youth participants.

Anthony Sabia, Program Specialist  
90-39 189th St.  
Hollis, NY 11423  
T: (718) 217-1440  
F: (718) 464-1317

## **Bridges to Success**

Offers pre-employment preparation (including basic skills, resume writing, interviewing techniques, and basic computer training), job placement, and post-employment support to community at large, i.e. diverse population of adults and youth.

Walter McCree  
Catholic Community Center  
23-40 Astoria Blvd.  
LIC, NY 11102  
T: (718) 726-9790  
F: (718) 728-8817

## **BFFY Seniors On-The-Move, (Senior AIDES Program)**

Its mission is to enable older adults (over age 55) to achieve gainful employment and personal development through community service and training. Enrollees with low income are trained or re-trained for today's workforce. Our goal is to build the skill and confidence that will lead to permanent employment.

Anthony Chow, Project Coordinator  
179 North 6th Street  
Brooklyn, NY 11211  
T: (718) 387-2316  
F: (718) 782-9569

## **Rose House/Club Innovation Services for Vocational Programming (RSVP)**

It is a prevocational program offered to the residents of Rose House's Residential Care Center for Adults, and includes additional employment supports and rehabilitation services. In identifying employment goals and the steps in the process of obtaining work, or returning to work, the program seeks to establish that job seekers have the basic skills required by all employers. Links are then created to other programs to ensure that employment goals are reached, following a successful discharge.

Tom McGlinchey, Program Coordinator  
80-45 Winchester Blvd., CBU 13  
Queens Village, NY 11427  
T: (718) 468-4700  
F: (718) 464-5640