



**Federation Employment
& Guidance Service
Annual Report 1982-83**

Vocational, Educational and Treatment Services

Since 1934 FECS' Vocational Services Division has served tens of thousands of New Yorkers through career planning, employment assistance, and vocational training. Outreach employment offices are located in communities throughout New York City, Westchester, Suffolk and Nassau counties. Our three **Testing, Assessment and Placement TAP Centers** reach over **12,000 people** a year in neighborhoods hardest hit by unemployment; over **35,000 employers** are sources for job development; hundreds of disabled and disadvantaged people receive training in Business and Trade occupations through *FECS' New York State licensed private schools*; the *Richard J. Bernhard Memorial Library's* extensive collection of occupational and career information is utilized by professionals, universities and students nationwide.

1982 was a year of expanded service delivery to meet the needs of New Yorkers.

EMPLOYMENT

New York City over the past decade has been at the hub of urban occupational change and FECS' offices throughout Metropolitan New York have continued to see thousands of unemployed - the semi-skilled, those excessed because of technology changes, the structurally unemployed, the new immigrant, the disabled, the senior worker, and others. While the agency effected over **9,900 job placements** this year, in 1982 a new category of the unemployed demanded our service - the middle class: the small business owner, the corporate manager, lawyer, human service worker, engineer; the experienced, educated and trained, traumatically without jobs. To confront this urban crisis and to prevent further massive financial and service pressures on other health, educational, social service and religious organizations, FECS, through its own funding and with special support from the *Federation of Jewish Philanthropies of New York* sought to establish an emergency program - **FECS' Mobile Job and Career Center**, integrated with the existing network of services to travel to FJP Project Renewal/Neighborhood Stabilization

communities as well as to other targeted neighborhoods offering initial client assessment, career development assistance, referrals for services, and direct job referrals as well as specific programs to meet the needs of each community.

Targeting unemployment in neighborhoods throughout the Metropolitan New York area will not only serve thousands in need but is a cost effective and efficient method to bring the services of FECS to each community.

CAREER DEVELOPMENT

FECS' **Career Development Services** reach persons searching for a job for the first time, those searching for new jobs because of a need to make a career change, those dissatisfied with their chosen career. In 1982, in addition to career counseling for over **2,500 individuals**, FECS has arranged special programs in career preparation and career management with Stern College of Yeshiva University, Jewish Association for College Youth (*JACY*), United Jewish Appeal - Federation of Jewish Philanthropies, Jewish Theological Seminary-Columbia University, among others.

PROFESSIONAL DEVELOPMENT INSTITUTE

In response to a need for new training opportunities for professional growth throughout the career development field, FECS launched the **Professional Development Institute (PDI)**, the first of its kind in the country. Providing training for career development professionals, PDI's clients come from corporations, private career consulting firms, universities, out-placement agencies, and private career development agencies. PDI series as well as lunch-time seminars focus on out-placement, management development, mental health, education, and assessment.

PDI has designed special programs for and has served participants from businesses and organizations, including: American Express, American International Group, American Management Association,

FEGS, the largest private, not-for-profit human service agency of its kind in the country, this year reached over 50,000 people.

AT&T Long Lines, Career Management Associates, College Advisory and Placement Service of Staten Island, Con Edison, District Council 37, Fordham University, Hofstra University, Home Box Office, Human Factor Consultants, Hunter College, J.J. Gallagher, the Jewish Association for College Youth, Mercy College, New Options Program, New York Hospital, New York Technical College, New York University, and YWCA-Lexington Avenue.

In recognition of his longstanding professional accomplishments, the FEGS 1982 **Richard M. Bleier Staff Award** was presented to *Barry Lustig*, PDI Manager.

EDUCATION

Recent statistics show that nearly 45 percent of the students entering the ninth grade will drop out of school before the end of the twelfth year. These student dropouts have few employable skills, little or no work experience, and very little confidence or expectations of becoming independent, productive persons.

In a pilot project sponsored by the *New York State Education Department* and designed in cooperation with the *New York City Board of Education* and the *United Federation of Teachers*, **FEGS' Operation Success** implemented in three New York City high schools will serve during its first year nearly **2,000 at-risk students** through a comprehensive program integrating many FEGS services. Not an alternative school Operation Success is fully integrated into each school's programs. A school based team of FEGS Operation Success case managers, evaluators, outreach workers, job developers, career counselors, and educational internship staff members provide a program tailored to the special needs of the students and schools. Program evaluation, conducted by the *Center for Labor & Urban Programs, Research & Analysis, CUNY, Queens College* showed that after only four months, 92.3 percent of all Operation Success participants were in regular attendance at their high schools. In addition to the savings in

human terms, Operation Success is bringing increased state financial aid to each school as a result of an increase in the daily school attendance of the program's students.

"If there was not an Operation Success I probably would have never come back to school and not have gotten my diploma which I finally realize I really need to try and make it in the real world."

THE OLDER WORKER

Over many years FEGS has worked to change the stereotype of the mature worker and to improve the overall job opportunities for middle-aged and older men and women.

PROJECT LIFE

In 1982, we initiated **Project Life**, funded by the *Federation of Jewish Philanthropies* and administered by FEGS to assist older workers in obtaining employment and in offering career and vocational services to these workers.

ELDER CRAFTSMEN

An **Elder Craftsmen** Project, supported through FJP, in conjunction with the *Jewish Institute for Geriatric Care*, has helped institutionalized patients, whose average age is 85, to make products which are sold. Income from these sales has gone to the craftsmen and also contributed to the program's goal of self-support, realized in 1982-83.

Corporate Services and Economic Development

SENIOR AIDES PROGRAM

FEGS has undertaken the sponsorship of a **Senior Aides Program**. Federally funded and administered by the *National Council of Senior Citizens, Inc.* on behalf of the United States Department of Labor, the program has the dual purpose of creating work experience in not-for-profit agencies for unemployed older workers and simultaneously meeting community needs.

TREATMENT

FEGS' Treatment Services Division, serving over **1,200 clients** a day in programs for the physically and developmentally disabled and the psychiatrically impaired, provides services at *Work Centers, Day Treatment Centers, Day Training Programs*, and residential *Intermediate Care Facilities* throughout Manhattan, the Bronx and Brooklyn.

A recognized, exemplary leader in its well-known Treatment Programs, Federation Employment and Guidance Service extended its unique program in 1982 to offer specialized services to a new group of clients.

THE HOMELESS

The Agency developed services to meet the urgent needs of psychiatrically impaired homeless persons living in temporary shelter on Wards Island and by the end of 1982, FEGS had served nearly **400 individuals**.

In 1983, FEGS, under a grant from the *Federation of Jewish Philanthropies*, expanded its services ever farther in a cooperative program with the *Jewish Board of Family and Children's Services* and *Altro Health and Rehabilitation Services* to target homeless individuals in Jewish communities throughout New York. Assessment and referral services focus on housing, rehabilitation, treatment and employment needs.

ESSENTIAL SUPPORT

Cooperation, technical assistance, and funding support have been provided by a number of agencies. FEGS acknowledges the immeasurable assistance given to us and expresses our thanks to our many colleagues at the Federation of Jewish Philanthropies, in government and in the voluntary sector who assisted us in making these special services possible.

CORPORATE SERVICES

Innovation within the framework of tradition has been a distinctive characteristic of Federation Employment & Guidance Service since its founding nearly 50 years ago. Within our tradition of commitment and service we have been receptive to new needs and to new approaches to meet these needs.

This year FEGS, working with business, civic, community, and labor leadership, has been active in helping to design and plan **economic development programs** to create new jobs for our community.

The Corporate Services Division now offers FEGS' experience and knowledge directly to businesses and corporations. In the thrust of our new **Corporate Services Division**, we have built on our knowledge, expertise and reputation, offering such varied services as: *out-placement* to place employees in other jobs when circumstances have forced corporate layoffs; *upgrading employee skills*, ranging from remedial work in basic skills to developing new technological skills; *assessing the promotion and career potential of employees*; providing *training and development seminars* and workshops; helping clients run *pre-retirement counseling* programs.

Major firms our Corporate Services Division has worked with include: CNA Insurance Companies, Warner Lambert Corporation, F.W. Woolworth Company, United States Lines, Interfaith Hospital, and other business, industrial, academic, health and government organizations.

INSURANCE REHABILITATION

FEGS' many years of experience in evaluation, assessment and rehabilitation work is now being utilized by our insurance clients to reduce insurance costs while helping disabled persons return to work. FEGS' services for **insurance rehabilitation** include: managing and evaluating the rehabilitation process, providing comprehensive coordination between medical and vocational rehabilitation, providing specialized vocational services including motivational analysis, transferable skills analysis, comprehensive work skills evaluation, psychometric testing, job seeking skills enhancement, job development/placement and specialized short term training programs.

Through this new FEGS division, we are building on our strength and broadening our scope to forge a new, productive association with business, industry and government.

HOME CARE

FEGS Home Attendant Services, Inc., an affiliated agency approved through the New York City Human Resources Administration, will provide home care to **600** medically disabled and/or handicapped persons living in upper Manhattan. Program services will enable these men and women to continue to live with dignity in their own homes and simultaneously reduce the need for costly hospital care.

LEGACIES AND CONTRIBUTIONS

FEGS is grateful for the expressions of dedication, commitment and loyalty to our beliefs and traditions of service that is demonstrated by legacies and contributions of funds.

These funds enable us to continue our significant work that is important for the well-being of the several communities of which we are an integral part. During 1982, we were honored to receive: a generous contribution from the *Dover Fund*, from the *Scheuer Family Foundation* for much needed funds for scholarships, contributions from *FEGS Board* and other *community leaders*, and significant contributions from *FEGS administrative* and other *staff* members.

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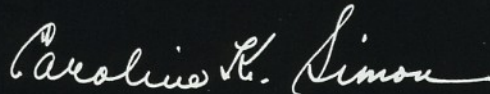
Neal Schweifel

President's Message

It is my pleasure to share with you some of the creative new programs FECS has added to its services this past year.

On behalf of the **Board of Directors, Administration and Staff** of FECS, I wish to thank the many individuals and organizations in government, the business sector, labor, education and the human services field for helping FECS to provide the vital services we offer to our community.

I wish to offer a very special thank you to the **Federation of Jewish Philanthropies** and the **UJA/FJP Campaign**.



Judge Caroline K. Simon
President

Executive Director's Message

FECS continued this past year to offer a vast array of services in the educational, treatment and vocational service fields. Last year we served over **50,000 people** in New York City, Westchester, Nassau and Suffolk counties.

We have helped to design and create new and innovative programs in education, working with drop-outs and those at risk of dropping out of high schools, as well as programs to meet the treatment and vocational needs of the homeless.

FECS, long a leader in job development and job placement, has recognized that it is not sufficient to rely on replacement jobs if we are to find employment for the many thousands of people who are in need of employment. We must help to create new job opportunities through the creation of new businesses. Working with business, community and civic leaders, FECS is engaged in designing and coordinating the establishment of new manufacturing and service businesses and technical assistance for existing small businesses who without this assistance might not survive.

FECS will continue its partnership with business, civic, labor and community leaders and its close and warm relationship with the **Federation of Jewish Philanthropies** in our joint efforts to improve the quality of life for all our neighbors.



Alfred P. Miller
Executive Director

Facility and Program Locations

EXECUTIVE OFFICES

114 Fifth Avenue
New York, NY 10011 (212) 741-7110

EMPLOYMENT CENTERS

CENTRAL PLACEMENT CENTER
2 West 17th Street
New York, NY 10011 (212) 741-6145

JEWISH EMPLOYMENT & REFERRAL UNIT (JERU)
2 West 17th Street
New York, NY 10011 (212) 741-6338

PROJECT LIFE
2 West 17th Street
New York, NY 10011 (212) 741-6145

FAR ROCKAWAY CENTER
c/o Gustave Hartman YM/YWHA
710 Hartman Lane, (212) 327-3100
Far Rockaway, NY 11691

FEDERATION JOINT SERVICES OF LOWER EAST SIDE- EDUCATIONAL ALLIANCE
197 East Broadway
New York, NY 10002 (212) 475-6200

NASSAU VOCATIONAL SERVICE CENTER
c/o Jewish Community Services-LI
175 Jericho Turnpike (516) 496-8523
Syosset, NY 11791

SUFFOLK VOCATIONAL SERVICE CENTER
22 Lawrence Avenue, (516) 724-6300
Smithtown, NY 11787

WESTCHESTER
Yonkers Jewish Community Center
122 South Broadway
Yonkers, NY 10701 (914) 476-5240

ACTION FOR RUSSIAN IMMIGRANTS
Shorefront YM/YWHA (ARI)
3300 Coney Island Avenue
Brooklyn, NY 11235 (212) 769-0760

SERVICE CENTER - RUSSIAN IMMIGRANTS IN QUEENS (SCRIQ)
98-37 65th Avenue
Rego Park, NY 11374 (212) 897-4100

HADAF (for Iranians)
c/o JBFCJ-Jewish Board of Family & Children's Services
1113 Avenue J
Brooklyn, NY 11230 (212) 258-7700

MOBILE JOB & CAREER CENTER
510 Sixth Avenue
New York, NY 10011 (212) 741-7154

TAP CENTER 9
145-A Fourth Avenue
New York, NY 10003 (212) 777-0111

TAP CENTER 8
1075 Ralph Avenue
Brooklyn, NY 11236 (212) 629-4149

TAP CENTER 2
2432 Grand Concourse
Bronx, NY 10458 (212) 733-5240-3

SKILLS TRAINING

JEWELRY INSTITUTE OF NEW YORK
510 Sixth Avenue
New York, NY 10011 (212) 741-5916

BUSINESS SCHOOL
114 Fifth Avenue
New York, NY 10011 (212) 741-6245-6

TRADES TRAINING SCHOOL
510 Sixth Avenue
New York, NY 10011 (212) 741-5916

DIAGNOSTIC VOCATIONAL EVALUATION CENTER
510 Sixth Avenue
New York, NY 10011 (212) 741-6256

CAREER DEVELOPMENT SERVICES

CENTRAL OFFICE
510 Sixth Avenue
New York, NY 10011 (212) 741-7150

QUEENS:
c/o YM/YWHA of Greater Flushing
45-35 Kissena Boulevard
Flushing, NY 11355 (212) 461-3030

YONKERS:
Yonkers Jewish Community Center
122 South Broadway
Yonkers, NY 10701 (914) 476-5240

SCARSDALE:
YM/YWHA of Mid-Westchester
999 Wilmot Road
Scarsdale, NY 10583 (914) 472-3300

TREATMENT SERVICES

DAY TRAINING
510 Sixth Avenue
New York, NY 10011 (212) 741-7165

FJP HOMELESS PROJECT
510 Sixth Avenue
New York, NY 10011 (212) 741-7010/8606

GALAXY
Hirschman YM/YWHA of Coney Island
3312-30 Surf Avenue
Brooklyn, NY 11224 (212) 449-4000

DEVELOPMENTAL DAY TREATMENT: MANHATTAN
510 Sixth Avenue
New York, NY 10011 (212) 741-8614

BRONX:
2468 Jerome Avenue
Bronx, NY 10468 (212) 220-8014

INTERMEDIATE CARE FACILITIES (Group Homes)
2782 Johnson Avenue
Bronx, NY 10463 (212) 220-8069

3327 Steuben Avenue
Bronx, NY 10468 (212) 220-8070

424 Swinton Avenue
Bronx, NY 10465 (212) 220-8066-7

WORK CENTERS

MANHATTAN
62 West 14th Street
New York, NY 10011 (212) 741-7298

BROOKLYN
1622 Mermaid Avenue
Brooklyn, NY 11224 (212) 449-7900

BRONX
2432 Grand Concourse
Bronx, NY 10458 (212) 220-8056

CORPORATE SERVICES
114 Fifth Avenue
New York, NY 10011 (212) 741-6127

INSURANCE REHABILITATION
114 Fifth Avenue
New York, NY 10011 (212) 741-7011

FEGS HOME ATTENDANT SERVICES, INC.
114 Fifth Avenue
New York, NY 10011 (212) 741-7016

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