



NVS & NVSU

EMPLOYMENT BRIDGE NEWSLETTER

Volume VI, Issue II

Summer 2011



HELPING PEOPLE WITH NEUROLOGICAL CONDITIONS GAIN INDEPENDENCE, ONE PERSON, ONE JOB, AT A TIME

SUMMER ISSUE HIGHLIGHTS



THE NEFCYS AN NVS BOARD "BACKCOURT" DUO

JOIN US at THE ANNUAL FALL EMPLOYER/CLIENT RECOGNITION EVENT

NVS SPRING CABARET & FUNDRAISER - A SMASH AT SALTY'S

JOB CLUB- A VOCATIONAL TOOL THAT SHOULD BE USED MORE THAN IT IS

The Nefcys: An NVS Board "Backcourt" Duo

On that April day at the Bellevue Pro Club, Chris Nefcy sped across half court, spotted a three point shot (he never has seen a bad 3-point opportunity), and let it go. As the ball swished through the hoop, however, the 40-something Chris slumped abruptly to



the ground, falling directly on his head – a heart attack and a head injury had just changed life for the former Microsoftie and real estate developer.

That was six years ago. Chris was treated in acute rehab at Overlake Hospital and put into an induced coma for two days, spending several weeks in acute care. His daughter Angela had driven 70 miles per hour to the hospital with Chris' sons, family came in from all over, and rehab began. As Angela began to monitor Chris and his rehab, she became aware of his integral involvement in supporting NVS as a board member – the board and various NVS members

now were supporting him. Chris made gradual rehabilitation progress following "cutting edge" heart surgery and rehab, and then started to look for more volunteer work at NVS. Angela, a former high school point guard herself, decided to volunteer along with Dad. Their other bonding had related to watching the NCAA basketball finals and an infinite series of weekly "bad, really bad" movies that they enjoyed together. This was different, a giving back.

This backcourt basketball duo together took over rebuilding the NVS website, streamlining the NVS marketing plan, and other support activities. Angela says, laughingly, "I love working with Dad, particularly when you give him just 24 hours to get it done – he is then really on point."

Chris was at a juncture in his rehab when he decided to come to NVS, himself, for our employment services. He was then able to secure a part time job as an IT specialist on a medical school research project. Our advice was "get in the door and we'll

go from there!" Chris took it from there! Today, he is a senior computer specialist managing a multi-site national study from his view room in the University of Washington Tower. He and Angela still find the time to bond over NVS activity – the latest venture being the Nefcy Auction Software Program (NASP), flawless in getting auction items and fees processed for our fund-raising events. Angela spends the rest of her life as a Senior Operations Accounts Manager for Microsoft's X-Box – "lining up people to get the job done" – and preparing for her marriage next year (congratulations Angela!). They still watch good basketball and bad movies together. *Continued page 2...*

The Neurology Vocational Services Unit provides vocational assessment, job placement and retention services to individuals with neurological conditions, helping them to lead a productive life. In addition, through research, teaching and distribution of information, the unit serves as a national resource in the field of vocational rehabilitation.

If you want others to be happy practice compassion. If you want to be happy, practice compassion.
 ~Dalai Lama

Continued...

We love this dynamic duo and appreciate their targeted efforts on behalf of our clients. Please consider joining the fabulous Nefcys (you can avoid the bad

movies) and other great folks as a member of the NVS Board!

P.S. The Nefcy Auction Software Program (NASP) can be purchased through Business Agent Bob Fraser.

JOIN US AT THE NVS ANNUAL EMPLOYER / CLIENT RECOGNITION EVENT

Learn about the benefits of hiring individuals with disabilities. Hear a wonderful success story. Meet Rehabilitation Counselors/ Employment Specialists and unite in a joined effort to assist people with disabilities back to work.



To Be Notified of Event Details, Write To: mengler@u.washington.edu

CAPTURED MOMENTS SPRING CABARET AND ANNUAL FUNDRAISER: A SMASH AT SALTY'S!

SPECIAL THANKS TO 2011 SPONSORING COMPANIES FULL LIFE, SAFEWAY & ALASKAN COPPER

NVS held our annual Spring Event at **Salty's on Alki** last May 14th, featuring its famous brunch and fabulous view of the city. It was a "full house" as guests feasted on Eggs Benedict, crab legs, shrimp, and other delights, all in the name of the NVS



cause. President Rubén led the program which climaxed with the annual client award to and an empowering presentation by Ms. Alice Hanson. Our auctioneers, Chuck Beck and his wife, then took over for the spirited live

auction. Both the dessert dash and the wine auction were a lot of fun and very productive as to funds raised. The day's highlight, however, was the cabaret show presented by Vic "The Piano Man" Janusz and the fabulous "Arnaldo!" The pageantry and voice of Arnaldo "wowed" the audience as the local celebrity moved through a delightful variety of songs to



include Edith Piaf and ending in both drama and laughs with Patsy Cline's country classic "She's Got You." The golf club coming out of



Arnaldo's dress brought the house down!

NVS would like to thank these great performers, the

Salty's staff, all the volunteers, and the auctioneering Becks for putting together such a great program. Sponsors for the program included Safeway, Full Life, Alaskan Copper and Brass, Mr. Monte Engler, and Mr. Mark Mincin and family. Their sponsorships insured the event's financial success. We sincerely thank them and all of the day's attending "bidders" for making this a great day for NVS!

Job Clubs

One Vocational Tool That Should be Utilized More Than It is

By Robert T. Fraser

Job developers who aren't touting the benefits of job clubs to their job-seeking clients are missing out on an important aspect of job development. The job club is a particularly helpful tool for use in vocational programs, but it remains underutilized even though it dates back 40 years.

In the 1970s, Dr. Nathan Azrin and his colleagues developed the job club model as a job preparation tool. It was later formalized in the *Job Club Counselor's Manual* and became the Bible for job club development and implementation nationwide.

More than 30 studies have been conducted using this model across diverse client groups – such as individuals with psychiatric and other disabilities, people on public assistance, and college students.

The model works. Employment outcomes tended to average about two-thirds of the job club participants going to work versus only one-third of study control group members. It should also be pointed out that the Azrin model is distinct from the job-networking group that has become common today.

How it Works

The Azrin approach involves several weeks of structured full morning and afternoon sessions in which the group leader uses a direct, but positive and reinforcing facilitative style. The job-seeking skill modules are very structured and include application completion, résumé development, finding leads, and interviewing. Club membership initially involves 10 to 12 people, but it can be expanded for participants that previously received core skill training. An emphasis is placed on skills development based on a member's needs. This approach automatically rotates clients on different skills using brief, open discussions as opposed to more hands-on practice. External contact with the employment community is continually reinforced at job-club meetings with members disclosing their goals and strategies. Facilitators emphasize personal contact with employers.

Model is Updated

The Neurological Vocational Services Unit (NVSU) at Seattle's Harborview Medical Center at the University of Washington has adapted the Azrin model as part of its core vocational services for nearly 30 years. The NVSU approach uses modules that are rotated, based on needs "voted" upon by group members. For example, job-club modules might include sessions on online or e-job searches, telephone interview approaches, strategies to staying motivated, disclosure to the employer, and others.

NVSU Modules Include:

1. Developing Your Job Search Plan
2. Resumes and Applications
3. E-Applications and Effective Use of Websites
4. Assessing Job Offers
5. Staying Motivated in the Job Search
6. Grooming and Dressing for the Interview
7. Staying on the Job Once you've Secured it
8. Why do You Want to Work and How Do you Want to Work?
9. Accommodations in the Workplace: Americans With Disabilities Act
10. Disclosing Your Disability
11. Employer Incentives for Hiring People with Disabilities
12. Targeted Mailings, Cover Letters, and Informational Interviews
13. The Job Interview
14. Career Enhancement

Job clubs at NVSU emphasize emotional and behavioral reinforcement throughout each session. Some modules even deal with maintaining motivation and managing moods, which are important aspects of the often-difficult job-search process. *Community resources* such as YMCA memberships are emphasized as avenues of social support and mental and physical health.

Summary

Job clubs not only develop client's skills and help them find a job, job clubs at NVSU have become a core component to program infrastructure. For one thing, job-seeking clients commit to being engaged during the job-club process. Moreover, although NVSU has evolved into a larger vocational rehabilitation program, the job-club approach was adopted by NVSU when there were only two vocational staff members. As a result, this model maximized efficiency in job-skill

development and job-search activities. The job-club model provides a valuable service while supplying a visible social support for clients with significant neurological challenges. There are a number of ways in which this adaptation differs from the original Azrin model. They include the following: Job clubs at NVSU are *ongoing* and involve semiweekly sessions on Monday and Wednesday mornings that last between 1 hour and 1-1/2 hours. Job clubs at NVSU use *two* facilitators in order to provide a more engaging club, and to free up more staff for individual job-skill mentoring. Job clubs at NVSU actively engage employers several times a month. This enables employers to provide "cutting edge" advice within different modules and to reinforce member attendance and involvement. The message is that involvement in the job club will result in employment success. Job clubs at NVSU are tailored to each member. After every session, each member meets *individually* with his or her counselor in order to shape and reinforce job-seeking progress. This gives the job-club approach a *tandem* career counseling element.

Robert T. Fraser, Ph.D., CRC is a counseling and rehabilitation psychologist and certified rehabilitation counselor with the Neurological Vocational Services Unit at the University of Washington, Department of Rehabilitation Medicine. He has more than 30 years experience administering and working with university and community neurological vocational rehabilitation programs. He is the author of more than 100 articles and the co-editor of four books. References cited in this article: Azrin, N. H., Besalel, V. A. (1980). Job Club Counselor's Manual: "A Behavioral Approach to Vocational Counseling," Baltimore, MD, University Park Press; Azrin, N. H., Flores, T., & Kaplan, S. J. Job-finding club: A group assisted program for obtaining employment, "Behavior Research and Therapy," 1975, 13, 17-27. 2 JTPR Training Tool-Kit June 2011

NVSU EXTENDS APPRECIATION TO THE FOLLOWING COMPANIES

Safeway, Puetz Golf Seattle, Big O Tires, Fred Hutchinson Cancer Research Center, St. Mary's Food Bank, A Place for Pets, Justice Works, University of Washington Med Ctr., Harborview Medical Ctr.-Engineering Department, Prosthetics and Orthotics, HMC 3W and 7MB Medical Specialities Clinics, 3WH Neurology Inpatient Nursing Unit, Camp Korey, The Peak Cafe, The Star Center, Seattle YMCA, American Civil Liberties Union, MS Society Northwest, Kona Kai Coffee, Red Robin, Providence Hospice, Alaskan Copper, Boeing, QFC, Amazon.

GET INVOLVED WITH NVS AND NVSU

CONSIDER VOLUNTEERING TO BE A SPEAKER AT JOB CLUB ...



We have been fortunate to have Human Resource employers and other professionals volunteer an hour of their time to speak to our clients at Job Club. You don't need a long prepared speech, just your willingness to share what you do and to be open to questions. Our clients benefit from talking with people in different professions and businesses. If you can spare an hour, come share your work with NVSU Job Seekers.
Contact: mengler@u.washington.edu

JOIN THE NVS BOARD HAVE A DESIRE TO GIVE BACK? CONSIDER JOINING THE NVS BOARD

Become a member of our non profit board, Neurological Vocational Services (NVS), and get involved with an organization assisting individuals with neurological conditions to achieve long term gainful employment. NVS is seeking professionals with all types of backgrounds: fundraising, marketing, law, sales, IT, etc... If you are interested in learning more about the NVS BOARD, Contact Board member Matt Storey: matt@directinteractions.com

fb

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Neurological Vocational
Services

VISIT US ONLINE AT:

www.nvsrehab.org

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COMPANY



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RECEIVE A PERIODIC

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IF INTERESTED CONTACT:

MENGLER@U.WASHINGTON.EDU

NEUROLOGY VOCATIONAL SERVICES UNIT

Office Location: 401 Broadway,
Suite 2088, Seattle, WA 98104

Mailing Address: Harborview Medical
Center, 325 9th Avenue, Box 359744,
Seattle, WA 98104

TEL: 206-744-9130

FAX: 206-744-9988

WWW.NVSREHAB.ORG

NVSU STAFF

Robert Fraser, Ph.D., CRC, Dir. of NVSU

Barbara Beach, M.Ed., CRC, Manager

Marin Engler-Maciel, M.A., MHP

Aliza Hauser, M.A., CRC

Louie Lopez

Steven Lashley

Jacob Hutchinson

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Comments to: mengler@u.washington.edu