



Goodwill Industries OPWDD  
Independence and Employment Services



Goodwill NYNJ was founded in Brooklyn more than 103 years ago.

Our mission is to empower people with disabilities and other barriers to employment to gain independence through the power of work.

Goodwill NYNJ provides a broad array of services including job coaching, full-time and temporary job placements for people with disabilities and other barriers, digital skills training, primary care, clubhouses, and other supportive programs for people with psychiatric disabilities.

# Our Philosophy

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**Everyone has the right to explore independence and employment**



**Our job is to support people in achieving goals that are both meaningful to them and result in the person living their most independent and fulfilling life.**

# Autism Spectrum Disorders/ASD

- Autism Spectrum disorder (ASD), refers to a broad range of conditions that affect the way a person sees the world, processes information, and interacts with people
- ASD is often characterized by challenges with social skills, repetitive behaviors, speech, and nonverbal communication
- The term Asperger's Syndrome has been absorbed into the general definition, though some persons having that diagnosis may still use that term
- There isn't one type of Autism. Each person with Autism has unique strengths and challenges.

# What is Neurodiversity?

- Neurodiversity is the idea that neurological differences like autism are normal / natural variations of human neurological functioning
- Neurodiversity is seen as a movement by many towards more equal treatment and more widespread acceptance for those on the spectrum, and with disabilities in general
- The idea is that autism is a normal variation of the human experience. Instead of trying to bend someone with autism into a definition of “normal” behaviors, society might bend to allow for differences in behavior and needs, and create more opportunities for inclusion in schools, and workplaces etc

# Intellectual and Developmental Disabilities

## 1. Deficits in intellectual functioning, including:

- Reasoning
- Problem solving
- Planning
- Abstract thinking
- Judgment
- Academic learning (ability to learn in school via traditional teaching methods)
- Experiential learning (the ability to learn through experience, trial and error, and observation)

## 2. Deficits or impairments in adaptive functioning

- Communication
- Social skills
- Personal independence at home or in community settings
- School or work functioning

## 3. Age of Onset

- These limitations occur during the developmental period. This means problems with intellectual or adaptive functioning were evident during childhood or adolescence. In NYS the requirement is before 21 years.

# What We Offer

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**Employment Placement for people with Autism Spectrum Disorders**

**Community Based Prevocational Services**

**Day Habilitation W/ Out Walls**

**Supported Employment / ETP**

# Advance Job Development and Placement



**Employment program for people with Autism Spectrum Disorders who reside in Bronx and Manhattan. Advance uses Marc Gold and Associates Discovery to assess strengths, skills, conditions for success, and support needs. Enrollees participate in weekly work readiness groups, internships, and other vocational activities during job development.**

## Highlights

- No cost to the participant
- Limited to 1 year of service
- Exploration of individual's interest, abilities, and experience; resulting in customized job development and placement
- Resume development and interviewing preparation
- Techniques to reduce anxiety
- Monthly peer social events
- Networking and community supports
- Assistance with gaining OPWDD eligibility
- Limited job coaching available once employed



Funded by the NYC Department of Health and Mental Hygiene

Participants can not be enrolled in OPWDD HCBS Waiver services when applying

## Intake Documents

- Psychological indicating diagnosis of Autism
- Updated Medical
- Proof of diagnosis
- Identification
- Emergency contact Information

## Locations

- Manhattan
- Bronx



# Community Based Prevocational Services



**This program gives people the opportunity to explore work through internships, volunteering, and work readiness activities. Community Based Prevocational services teaches about job expectations, work place safety, and prepares people for job interviews.**



## **Examples of Goals**

- Internship & Volunteer Experiences
- Travel & mobility
- Interviewing Skills
- Problem solving
- Following Directions And Attending To Tasks
- Understanding Workplace Demands
- Benefit Planning
- Assessment of Employment Options
- Technology Instruction
- Resume Development

## **Locations**

- Jamaica Queens
- Astoria / LIC Queens
- Downtown Brooklyn

***2 options - 3 days Prevoc / 2 days Day Hab or 5 days Prevoc***

# Day habilitation - Bridges To Success

**This program supports people with Autism Spectrum Disorders in preparing for employment and improving social and communication skills. Blended model of 3 days of Day habilitation without walls and 2 days of ETP / SEMP allows enrollees to explore work through volunteering while completing the ETP Discovery process. Enrollees are supported in increasing their independence in the community through a variety of activities.**



## Examples of Goals

- Interviewing skills
- Resume Building
- Mock Interviews
- Safety Skills
- Volunteer Sites
- Mobility Training
- Social Behaviors
- Housekeeping skills
- Communication Skills
- Personal care
- Health Care skills
- Money management

## Location: 10

- Long Island City, Queens



# Day habilitation – Next Steps

**This program supports people who are already working in identifying and pursuing the next steps to attain goals of increasing days at work, living independently, and setting and achieving financial goals. Social support from peers who are also working and exploring recreational hobbies helps the person round out their week.**



## **Examples of Goals**

- Improving communication skills
- Self Advocacy
- Budgeting & financial literacy
- Benefit Planning
- Travel & mobility
- Managing anxiety in social situations
- Creating and maintaining social friendships
- Developing hobbies and social outlets

***Attend 2 or 3 days a week. People currently working are eligible to enroll.***

## **Locations**

- LIC, Queens

**Supported Employment uses a Person Centered approach to develop opportunities to enter the workforce and be successful in maintaining employment. SEM P supports people in all steps of the employment process, from vocational exploration, to interviewing, to starting their first day at work. Job Coaching at the work site is provided to help people learn and become independent at work.**

## Highlights

- Goodwill runs one of the largest ETP programs in the downstate area
- Pilot program to make the transition from school to work seamless
- Rapid Discovery process includes 3 types of internships to assess skills and work preferences prior to job development
- Person Centered development of a work plan with a job developer
- Resume development and interview preparation
- Job coaching provided 1:1 on the work site
- Assistance provided with communication and self advocacy at work
- SEM P Provided in Manhattan, Queens, Brooklyn, and Bronx

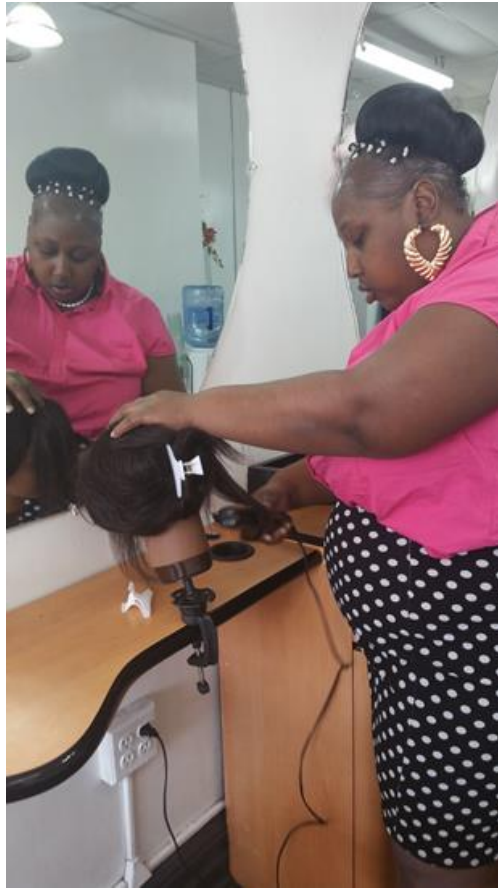




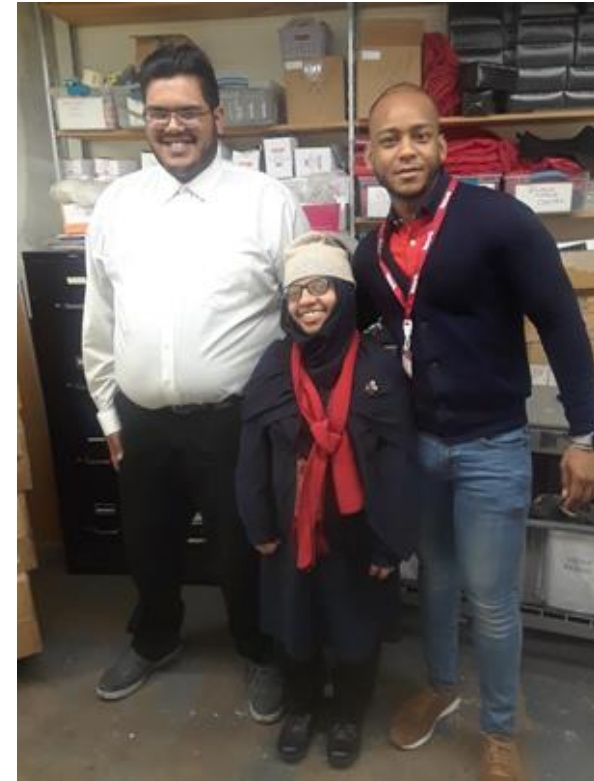
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Congrats Brian from @GoodwillNYNJ  
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# Success Stories Goodwill



# Other Services

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**Independence Day Habilitation**

**Retirement Day Habilitation**

# Day habilitation - Possibilities

**This program supports people in increasing social and communication skills and developing their independence. Person Centered planning is used to identify interests and activities. Community environments are utilized to apply learning to real world environments.**



## **Examples of Goals**

- Safety Skills
- Travel and Mobility Skills
- Social Skills
- Increasing Communication
- Self Advocacy
- Personal Care and Hygiene Skills
- Money Management
- Community Exploration and Integration
- Volunteer Opportunities
- House Keeping Skills

## **Locations**

- Astoria / LIC, Queens
- Jamaica, Queens
- Downtown Brooklyn
- Harlem, NYC

**Door to Door transportation provided if needed**



# Day Habilitation – Champions Retirement

**This program supports older adults in remaining active and socially engaged once they decide to retire. Focus is on remaining connected to the community, participating in activities of the person's choice, and developing interests and hobbies. Utilizes community organizations and in house activities.**

## **Examples of Goals**

- Community Inclusion
- Safety Skills
- Communication Skills
- Self Advocacy
- Personal Care and Hygiene Skills
- Money Management
- Exercise
- Nutrition
- Developing hobbies
- Remaining active
- Joining Community Senior Centers
- Developing and maintaining friendships

## **Locations**

- Astoria, Queens



- ***Door to Door transportation provided if needed***
- ***Person must be at least 50 years of age to enroll***