



Hudson Community Enterprises

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HCE News

August 2011

HCE Awarded Three Year Accreditation by CARF International

To say that August was an eventful month is an understatement. An earthquake and a hurricane both impacted our area. Fortunately, both did not impact HCE. What did impact HCE was the receipt of a three year accreditation by CARF International.

CARF-accredited service providers enjoy international recognition for their commitment to excellence. Third-party payers, governmental agencies, and the public at-large recognize CARF accreditation as a demonstration of accountability and conformance to internationally accepted standards that promote excellence in services.

The value of CARF accreditation is more than a certificate hanging on the wall. CARF accreditation is evidence that an organization strives to improve efficiency, fiscal health, and service delivery -- creating a foundation for consumer satisfaction.

Among the strengths noted by the CARF surveyors were HCE's social enterprise businesses and their ability to lessen HCE's dependency on governmental funding; its certification by Hudson County's Minority, Women, Business Enterprise Office; the enhancements made to its Extended Employment Program, and as always the "commitment and dedication of its staff".

For a copy of our full survey report, please visit us on the web at www.hudsoncommunity.org

Thank you to New Jersey's elected Officials

This past year was a very difficult year in terms of New Jersey's economy. In preparing its budget for this year some very difficult choices needed to be made. Despite that, advocacy efforts throughout the state resulted in an increase in funding for jobs programs for people with disabilities. With bi-partisan support, \$6 million was added to the 2012 State Budget for New Jersey's Vocational Rehabilitation Programs. This will have a significant positive impact for people with disabilities by providing vital funding for the work opportunities and the job supports they deserve.

Goldman Sachs Employees again make HCE Annual Picnic a Success

It didn't matter that it poured rain and the humidity was over 100%, fifteen employees from Goldman Sachs joined us once again for our Annual Picnic. The rain forced us to cancel our park reservations and move the event indoors, but it did not lessen the fun of all attending. The Goldman Sachs crew cooked burgers and hot dogs and the dancing moved inside. At the end of the day fun and a good time was had by all.



Improving the Community One Person at a Time

HCE Secures ECM Job from Middlesex County

Getting work from a customer makes any business happy. Getting repeat business makes a business even happier. HCE's Enterprise Content Management business just secured a second job from the Middlesex County's Surrogate's Office. ECM services are ideal for this office, thanks to the many records of the Surrogate including wills, adoptions, contested probate matters, alleged incapacitated matters, film and record all probate proceedings, Investment of minors' funds, and appointments of guardians, to name a few.

HCE's ECM business is equipped to handle not only standard size paper scanning but large format scanning. Its Indus 5005 Scanners are the latest in available technology for the scanning of bound books and very large scale documents up to 23.39 inches x 33.11 inches at a resolution of 400 dpi. They maintain the original condition of a bound book even if it is in a fragile condition.

Red Bull Success Story

Red Bull Arena is the benchmark in the North American soccer landscape and sets the standard for other soccer venues across the continent. The state of the art soccer specific facility located in Harrison is the new home of the N.Y. Red Bulls of Major League Soccer.



It is also where Giovanni Martinez works. Giovanni Martinez began his participation in the extended employment program at Hudson Community Enterprises two years ago. Giovanni was given several opportunities with HCE through outside contracts including Litter Patrol, McGinley Square, Metro Shredding, and today he has found his niche and is working at Red Bull Stadium. Giovanni's hard work and dedication led him to his position at Red Bull, and the assistance of our job coaching, he has surpassed all expectations. Giovanni does not only holds a position at Red Bull he is given the opportunity to work with other professionals, but as an added fringe benefit he meets elite soccer players while preparing necessary items needed throughout their games.

Good News- Jersey City Community Development Block Grant Awards HCE \$100,000!

Hudson Community Enterprises' workforce has grown considerably as a result of the success of its social enterprise businesses. The agency was recently notified by the city of Jersey City that it has been awarded a grant to assist in the pre-employment and post-employment services that it offers to the employees with disabilities that work in these businesses.

HCE is very grateful to Jersey City for this support. With this grant HCE is able to not only employ persons with disabilities in these businesses but to offer them a better change of succeeding in these businesses through test preparation services and basic skills enrichment. Both of these services have enabled individuals with disabilities to join HCE's businesses who otherwise would not have succeeded in passing the entrance criteria for these businesses.

Improving the Community One Person at a Time

HCE Opens Newark Facility October 3rd

HCE's Social Enterprise Businesses have grown extensively in the greater Newark/Essex County area. Contracts with the Department of Community Affairs, County of Essex, and numerous state facilities have given HCE a significant presence in Essex County.

In response to these growing business needs HCE will open a new facility at 550 Broad Street in Newark on Monday, October 5th. This 9,100 square foot facility will house offices for HCE's Building Maintenance, Security and Shredding businesses, as well as expanded production, training and administrative facilities for our Enterprise Content Management (scanning) business.

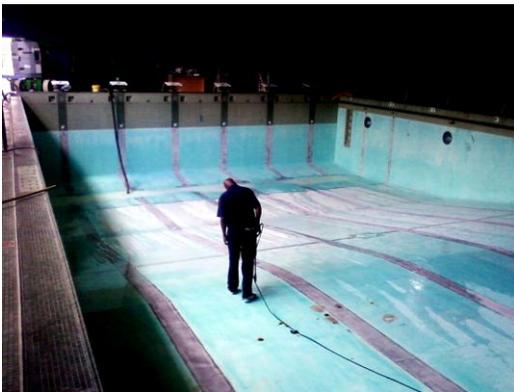
The space will offer "state of the art" equipment and facilities to better serve people with disabilities. The facility will bring a total of 50 new employees to Newark when it opens. It is expected, by year's end, to house close to 80 employees and to be able to train and place over 150 individuals a year.

With exceptionally high unemployment rates in the Newark area, HCE is committed to this chronically underserved area, bringing employment opportunities to Essex County residents with disabilities, and doing its part in the ongoing renaissance of downtown Newark.

HCE Building Management Services Continues to Expand

Once again, no job is too big, too small, or in this case too deep, for HCE's cleaning crew. In August, HCE's crew power washed Kane University's Olympic size pool. This was no small task with the pool encompassing over 17,000 sq ft. As usual, our crew did a great job and the results speak for themselves.

Before



After



First Post Construction Clean-up Job Awarded to HCE Building Management Services

New Jersey's newest and largest student residential and dining complex, The Heights at Montclair University is the first public-private partnership construction project to be developed under the New Jersey Economic Stimulus Act. The state-of-the-art residential complex has approximately 568,000 square feet of living quarters, a 24,000-square-foot dining area, and accommodates nearly 2,000 students.

HCE's crew of 10 workers spent over a week there recently completing post construction clean-up to ready the building for incoming students. Feedback for the performance of our crew was highly positive and we expect to secure additional work in this area.



N.J. Department of Labor and Workforce Development Training Grant Continues

HCE was awarded a substantial training grant from the DOL (Department of Labor) to assist employees to enhance their professional skills. HCE began training sessions in March of 2011 which will continue to February 2012. This month's training courses included Communication Skills, Supervisory Skills, Lean Processes, Value Stream Mapping, MS Offices classes etc... We are pleased that a large number of our employees have attended such classes. HCE looks forward to continuing training and development courses to enhance our employee's professional skill level which will help HCE in reaching our mission and strategic goals.

FYI- Economic Benefits of Funding Hudson Community Enterprises

- HCE has over 200 individuals with disabilities working in its various social enterprise businesses, generating an annual economic impact of over \$446,163 in taxes paid and entitlements reduced. This doesn't count the curtailed use of expensive rehab and/or correctional programs, or the economic impact of their wages and buying power.
- Last year 7/1/10 to 6/30/11 these individuals earned **\$2,994,386** in wages
- Every job adds to federal and state income taxes and state sales tax revenues (based on earnings).
- A \$10,000 a year job produces a \$6,600 annual economic benefit, including \$1,500 in combined income and sales taxes and \$5,100 in reduced assistance.
- Every \$1 earned is estimated to stimulate the local economy by \$10.

HCE launches Sales Campaign in the Private Sector for its ECM Business

As the demand for enterprise content management continues to escalate, precipitated by regulatory and overall efficiency demands, Hudson Community Enterprises has initiated a sales campaign to develop work within the private sector. This campaign will target the overall metropolitan area and especially the financial, medical, and legal industry.

A dedicated sales person, Richard Marcus, with years of sales experience in this area has joined HCE's staff. Any sales leads should be directed to him at (201) 434-3303.

Effective Interaction: Communicating With and About People with Disabilities in the Workplace

As children, we are curious — pointing to anything unfamiliar and asking questions. We have few, if any, inhibitions. As adults, we learn to censor our queries, feeling uncomfortable with anything unfamiliar. This is true when we are faced with new technologies. It is true when we are faced with tackling new projects for which we may not feel prepared. It is often true when we meet people who speak a different language or come from a different culture.

It is human nature and not unusual, therefore, to be concerned about interactions with people who use wheelchairs, who are blind, who are deaf, or whom we find difficult to understand. We may be concerned that we will say the wrong thing, ask an inappropriate question, or unintentionally offend. We do not want to appear uninformed or insensitive.

Tips for Speaking or Writing about People with Disabilities A key to any effective communication is to focus on the communication itself — what information needs to be transmitted and how best to transmit it. Positive language empowers. When writing or speaking about people with disabilities, it is important to put the person first — to focus on the person, not the disability. Group designations, such as "the blind," "the deaf" or "the disabled" are not empowering. It is important to use words that reflect individuality, equality or dignity — the person who is blind, the child who is deaf, the individual with a disability

National Disability Awareness Month

Held each October, National Disability Employment Awareness Month (NDEAM) is a national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities.

NDEAM's roots go back to 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month."

The theme for [NDEAM 2011](#) is "Profit by Investing in Workers with Disabilities," which promotes the valuable contributions people with disabilities make to America's workplaces and economy.

HCE will be holding several events to celebrate this month. Check our web site for more information.

