



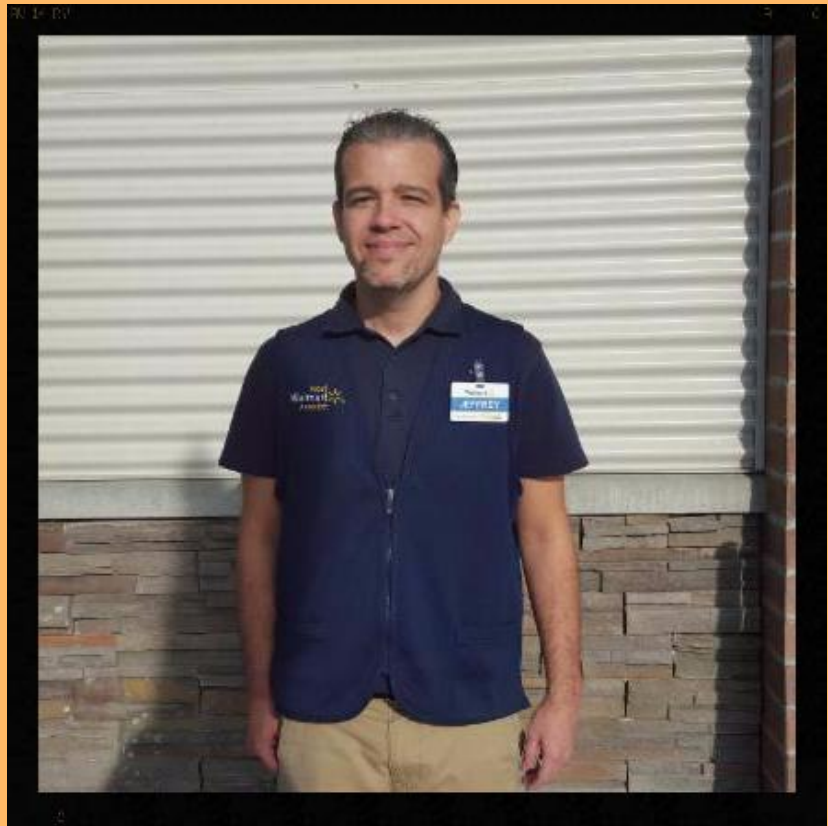
For people with intellectual  
and developmental disabilities

*Achieve with us.*

October 26, 2015

# A "Monday Moment" with... Jeff Crandall

Good morning and welcome to the final edition of our "Monday Moments" Series. To close out National Disability Employment Awareness Month, we would like to turn the spotlight on Jeff Crandall, a member of the maintenance team at a Wal-Mart in Central, New Jersey. Jeff started in this position three months ago, but prior to Wal-Mart he worked for 13 years at a school, assisting students with disabilities. Jeff works 16 hours a week and he uses public transportation to get to work from a neighboring town. Jeff says he enjoys working because he makes money, it allows him to live on his own and it gives him confidence. Jeff says he has a good work ethic and he would encourage other people with disabilities who haven't found work to, "never give up, try your hardest and give it a shot." He said he'd like businesses and employers to know that, "people with disabilities are hard workers. You've got to trust them like you would anyone else."



## DID YOU MISS ONE OF OUR "MONDAY MOMENTS?"

- If you missed one of our previous "Monday Moments," no need to fret! All of our spotlights are archived on our National Disability Employment Awareness Month [web site](#). So stop by, and spend a "Moment" with Kelly, John and Nick.
- October may be coming to end, but it's important to boost awareness year-round and to encourage businesses and government officials to develop and implement work-friendly environments and policies. Doing so will allow people with disabilities to find employment at workplaces across the State.
- Thank you for helping us celebrate this important occasion.

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## 'Yes, Even Your Child Can Work'

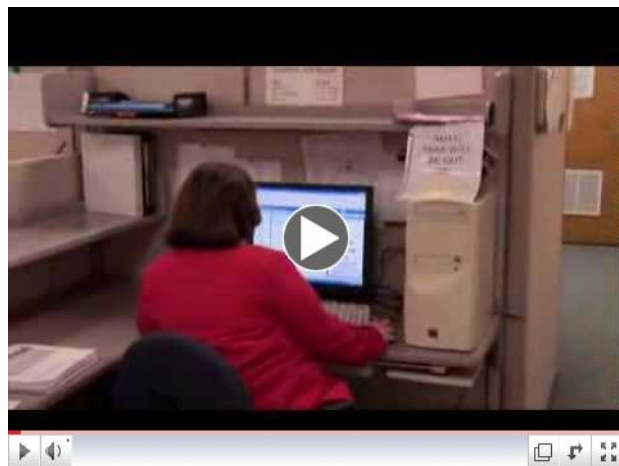
For many of us, a job is something that defines who we are. It gives us a meaningful place to go everyday, a way to explore our interests, a means of earning money, and a way to be a part of our community. Last week the Planning for Adult Life Program at The Arc of New Jersey hosted a webinar to discuss employment options, tips on how to prepare your student for employment, and how to access supports and services for employment in the adult service system. To view this webinar, click [here](#).

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## Connecting to Employment

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## 'Believe and You Can Achieve'



Check out this video by The Arc of Monmouth which highlights the importance of employment in the lives of individuals with intellectual and developmental disabilities.

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## 'The Journey of Job Seekers with Disabilities'

### A Three-Part Webinar Series

In celebration of National Disability Employment Awareness Month, GettingHired is hosting a webinar series which aims to provide job seekers with insight into the employment search process. The webinars will focus on the job search, application and hiring experience. To register and/or learn more about this series, visit [GettingHired](#).

**About Project HIRE**  
 New Jersey businesses need accessible workers. Individuals with intellectual and developmental disabilities need quality jobs. Project HIRE brings them together.

Project HIRE is a statewide employment program for people with disabilities. With the help of experienced job developers and job coaches, the statewide network provides placement assistance, on-site training, and long-term support to ensure continuing job proficiency.

Since July 1983, Project HIRE has been instrumental in assisting thousands of individuals with intellectual and developmental disabilities obtain and maintain competitive employment.

**Benefits for Employers**  
 Dependable, punctual employees who will stay on the job. Employees with developmental disabilities are not job shoppers. They need to learn a job, stay with it and work hard.  
 Free consulting, interviewing and training services to help meet technical positions.  
 Publicity about employer participation.  
 Eligibility for Federal Tax Incentives: Opportunity Tax Credit.

**Industries Where Project HIRE Participants Work**  
 Administrative and Customer Service  
 Clerical and Technical Support  
 Janitorial and Hospitality  
 Mail Room and Postage  
 Retail and Customer Service  
 Retail and Grocery  
 Administrative and Office  
 Job Mail Room

**Benefits for Participants**  
 The opportunity to hold a real job and earn competitive wages.  
 Careful matching of the individual to the job.  
 Jobbing as well as an Employment Training Specialist.  
 The opportunity to make new friends.  
 The development of self-esteem that comes from making a sale.

**Facts About Workers with Disabilities**  
 Some employers hesitate to hire applicants with disabilities because they are convinced that individuals with disabilities can't handle regular employment...but not!  
 Surveys by the U.S. Department of Labor consistently show that most and women with intellectual and developmental disabilities are highly valued by the companies that employ them.

In fact, employees with disabilities often out-earn those that peers without disabilities in task performance, motivation and job satisfaction. They routinely have excellent track records, often exceeding those of peers without disabilities. In many such cases, job performance, punctuality and job tenure have come to the job with valuable training from vocational education classes.



Learn more about **Project HIRE**, a supported employment program designed to connect people with disabilities to integrated employment opportunities in their community.

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