

NEW

HORIZONS

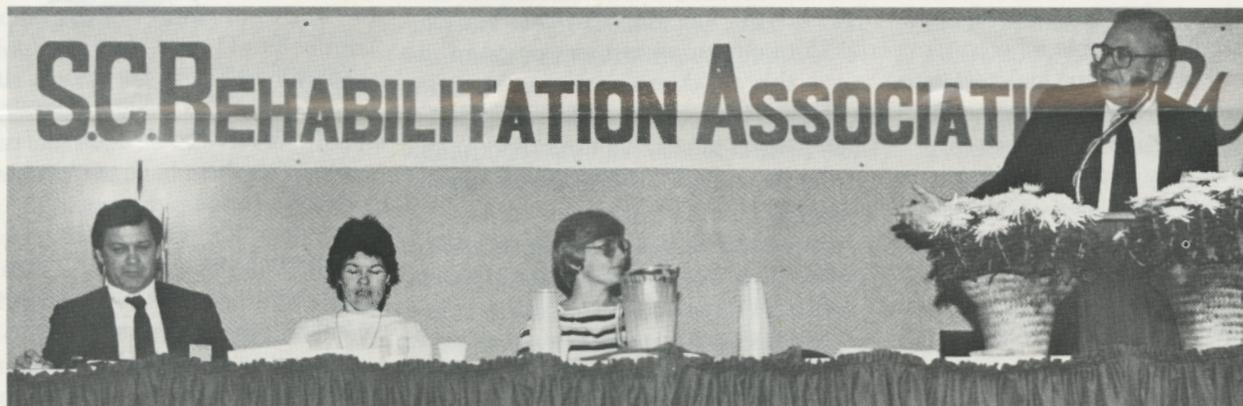
SOUTH CAROLINA VOCATIONAL REHABILITATION DEPARTMENT

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SOUTH CAROLINA
VOCATIONAL REHABILITATION DEPARTMENT

JUNE 1984



Joe S. Dusenbury, South Carolina Vocational Rehabilitation Commissioner (far right) introduces panelists on "Public Policy and Implications for the Future": John Doyle, Staff Director, Senate Subcommittee on the Handicapped; Pat Morrissey, and Judy Wagner with the House Subcommittee on Select Education.

South Carolina hosts regional rehabilitation meeting

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STATE DOCUMENTS

More than 700 delegates from the eight Southeastern states gathered at Myrtle Beach for the largest regional meeting in the nation to date.

Those in attendance studied future trends in rehabilitation of handicapped people, through conference speakers as well as through special interest seminars at the four-day conference.

A panel on "Public Policy and Implications for the Future" highlighted the opening general session on Monday morning. Congressional staff and aides were on hand to discuss from a national perspective the plans for programs affecting the nation's handicapped citizens. Following the presentation to the delegates, representatives of each of South Carolina's congressmen and senators studied South Carolina's rehabilitation programs, meeting with key people in the

state's Vocational Rehabilitation Department and making site visits to various locations housing such programs.

Futurist Nelson R. Otto then talked to the group on the topic of "The Future is Not What It Used to Be." The afternoon program consisted of a number of special interest seminars to help delegates gear up for meeting the challenges of rehabilitation in tomorrow's world.

Carrying through with the meeting's theme on Tuesday morning, Donald Vargo, Manager of Rehabilitation Programs with the National Aeronautics and Space Administration, spoke on "Futurism: Technological Developments in Rehabilitation." He presented products and techniques resulting from NASA research which will contribute toward rehabilitation of disabled people in the world of tomorrow.

The meeting wrapped up on Wednesday morning with presentation of awards to those who have made significant and outstanding contributions in the field of rehabilitation. The highly coveted H. B. Cummings award was presented to South Carolina Area Supervisor William H. Turnley of Greenwood. Case of the Year awards went to Suzanne Isaacs of Kentucky in the Sighted category and to Patricia S. Norton of Georgia in the Non-Sighted category. The Southeast Region of NARS honored Bobbye Lewis of Woodville, Mississippi, as Secretary of the Year; and Carl Isbell, Area II Supervisor, Tupelo, Mississippi, as Boss of the Year. Christine Hopkins was recognized with the Counselor of the Year award from the Southeast Regional Counseling Association.

(cont. on p. 5)

Vocational Rehabilitation and fast food stores: a profitable partnership

The fast food industry in the Aiken-North Augusta area has a new method of finding qualified people for jobs — the South Carolina Vocational Rehabilitation Department.

McDonald's, Krystal, Wendy's, Hardee's and Kentucky Fried Chicken stores in the area are using the Vocational Rehabilitation program to assist in finding qualified workers.

Earl Bouknight, manager of Burger King in Aiken, explains, "We've made some costly mistakes in hiring in the past. We can interview people who come to us for jobs, but it's difficult to detect in an interview some of the potential problems we may face with an employee.

"When we hire a new person on our line," Bouknight explains, "we spend a great deal of time and effort in training. If we find out two or three weeks later that he or she is not cut out for fast food work, we've wasted our efforts in our attempts at training."

Staff at the Aiken Vocational Rehabilitation Center at 855 York Street are assisting many businesses in the area with a variety of manpower services. Fast food management is finding that applicants screened and referred through Vocational Rehabilitation can benefit them by having qualified workers to choose from.

Ben Stewart from the Aiken Vocational Rehabilitation office explains Vocational Rehabilitation's role. "We have a responsibility to the business as well as the client. Our goal is to put qualified workers on jobs for which they are suited, and to make every effort to keep those people working to the satisfaction of the employer."

"We make every effort to assist the businesses find 'the better worker' by matching people's abilities to the demands of the job," Stewart explains. "Through our assessment program, we are able to identify a person's worker traits. Then based upon information employers tell us, we try to find people who are suited to that type of employment."

An applicant may also be referred to Vocational Rehabilitation by a potential employer for evaluation. Medical, psychological and vocational assessment help to determine problems which could hinder that person's ability to become a good worker. In these instances, Vocational Rehabilitation assists the person to alleviate or minimize liabilities. Individual strengths as well as weaknesses are identified, resulting in better job matching.

One of the methods which several restaurants in the area have used to deter-



mine if applicants are actually suitable for employment is on-the-job training. The Vocational Rehabilitation staff refers people who they have determined to be suitable for employment in the fast food business for these training slots. The business is then able to provide the person with a short period of work opportunity prior to putting them on the payroll, enabling them to determine if the trainee would make a good employee.

Floyd Cummings, manager of the Aiken Wendy's, says, "We think we have a very good source of referrals for new applicants. We interview and we look for an eagerness to work with us, which we've found with many who have come through the Vocational Rehabilitation program. It's as though the people at Vocational Rehabilitation are cheerleaders."

Vocational Rehabilitation assists the management at Wendy's, as with other businesses in the area. Cummings says, "We hire those people who we feel can move ahead in our organization. Our policy of upward mobility gives our employees more incentive to try harder."

McDonald's is another business which is using training slots as a means of evaluating new employees. Linda Grijalva says, "The trainees who have come through Vocational Rehabilitation have proved to be some of our best employees. We have the assurance that if there is a problem the staff at Vocational Rehabilitation is there to help us work it out.

"We take an active role in working with our employees. If they have any problems which affect their work, we try to help. If we can't handle it, we call the staff

(cont. on p. 4)



Employers or employees — handicapped people working

By Sam Stevens
S. Florence High School

Tim himself learned how to be a blind computer programmer at Duquesne University in Pittsburgh, Pennsylvania. While blind, he has worked as a computer programmer for the Department of Social Services in Columbia, South Carolina, as well as a teacher at Florence-Darlington Technical College. Tim also worked with I.B.M. to develop a computer printout machine that printed in braille so that the blind could read it.

Tim enjoys his teaching so much because he is, as he puts it, a "people person." He worked for a year and a half at WKSP radio in Kingstree as the host of his own talk show. Tim liked broadcasting because he got to meet so many interesting people. "People are the keys to opening doors," says Tim, "and I never close a door behind me," meaning that the more people you know, the more connections and opportunities you are likely to have, and that you should never disregard or forget about someone you get to know them.

Tim has carried his workhorse attitude beyond his regular jobs and into various state and community organizations. He is on the board of directors for the state diabetes foundation. He is actively involved in the South Carolina Commission for the Blind, an organization that sees him as a shining example for other blind people interested in the computer field. Tim is also a fund-raiser specialist and a tremendous organizer. He was a member of the Black River C.B. Club in Kingstree, an organization which helps families that have been hit with disasters such as fires or floods. Tim organized a fund-raising campaign for one family struck by fire and helped raise thousands of dollars for them in just a matter of days. Tim was also presented with the "Outstanding J.C. in the State Award for the Summer of 1978" and the list goes on and on.

Tim Cox is an overwhelming example of how, with determination, handicapped people can work and indeed be "handicapable." As Tim says, "You've got to realize that although you may not be better than anybody, nobody's better than you either. All you've got to believe is that you are somebody."

"I don't believe in just sitting around and letting things happen. I believe in going out and making them happen." These are the words of Tim Cox, a teacher of computer programming at Florence-Darlington Technical College. Tim is fascinated by the technology of the modern-day computer field and is especially excited about the new "talking computer."

"I'm planning to get a talking home computer real soon. It does things like tell you what letters you're typing as you punch them out." So, why does an expert computer programmer like Tim Cox need a voice to tell him what letters he is typing? Tim is blind, a condition which hasn't slowed him down in the least.

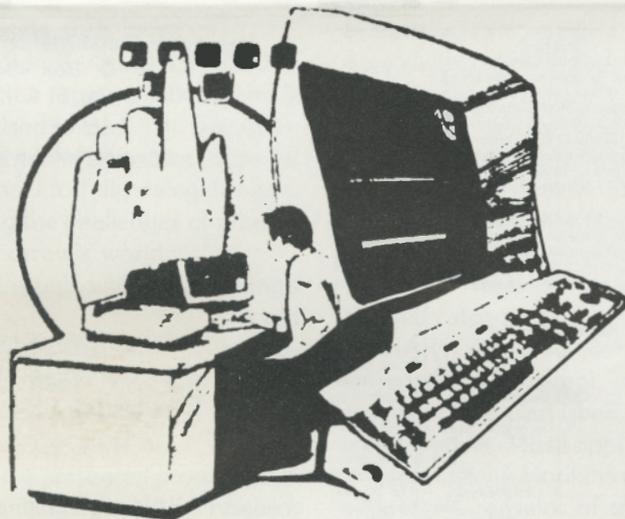
Tim lost his sight gradually to diabetes several years ago, but the blindness did not catch him unawares. Realizing he was losing his sight, Tim took some classes in

Columbia sponsored by the South Carolina Commission for the Blind to learn how to cope with blindness when it finally arrived. The classes taught him how to do things most people take for granted such as cooking meals and moving around a house. Tim learned how to walk with a cane. He even had to walk in downtown Columbia blindfolded.

"I'm not handicapped," Tim says, "I'm 'handicapable.' And I'm not disabled, just physically challenged." Tim has more than amply displayed this attitude in the jobs in which he has been employed.

In his teaching job at Florence-Darlington Technical College, Tim repeatedly listened to tape recordings of the same textbook he teaches his students with and memorized it. The chapter outlines that accompany each chapter of the book give Tim a guideline on which to base his lesson plans.

Tim teaches both a lecture period and a lab period. During the lecture period, Tim instructs his students in the use of computers and answers any questions they might have. In the lab period, the students get to actually work with the computer themselves. Tim has an assistant in the classroom who does small things for him, such as checking the roll and checking over the students' programs. But if they have any complicated or serious questions, they ask Tim.



South Florence student takes top honors in 1984 Journalism Contest

South Florence High School senior Sam Stevens was honored by the South Carolina Governor's Committee on Employment of the Handicapped as first place winner in its 1984 Journalism Contest.

A special presentation was made to Stevens and the other four winners in the contest at an awards luncheon at the Governor's Mansion hosted by Mrs. Richard W. Riley. More than 120 students entered the writing contest sponsored each year by the Committee for high school juniors and seniors. This year's topic was "Employers or Employees: Disabled People Working."

Stevens also received an "Honorable Mention" from the President's Committee on Employment of the Handicapped in national competition. This presentation was made during the Committee's annual meeting in Washington, D.C.

As winner in the state contest, he receives a four-year scholarship to a state-supported school in South Carolina, as well as an expense paid trip to Washington, D.C., for the President's Committee meeting. He also was presented a \$100 cash award.

During the last four years of high school, Stevens was a member of the South Florence High School Marching Band, and was chosen as captain of the band's percussion section for his senior year. He served as a member of the Student Council during his sophomore year.



He attained the rank of Eagle Scout in the Boy Scouts of America, and was tapped for the Order of the Arrow. He has been active in the Florence Little Theater plays and workshops, as actor and supporting stage hand since 8 years of age, and is a member of the International Thespian Society.

Other winners in the contest were Dena Alane Tucker from Saluda High School, second place, who won a \$100 cash award; Rebecca Hayford, Spring Valley High School, who won \$75 cash as third place winner; Kim Stockman, Lugoff-Elgin High School, who won \$50 as fourth place winner; and Susan Amos, also of Lugoff-Elgin, who won \$25 as fifth place winner.

Expense money for the first place winner's trip were sponsored by South Carolina AFL-CIO, while AMVETS sponsored the cash awards for all winners.

Fast food (cont. from p. 2)

at VR to work along with us to help save that employee."

"Through its early intervention program," Stewart explains, "Vocational Rehabilitation helps the employer retain valuable employees who are having problems which interfere with job performance. Businesses find that retaining present employees is more cost-effective than training new workers."

North Augusta Krystal manager Frank Relkin explained the program to the store's new manager, Russell Belk. "This gives us the chance to have trainees for a trial work period, at no cost to Krystal. Then at the end of the trial, we can then make a decision as to whether we'll put the person on permanent employment.

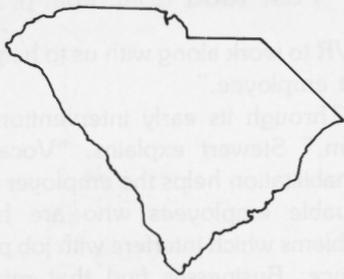
"This gives us an opportunity to observe the person at work, as well as to try them on all types of tasks," he adds.

Lenny Stowers, assistant manager of McDonald's in North Augusta, talks about the value of this evaluation period. "We find that some employees who may take a little longer to train may turn out to be more dependable and more willing to take on extra tasks. Without the extra time to observe the person's work habits, we may not give some of our best employees a chance to work."

"Vocational Rehabilitation serves its clientele as a liaison between the employer and the worker," Stewart explains. "Our business is to prepare qualified workers, developing those worker traits which employers tell us they seek in hiring new employees."



Journalism Contest winners display their awards following the luncheon at the Governor's Mansion. Pictured from left: Sam Stevens; Susan Amos; Mrs. Riley; Norman Reynolds, State Commander, AMVETS; Kim Stockman; Dena Alane Tucker, Rebecca Hayford.



Across the state

More than 100 people attended the first awards luncheon sponsored by the **Laurens Mayor's Committee on Employment of the Handicapped**. Awards went to Dr. John Driz, Physician of the Year; Kathleen West, Handicapped Citizen of the Year; Blaine Thompson, Student of the Year; and Bailey Memorial Hospital in Clinton, Employer of the Year. . . . **Florence Mayor's Committee on Employment of the Handicapped** honored a number of people who have contributed toward employment of the handicapped at its annual awards luncheon in April: Randy Heron, Regional Manager of Hardee's, Inc., Employer of the Year; H. B. Powell, Jr., Outstanding Service Award; Mrs. Jeri Hatchell, a teacher at South Florence High School, Special Service Award; Journalism Contest winners: Sam Stevens, first place; Arlene T. Binuya, second place; and Wade Jackson, third place. . . . **Charleston Vocational Rehabilitation Center** celebrated its twentieth year of operation at a ceremony on April 21. Members of the original advisory board, including chairman Henry Lee, and representatives from the Elks Lodge 242 were on hand for a talk by former South Carolina Governor Robert E. McNair. . . . Awards were presented to outstanding people in the Charleston area at the annual awards luncheon of the **Charleston Mayor's Committee on Employment of the Handicapped**. Robert L. Meeks, a work controller at Charleston AFB, was recognized as Outstanding Citizen of the Year. Other awards went to the Naval Supply Center and independent contractor John W. Carr for Employers of the Year; Jerrard Coleman, Lambs Elementary School, Tara Gordon, Moultrie Middle School, and Carolyn E. Gilbert, St. Andrews High School, Student of the Year awards; and Lynn Porter, Holly

Tyler, and Hunge Minh Crosby, all of James Island High School, as winners of the 1984 Journalism Contest. . . . A Mayor's Workshop on Employment of the Handicapped in **Greenville** attracted about 40 employers in the area to participate in discussions on employing people with disabilities. . . . Columbia's television anchorperson Susan Aude Fisher gave an address at the first annual awards luncheon of the **Camden Mayor's Committee on Employment of the Handicapped**. Afterwards, awards were presented to du Pont's May Plant and Claude V. Tisdale of ARA Services, Inc., as Employers of the Year; to Dr. Ted Kalutz as Physician of the Year; to Jimmy Miller as Handicapped Citizen of the Year; and to Kim Stockman and Susan Amos for their accomplishments as fourth and fifth place winners in the state Journalism Contest sponsored by the Governor's Committee. . . . **Rock Hill Mayor's Committee on Employment of the Handicapped** recognized the following people at its recent awards luncheon: Hordis Brothers, Inc., Employer of the

Year Award; Michael Hogue, Northwestern High School, first place in Journalism Contest; Lee Bailey, Rock Hill High School, second place; and Tripp Sibielski, Rock Hill High School, third place. The F. George Bean Award was given to Mrs. Fred Dunlap in memory of her late husband, a member of the Committee who passed away only a few days before the meeting. A certificate was presented to Wehman Sieling for his long and faithful service to the Rock Hill Committee. . . . **Columbia Mayor's Committee on Employment of the Handicapped** also honored those who have made outstanding efforts toward employment of handicapped people: Sandy MacIwinen with Disabled Student Services at USC received the Volunteer of the Year award; Allen P. Corbett, Handicapped Citizen of the Year; Roslyn D. Taylor, M.D., Physician of the Year; Marriott Hotel and Carolina Commercial Heat Treating, Employers of the Year. Laura Kay Clemmons and Shelia Gilmore received Outstanding Student awards.

Regional (cont. from p. 1)

The following officers were elected during the final business session of the meeting: Larry Johnson of Alabama, President-elect; Leah Hart of Kentucky, Secretary-Treasurer; James Searcy of

Alabama, Regional Representative. Those elected to serve on the regional Board were Alan Morris of Georgia, Dr. Lew Goodrick of Florida, Morris Selby of Mississippi, Mary McNeil of North Carolina, Pete Howell of South Carolina, and Donna Sparger of Tennessee.



Greenwood, South Carolina, Area Supervisor William H. Turnley (left) looks at a plaque presented at the meeting by Reynold Stoudemayer. Turnley was chosen to receive the H. B. Cummings award at the recent meeting of Region IV National Rehabilitation Association in Myrtle Beach.

Read all about it!

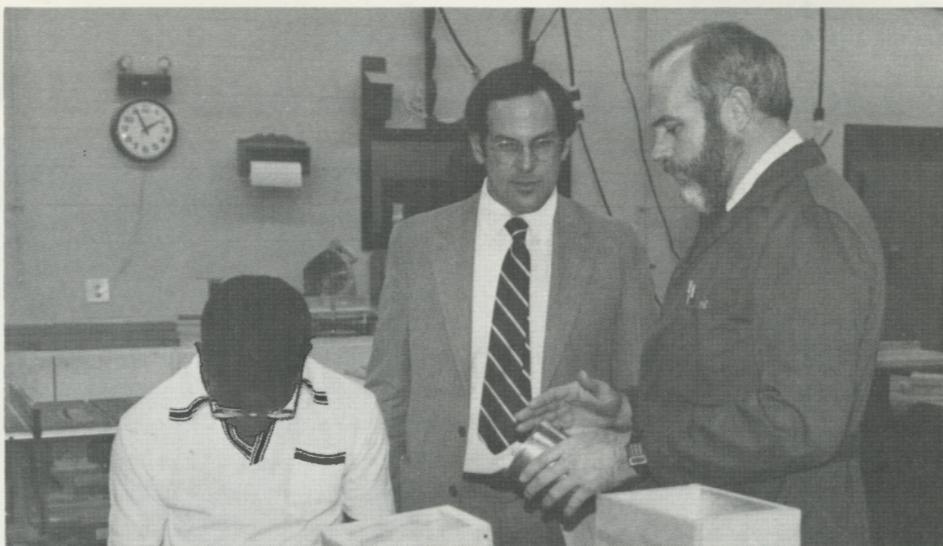
Vocational Rehabilitation in South Carolina

The story of activities of the South Carolina Vocational Rehabilitation Department during 1983 is told in **BREAK-THROUGH 1983**, complete with facts, figures and pictures depicting the agency's programs around the state.

The cover of the publication features Patti Just Long, a producer-director with South Carolina Educational Television Network's WRJA in Sumter. She was chosen by the President's Committee on Employment of the Handicapped as 1983 Handicapped American.

The publication shows how the Department helped 7,573 people back into employment following individualized services designed to develop and refine their work habits and mold them into good employees.

Copies of the publication are available upon request from Lyn D. Johnson, Public Information Specialist, South Carolina Vocational Rehabilitation Department, Post Office Box 4945, Columbia, South Carolina 29240.



Vocational Instructor Monette Jones explains a contract in woodworking to Duncan Ballantyne during his site visit to Spring Valley.

Spring Valley chosen exemplary school program

The Vocational Rehabilitation program at Spring Valley High School has been named one of the top nine in the nation, according to a study by Harold Russell Associates.

Duncan Ballantyne, a consultant with Harold Russell Associates, talked with educators, parents, and students as he made a site visit earlier this year.

The program is a joint effort of the South Carolina Vocational Rehabilitation Department and Richland School District Two. In addition to the project coordinator, the program also has vocational rehabilitation counselors, an evaluator, a production coordinator and two case-

work assistants who work together to provide services necessary to prepare the students in the program for employment in the community.

The staff, working cooperatively with district administrators and special education staff, provide direction and focus for the vocational preparation and placement of handicapped youth.

A work adjustment center affords students the opportunity to train through actual work experience, so that they may develop good work habits prior to searching for employment. This Center is in operation on a 12-month basis.



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