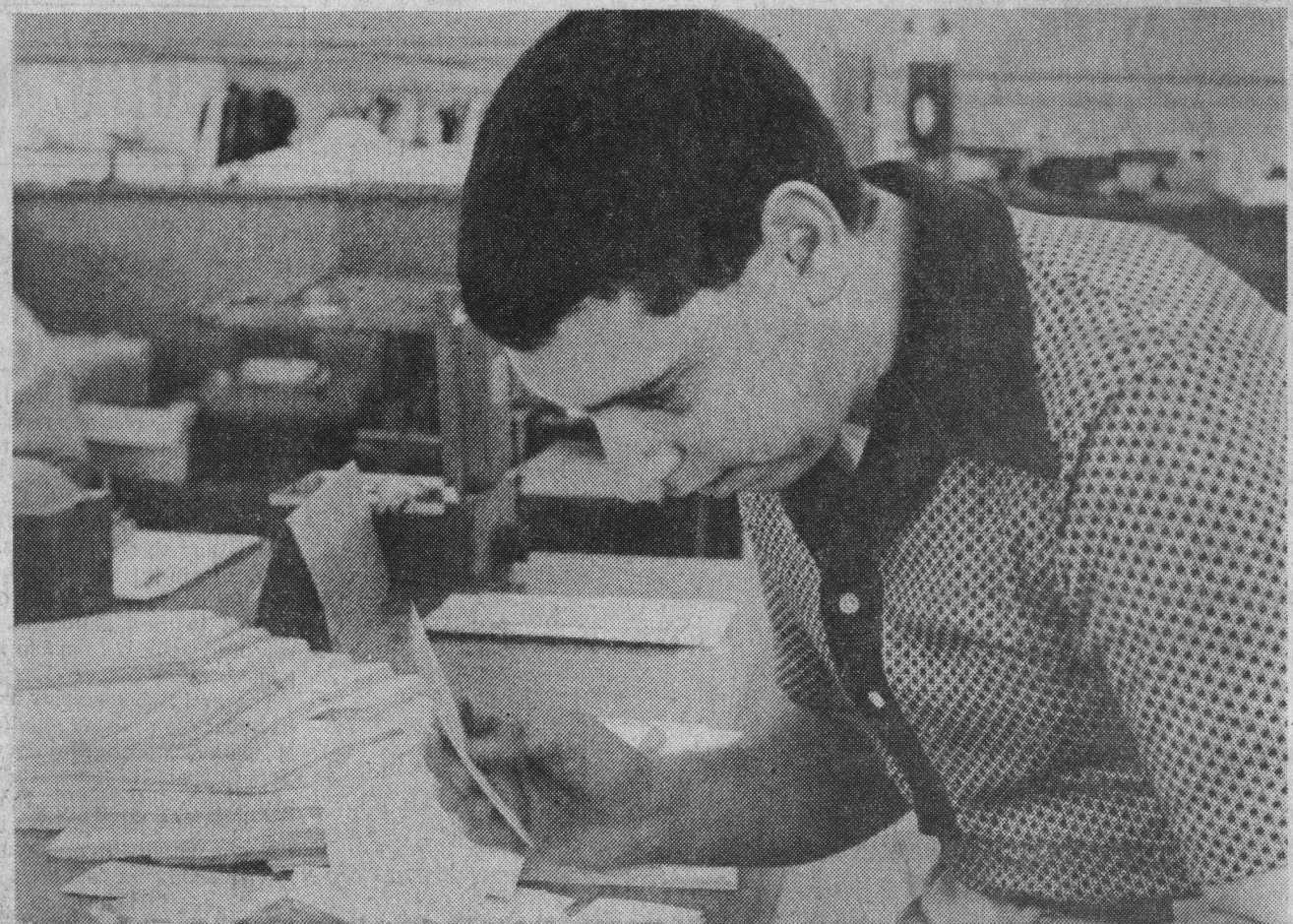
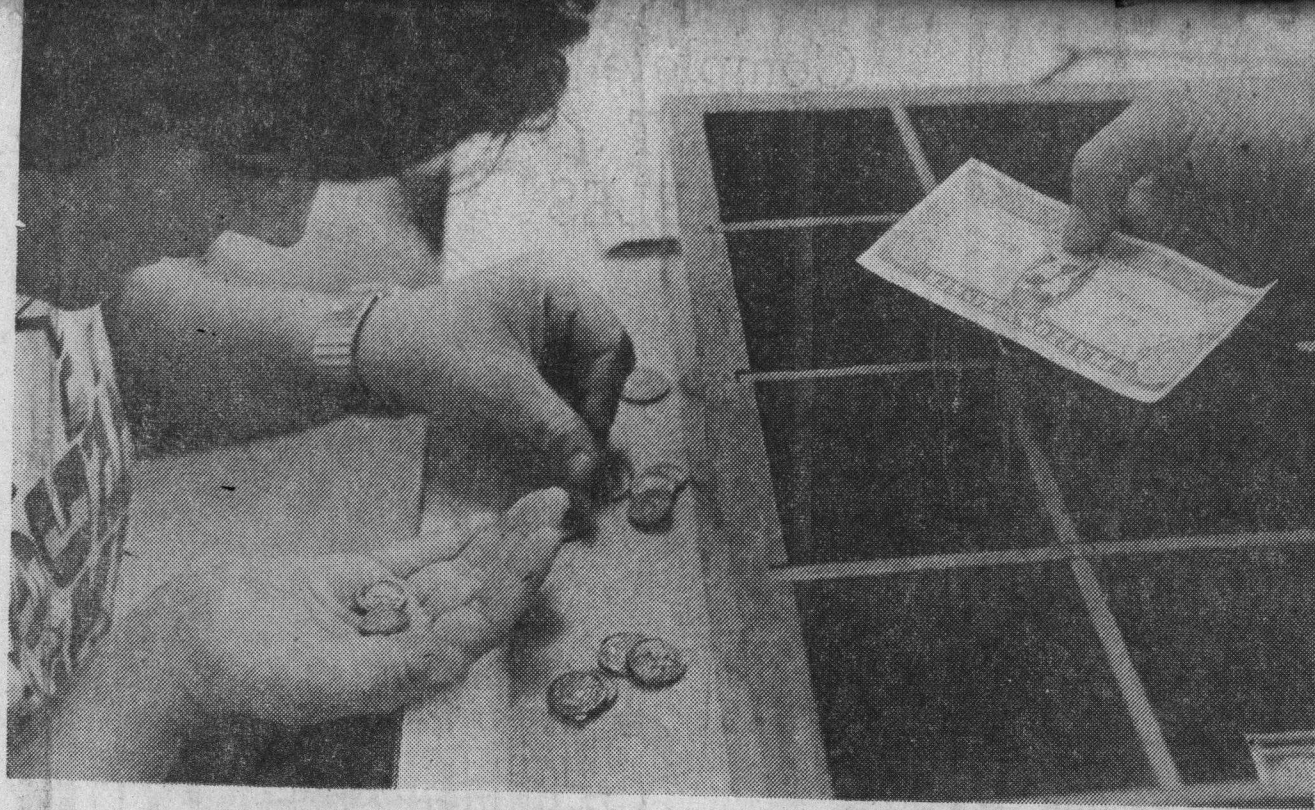


*Goodwill*







## Something New At Goodwill

Providing vocational direction for individuals who need rehabilitation is focus of a new work sample testing technique at Goodwill Industries here.

At top left, Jel Banttari, new director of rehabilitation who developed the concept at the local facility, explains the measuring test to Pam Poulter. Beverly Speak, evaluator, explains sorting techniques to Gordon Eaker at top right.

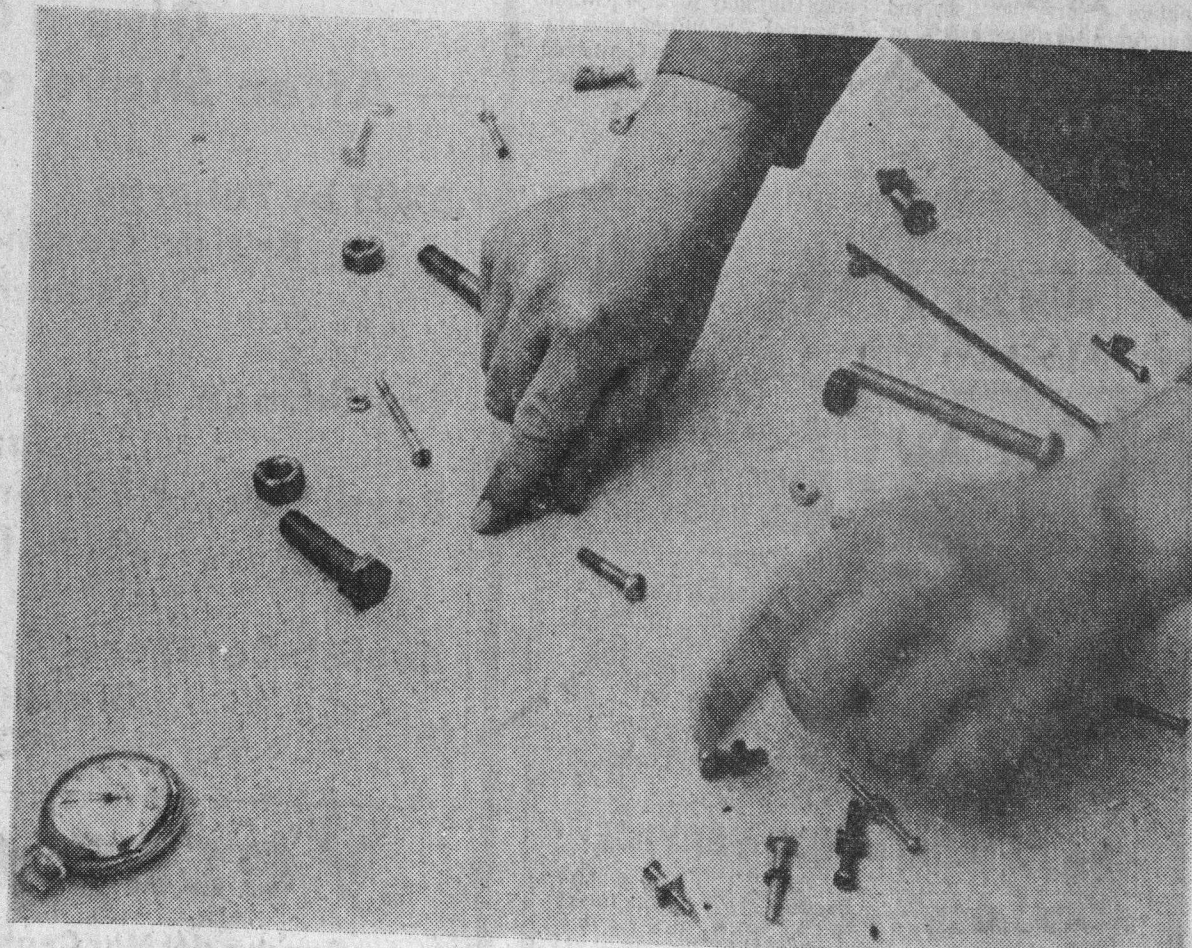
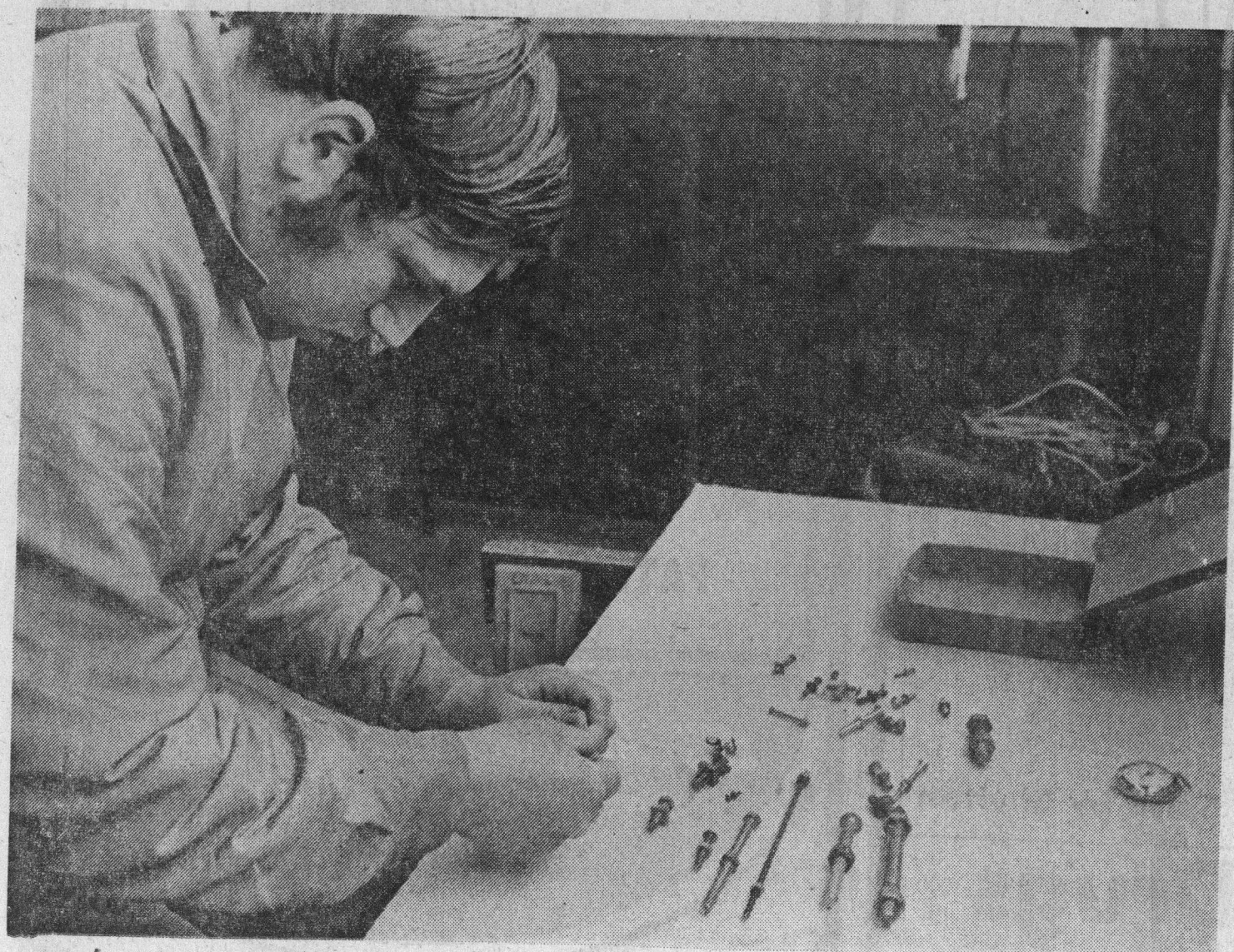
At left, Judy Johnson practices making change, and above, James Musitelli works at filing.

Fitting and sizing nuts and bolts at one of the work sample stations below left is Stephen Cotter.

There is room for about 10 persons going through the program at any one period. (See story inside).

Photos  
by  
Pete Amos

Tref'n'Sea  
Living





# Work Samples Working Well at Goodwill

By **BARBARA BURKLO**  
Sentinel Staff Writer

How to determine where the potential of a handicapped person lies isn't an easy task, but Santa Cruz Goodwill Industries has improved its rehabilitation program with a new work sample testing program.

Joel Banttari, new director of rehabilitation for the local facility, has developed a series of 30 work sample tests here stemming from his experience on a government grant for setting up a work sample program on the East coast.

Joel, who has been here for two months, is assisted by Beverly Speak, a recent UCSC graduate who performs the function of test evaluator.

Who goes through the testing?

Persons referred by a variety of agencies, as well as Goodwill workers themselves, make use of the program.

Say, for instance, a person has had a disabling accident and cannot return to his former employment. He is referred by the Division of Vocational Rehabilitation.

Or someone is emerging from mental illness, and is in need of new vocational direction.

Or, someone who is recovering from a stroke works for an industry which wants to keep him on the payroll but at a new job which he can handle in spite of his handicap.

The individual is given the work sample tests at the Goodwill plant. These begin with the simplest evaluation, in which he is asked to measure with a ruler, make change and

tell time.

The tasks become more complex, including clerical work, map reading, assembling locks, and the like.

"We evaluate his behavior too, and determine where he functions now and where his potentials lie," Banttari says.

"When the testing is completed, we have a very good idea as to what the individual can do."

The person is then placed in the plant in different work settings which match his abilities, and it is determined if he has the necessary tolerance and stamina to function well.

Often, it takes a month to put an individual through the testing, evaluating and work experience process.

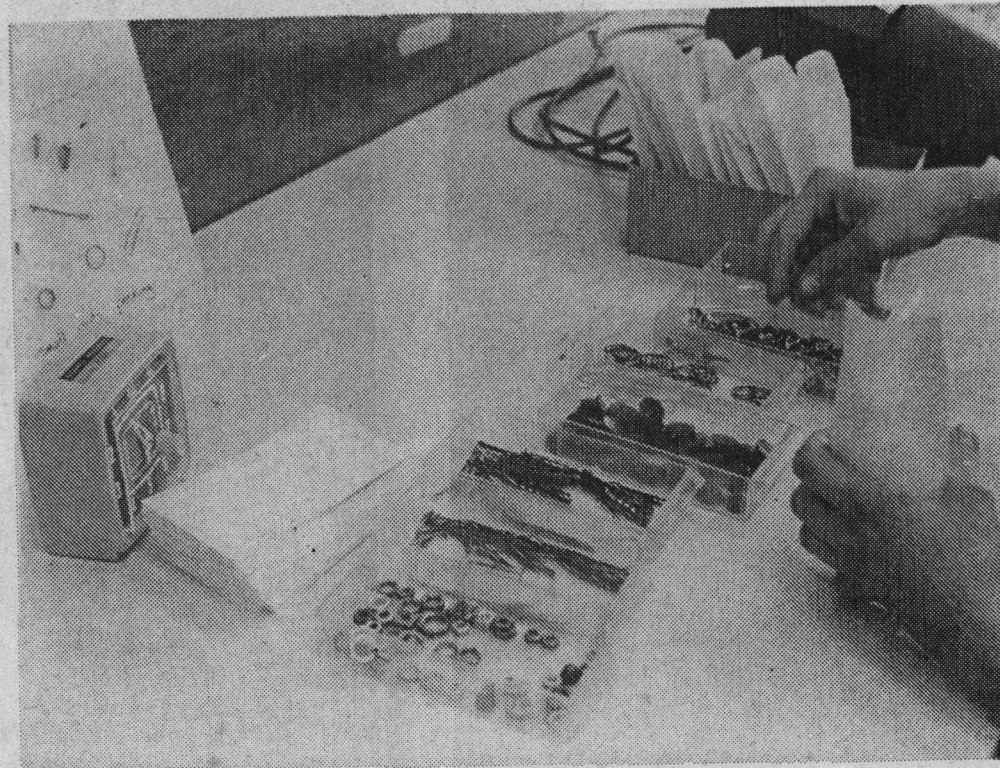
Then, discussions are conducted with the worker and his counsellor.

"We get the person involved in his own progress and evaluation—we don't exclude him," Banttari says.

If the worker has some sort of vocational problem which shows up in the testing and work experience, then he is put into the Goodwill work adjustment program for further training.

Numerous openings in mechanical, assembly line, accounting, waiter and waitress, clerical and other work await these rehabilitated persons.

The work sample concept at Goodwill here is unique to Monterey Bay area rehabilitation facilities, and hopes run high that it will accomplish much for the handicapped.



The ability to sort small objects is one of the skills tested in the Goodwill work sample program.

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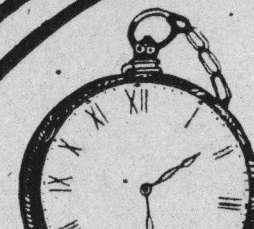
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