

Connections

NADAP, Inc. • 355 Lexington Avenue, New York, NY 10017 • tel (212) 986 - 1170 • www.nadap.org

40 Years of Empowering the Workforce to Strengthen Communities

In 1971, NADAP's founders came together around a basic, yet powerful idea for improving the communities, economy, and business environment of the metro area—Empowering the Workforce to Strengthen Communities. That vision is the foundation upon which NADAP was built. Our founders knew that a concerted, sustained effort to help individuals would have a far-reaching impact.

Four decades later, NADAP is a multi-service agency providing job seekers with the tools to achieve self-sufficiency, meeting business' workforce needs in our region, and making stronger communities. By looking to the future and adapting to trends in the city, we have helped tens of thousands of New Yorkers find and keep employment. For the first three decades, our Comprehensive Employment Services (CES) program, with major funding from the New York State Office of Alcoholism and Substance Abuse Services (OASAS), led the way in workforce development. Our core services were, and still include: preparing clients for work, placing them in suitable employment, supporting their transition to work, and building relationships with employers. We also trained thousands of chemical dependency treatment and workforce development professionals to build their capacity to deliver effective services.

With such a base of expertise, NADAP developed dozens of initiatives over these four decades in response to the changing needs of the city's residents and businesses. Some of these programs are described here:



- In 1996, New York State welfare reform changed life for thousands of people in our city, requiring many to work who never had before. NADAP began the Substance Abuse Centralized Assessment Program (SACAP) to help New Yorkers enter the world of work. Funded by the New York City Human Resources Administration (HRA), SACAP continues to assess public assistance applicants and recipients for chemical dependency issues that might pose a barrier to employment, making referrals to and reviewing progress in chemical dependency treatment.
- In 2001, NADAP's Project ACE (Assessment * Case Management * Employment) was developed to assist public assistance recipients struggling with chemical dependency and other significant

employment barriers. Emphasizing coordination of individualized, comprehensive services and continuous follow-up, Project ACE helps over 2,000 clients annually move toward self-sufficiency.

- In 2002, NADAP's expertise in counseling and prevention was called to use in the critical period after the September 11, 2001, tragedy. A Federal grant funded our Moving Forward program to address substance abuse and post traumatic stress affecting New Yorkers. Partnering with community and faith-based organizations, NADAP reached more than 6,000 people with educational and counseling services.
- In 2005, NADAP expanded its services in Westchester County by successfully operating the Yonkers Employment Center (YEC). NADAP assisted job seekers looking for their first job, reentry into the job market, or training to advance in their career. The YEC offered a range of services to prepare the workforce with skills needed by local employers. Beginning in 2000, our Hudson Valley Employment Initiative (HVEI), operated a pre-apprenticeship program to prepare individuals for careers in the building trades.

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NADAP's Mission

NADAP's mission is to be the leading provider of innovative and strategic workforce development services to individuals, business, and government to meet the social and economic needs of the communities we serve.

Forty years! It's humbling to look back at so much hard work by so many passionate people who built this organization. I admit to being a bit daunted by the task of telling NADAP's story in this anniversary newsletter. To understand this organization's history, you must hear our story from three sides.

First, NADAP is the story of a vision shared by hundreds of business, labor, civic, and community leaders. In the early '70s, when New York was following so many other American cities down the path of urban decay, these leaders acted. NADAP's founders felt that employment was the first step toward a better New York. NADAP was created to help the most difficult-to-employ New Yorkers find and keep work. This vision has been shared by countless non-profits, community organizations, public agencies, and employees who have joined in our work over the years. Their commitment to the City has fueled our success.

NADAP is also, of course, a business. Like any veteran of the City's marketplace, our story is one of crises weathered and opportunities seized. Throughout, our board of directors and executive leadership have relentlessly focused on developing our core competencies. First and foremost, we are an organization that prepares people for work, connects them with good jobs, and supports them throughout the transition to work. By continuously improving our practices and fostering close relationships with employers and service providers, we have made these services available to ever more New Yorkers. People in

recovery from chemical dependency have been a focus from the beginning. Through the years, we have also developed programs that effectively address physical disabilities, HIV/AIDS, homelessness, and other barriers to employment. Whatever their challenges, all our participants benefit from the self-sufficiency, social connectedness, and stability that work can provide.

Finally, NADAP's story comes from thousands of accounts of personal renewal. Each client over these four decades looked inside himself or herself for the strength to make a change. Certainly, NADAP's services are effective, our partner organizations are top-notch, and our employer partners are committed to providing real opportunities. However, no one can succeed in making the change to a working life unless he or she finds the motivation within. At our 40-year mark, NADAP celebrates the many thousands of clients, past and present, who inspire us with their courage, drive, and spirit. Their success is our success.

President's Message



Three Ways to Look at 40 Years

On behalf of our clients, I thank you for your continuing support of our mission.

Sincerely,

John A. Darin
President & CEO

NADAP works with people at turning points. Whether a change from public assistance to self-sufficiency, a recovery from chemical addiction, or other significant, positive life change, we provide people with the tools, motivation, and support to succeed. What our clients provide is the will to change and the heart to endure.

Anthony Phillips inspires us. He became a client after being released from 19 years of incarceration. He was, of course,

eager to reunite with his family in the area. However, it was no easy task for Anthony to find his place in the world, having a legal history and no recent, mainstream work experience. Living in a men's shelter and unsure how to proceed, he came to NADAP.

Anthony worked closely with NADAP employment staff to pre-

pare for and find work. He managed to find a full-time job in under six

weeks. He also enrolled in training that would allow him to advance on a social services career track. In his personal life, he met a supportive, encouraging woman who he soon married.

Today, Anthony recalls the early days after his release as a time when "My head was held low and my back was hunched over." As he began to make progress, he remembered a James Baldwin book of essays he'd read while incarcerated entitled *Nobody Knows My Name*. "I made a promise to myself," he said. "Once I was given freedom, every place that I entered I would make sure everyone knew my name."

We at NADAP are proud to share Anthony's success story with you. Again, that name is **Anthony Phillips**.

Success Story



Anthony Phillips

NADAP Welcomes Two New Board Members

NADAP is pleased to welcome **James V. Morales** and **Dina M. Paglia** to our Board of Directors.

James is Chief of Staff at American Express responsible for management, business planning, and support of World Service Technologies. He graduated from the University of Central Florida and received a master's degree from Nova Southeastern University.

Dina has more than 15 years of experience providing global communications solutions to Fortune 1000 companies. She now oversees the New York operations of U. K.-based marketing communications firm Freedman International. She holds an M.B.A. in marketing from Fordham University.

Both James and Dina share our board's commitment to developing people to their full potential. We welcome their talent, energy, and dedication in our efforts to empower the workforce to strengthen communities.

40 Years of Empowering the Workforce

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- In 2007, because of its record of success, NADAP was awarded a Managed Addiction Treatment Services (MATS) contract. Funded through OASAS, and co-administered by HRA and the New York City Department of Health and Mental Hygiene, our MATS program, the Aspire Program, works with high-end users of Medicaid for substance abuse services. Intensive case management is provided to stabilize clients in treatment and reduce Medicaid expenditures.

Through all of our programs, the vision of our founders holds. We have adapted our services to respond without losing our central focus—Empowering the Workforce to Strengthen Communities. Throughout our history, this basic, yet effective vision has been sustained and advanced through the support of individuals who share it. Donors who care about New York and the well being of its communities will ensure that we can carry our vision into the future.

NADAP Board of Directors

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The Aspire Program Welcomes NYC Health Commissioner

City Health Commissioner Dr. Thomas A. Farley has shown a strong interest in promoting health while saving public dollars. According to a recent New York Times profile, Dr. Farley promotes changes that "make bad choices harder and good ones easier." Programs that help citizens stay healthy, after all, keep them from needing more costly services. NADAP's Aspire Program, described above, is such a program. We were pleased to have Dr. Farley as a visitor to our Brooklyn office last December. The Aspire Program provides intensive case management for clients who use the most—and the most expensive—chemical dependency treatment. Statewide, more than half of Medicaid's treatment dollars are spent on a small group who frequently use expensive, hospital-based detoxification services. One such client cost the state more than \$500,000 recently, cycling into and out of treatment. The Aspire Program motivates such clients to stay in treatment and supports every step towards self-sufficiency.

Dr. Farley was very interested in The Aspire Program's outcomes. Employment, treatment engagement and retention targets were all met or exceeded. The most recent available data shows that each dollar spent on programs like NADAP's saved three Medicaid dollars.



PHOTO (left to right): Elizabeth Madison, NADAP Vice President; Karen Astorino, NADAP Senior Case Manager; Daliah Heller, Ph.D., M.P.H., Assistant Commissioner of NYC Department of Health and Mental Health, Bureau of Alcohol and Drug Use Prevention, Care and Treatment; Thomas Farley, M.D., M.P.H., Commissioner of NYC Department of Health and Mental Health; John A. Darin, NADAP President & CEO; Mike Bosket, Assistant Deputy Commissioner, Office of Rehabilitation Services, NYC Human Resources Administration; Susan Zitter, Director of Substance Abuse Policy, Planning & Monitoring, Office of Rehabilitation Services, NYC Human Resources Administration.

40th Anniversary
Luncheon

Thursday, May 12
at The Grand Hyatt New York
honoring
Randy M. Mastro, Esq.



Randy M. Mastro, Esq.
Gibson, Dunn & Crutcher LLP

Randy M. Mastro is Co-Chair of Gibson Dunn's Litigation Practice Group, which The American Lawyer named "The 2010 Litigation Department of the Year." He also Co-Chairs the Firm's Crisis Management Group, and serves on the Firm's Management and Executive Committees. He is routinely ranked among the top lawyers in New York and the nation. For example, Lawdragon cited him among the "500 Leading Lawyers in America," and The Legal 500 named him one of the top ten "leading trial lawyers" in the country, with clients describing him as "immensely impressive," "captivating" and "in a league of his own" in the courtroom. Among many high-profile matters, Mr. Mastro led the successful effort to prevent the West Side Stadium project from proceeding, and he is currently representing Chevron in seeking to

prevent enforcement of an \$18 billion Ecuadorian judgment.

From 1994 to 1998, Mr. Mastro served in Mayor Giuliani's administration as Deputy Mayor for Operations, overseeing all of the City's operating agencies and budget and acting as the Mayor's chief liaison with elected officials. He also spearheaded the City's initiatives to remove organized crime from the Fulton Fish Market, the private carting industry, and the San Gennaro Festival. In consecutive years, NY 1 named Mr. Mastro one of City government's "Winners of the Year."

After graduating cum laude from Yale College and the University of Pennsylvania Law School, Mr. Mastro served as law clerk to Justice Alan B. Handler of the New Jersey Supreme Court. Mr. Mastro was also an adjunct associate professor at Fordham Law School; and he served as an Assistant

United States Attorney and Deputy Chief of the Civil Division in the U.S. Attorney's Office for the Southern District of New York, where he received the Attorney General's Distinguished Service Award.

Organizations on whose boards Mr. Mastro has voluntarily served include the Legal Aid Society of New York City, Citizens Union of the City of New York, Hamptons International Film Festival, YMCA of Greater New York, Jewish Children's Museum, University of Pennsylvania Law School Board of Overseers, and the City University of New York.



355 Lexington Avenue, 2nd Floor
New York, NY 10017
(212) 986-1170