



**Penn-Mar
Human Services**
Transforming Life Into Living

TRANSFORMING LIFE INTO LIVING

Mission: The mission of Penn-Mar Human Services is to transform life into living for individuals, families, our staff and volunteers. We do this by providing support services, as a team, to individuals with disabilities or human service needs in ways that promote value, independence and self-determination.

General Penn-Mar Facts

- Penn-Mar was started in the early 1980s by a group of 12 concerned parents.
- Our first year's operating expenses were \$2,000; this year our budget is over \$24 million.
- Penn-Mar operates 24 hours a day, 365 days a year.
- Penn-Mar employs over 450 staff working full or part-time.
- Our staff supports more than 300 individuals with cognitive and intellectual disabilities with a range of educational, vocational, residential and support services.
- Penn-Mar operates 53 licensed sites on 44 different properties primarily consisting of residential homes for individuals located in York, Baltimore, Harford and Carroll Counties.
- Penn-Mar's Therapeutic Day Program specializes in health and wellness activities.
- In April 2001, Southern Community Services (SCS) in York County, a local social services organization, merged with Penn-Mar to create our Community Resources Division. SCS serves more than 1,000 families every year with economic or human service needs.
- Penn-Mar transports the adults we support over 2 million miles a year with a fleet of over 100 vehicles.
- Penn-Mar provides over 18,000 hours of training annually to our staff. We also offer a variety of classes in first aid, CPR and defensive driving to other agencies and businesses.



In 2012, Penn-Mar began a transition to an employment first philosophy by shifting away from the sheltered workshop to a career training model that aligns with successful community employment.

Customized Employment

People with intellectual or cognitive disabilities often excel at complex jobs that are routine or systematic.

Some current area employers include: All Thread Industrial, Archetype Frameless Glass, Bank of America, Kelly Benefit Strategies and Wegmans.

Penn-Mar strives to identify each person's abilities and capabilities. We encourage every interested adult to seek meaningful and gainful employment within their community.

- Penn-Mar prepares and places adults with cognitive and intellectual disabilities in community employment.
- Penn-Mar actively assists over 60 job seekers to successfully transition to community employment.
- We strive to understand each person's capabilities, preferences and aptitudes.
- Penn-Mar identifies specific labor needs of those businesses and determines if that employment relationship could be of mutual benefit to the employer and the job seeker.
- We set up bridging activities that include information interviews, short-term work experiences and job shadowing to facilitate mutual understanding.
- If needed, we provide extensive training for the person being placed and job coaching to further ensure a successful transition to gainful employment.





Transitional Employment

- Transitional Employment supports over 70 adults with cognitive or intellectual disabilities.
- This program offers individuals the opportunity to provide services such as housekeeping and janitorial services, as well as assembly and light manufacturing at local businesses.
- Adults in this program work in teams consisting of 2-8 adults.

Penn-Mar North Employment Training Center

Penn-Mar North is an employment training center where opportunities are provided for the individuals we support to develop skills that will increase their career options and success in community employment. Our commitment to the employment first philosophy is guiding these changes.

- More than 100 individuals receive training daily.
- 12 individuals from this initiative have obtained community employment in the short time since the transition began.
- Training areas include technology such as the use of iPads and computers.
- Volunteer opportunities are also developed with local businesses with potential employment among several objectives.



Penn-Mar's Day Program

- Penn-Mar's Day Habilitation Center currently serves approximately 100 individuals with developmental disabilities, five days a week.
- Key areas of enhancement include motor skills, social skills, community-based integration, independent living, self concept and advocacy and exploring vocational interests.
- More intensified therapeutic sessions for individuals who require more specialized services include music therapy, dance and movement therapy, physical therapy, occupational therapy and an adapted art studio program.
- Penn-Mar always works closely with a variety of community partners to provide additional adaptive opportunities. Partners include Easter Seal's adaptive horseback riding, swimming and adaptive yoga class with the YMCA and weekly sessions with Pets on Wheels.
- The Day Habilitation Program participants are committed to being part of the local community. Our individuals volunteer their services at the local SPCA, public parks, and retirement centers. Our art programs also contribute to the local community through public galleries and art donations to local businesses, such as the Baltimore County Chamber of the Commerce.
- Unique transitional programs also exist with local area schools, assisting students to be better prepared for a new start in adult-service programs and career development.
- Technology through the use of iPads and the Promethean Board improves learning productivity by developing, integrating and implementing innovative 21st century learning environments.
- Community Learning Services offers a flexible, creative, community-based program centered around the interests and abilities of up to 4 individuals per group. Community integration and career exploration are two main components of this innovative service model.



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Low Intensity Support Services (LISS)

LISS assists individuals with developmental disabilities to improve their quality of life, remain in their own homes, increase or maintain independence and to help them in the community by providing resources and financial assistance.

Penn-Mar is a 501 (c) 3 organization that serves individuals with intellectual disabilities and human service needs. For information how you can help Penn-Mar Human Services, please call 410.343.1069 or www.penn-mar.org.