

“If you light a lamp for somebody,
it will also brighten your path.”

- Buddha



East Bay Innovations

Creating Opportunities

When Caleb, Ebony, Jordan, Julia, and Siobhan said “YES” to learning about becoming In Home Support Workers, they could not have known what the job would bring to their lives.

And when they were assigned to work with elderly persons moving from nursing homes into apartments, the new residents could not have anticipated the connections they’d develop with these first-time caregivers.

It started as a practical solution to a problem. EBI needed to expand employment options for jobseekers with autism and other developmental disabilities. At the same time, EBI was assisting adults in skilled nursing facilities to return to the community, and saw a growing shortage of reliable homecare.



EBI approached clients motivated to work, but struggling to find a job, and identified a group interested in assisting seniors with disabilities at home. EBI then reached out to the home health agency that would be providing care for nursing home residents moving to a new apartment complex. When the building was nearing completion, EBI's clients had received training in homecare, the home health agency had agreed to hire individuals vetted by EBI, and the nursing home residents were preparing to move.

Strategic matching came next. The soon-to-be hired workers were carefully paired with apartment residents by EBI staff familiar with their personalities, strengths, and needs.

The practical success of this unique partnership is easy to see. Today, Caleb, Ebony, Jordan, Julia, and Siobhan skillfully perform routine tasks. "He takes good care of me, makes my apartment clean, gets my groceries, does my laundry, and I really appreciate it," one resident says. Another person adds, "She goes with me on paratransit to all my medical appointments, and I need her there."

The personal connections are having a dramatic impact on workers and residents alike. "I am grateful to be able to work and my heart just feels so happy," one employee says. "It makes me feel like I am useful." "I like that I'm able to help people. It makes me feel good about myself," echoes another employee. And residents who've long been isolated socially, now enjoy interacting with the worker who regularly comes into their home.

What once seemed like a leap of faith is greatly enhancing the quality of life of employees and residents with disabilities. Your generosity makes it possible for EBI to take these leaps!

Thank you,

A handwritten signature in black ink, appearing to read "Tom H. Heinz". The signature is fluid and cursive, with a long, sweeping tail on the final letter.

Tom Heinz, Executive Director, EBI



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