

#InclusionWorks

Smithfield.

Good food. Responsibly.®

**At work, it's what
people CAN DO
that matters.**



@NIVCServicesInc



Joe Porcelli - Smithfield Foods, Production Worker

“NIVC has a lot of pull with employers around here. I should have gone to NIVC for help in the first place!” Joe Porcelli says with a laugh, as he discusses his job search experience with NIVC Services. He has been working at Smithfield Foods since April of 2016. “I applied at Smithfield three other times, but had trouble getting through the application process. My job developer helped me talk to the employer and communicate my needs. We did practice interviews and I felt like I was prepared this time. With her help, I was able to get hired and got the extra help and training I needed to be successful.”

“I’m always excited to go to work. It’s fast-paced because I get to operate the machines that make sausages and hang them on racks to go into the smoker. I can work any hours that they need me to, so the flexibility is nice. Because I work full time, I get benefits like health insurance, dental, vision, a 401K, and life insurance. I’ve never had insurance like that before. Having a full-time job is great. I don’t have to worry about bills, and I always have enough money for whatever I need.”

NIVC Services’ Joblink staff continues to be important to Joe’s success. “I meet with my job coach every two weeks right now. Kathy and I usually meet up after work and get a bite to eat and catch up. We talk about my performance, and she helps me understand how to cope with stress and handle problems that come up. She gives me lots of positive feedback, and that helps me do a good job.”

“Joe has overcome a lot of struggles and has grown tremendously in his position. We are proud of him and pleased with this great partnership with Smithfield,” said Jenny Doughty, Joe’s job developer.

Thanks to legislative actions over the past few years, the days when it was acceptable for people with disabilities to live, learn, and work in segregated settings are coming to an end. These landmark decisions reinforce that people with disabilities are vital members of their communities who have the right and obligation to participate to the fullest extent they desire. NIVC Services has always been committed to championing our clients’ right to participate in daily activities that many people take for granted. Having a meaningful job that uses a person’s unique skills and abilities is an important part of belonging to a community. **At NIVC Services, we see every day that “Inclusion WORKS!”**