



SHAVONE SEASE

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PROFESSIONAL SUMMARY

Dynamic and results-driven CEO with over 27 years of experience in workforce development, assistive technology implementation, and vocational counseling. Founder of the Helene Elizabeth Wellness Center (HEWC), a leading organization dedicated to advancing accessibility and delivering customized employment solutions for individuals with disabilities. Proven expertise in designing and executing innovative programs that align with ACCES-VR standards, optimizing operational strategies, and building strategic partnerships to address service gaps effectively.

Skilled in leveraging technology to improve program efficiency, achieve ADA compliance, and deliver measurable outcomes, including increased workforce readiness and sustainable employment. Adept at fostering inclusive environments and creating pathways to independence for underserved populations. At HEWC, I lead a team committed to empowering individuals through tailored services that include post-secondary counseling, job exploration, workplace readiness training, and work-based learning opportunities, ensuring these services meet the specific needs of ACCES-VR and align with its standards.

Recognized for delivering Pre-Employment Transition Services (Pre-ETS), my qualifications meet the required standards for delivering services such as Post-Secondary Options Counseling (121X, 1008X), Job Exploration Counseling (122X, 1005X), Instruction in Self-Advocacy (124X, 1006X), Workplace Readiness Training (127X, 1007X), Work-Based Learning Experience Development (557X, 1009X), and related adjunct services. These services are designed to bridge service gaps, enhance employability, and prepare individuals for long-term success in both academic and vocational settings.

At HEWC, my team and I specialize in developing and implementing programs that bridge service gaps and support individuals with disabilities in achieving independence and meaningful employment. My approach integrates strategic planning, data-driven performance metrics, and innovative methodologies to ensure that programs not only meet the needs of individuals but also align with organizational goals and compliance standards.

Through my leadership, HEWC has increased workforce readiness by 25%, developed inclusive recruitment practices that have enhanced diversity by 20%, and created impactful partnerships with employers and community organizations. These efforts have empowered clients with the tools and confidence needed to succeed while demonstrating the measurable impact of tailored vocational services. As a forward-thinking leader, I am dedicated to continuous improvement, innovation, and delivering programs that create lasting change for individuals with disabilities.

Based on my expertise and experience, I am fully equipped to provide the following services, meeting both the needs of the program and the corresponding service codes:

- **Post-Secondary Options Counseling (121X & 1008X):** I have extensive experience in advising students on academic transitions and pathways to higher education, particularly through my work with programs such as GED, Fatherhood Academy, and CLIP.
- **Job Exploration Counseling (122X & 1005X):** My role as CEO and my background in career counseling have allowed me to guide individuals in identifying career interests and setting employment goals aligned with their skills.

- **Instruction in Self-Advocacy (124X & 1006X):** I have implemented Diversity, Equity, Inclusion, and Accessibility (DEIA) initiatives that empower individuals to advocate for themselves in educational and workplace settings.
- **Workplace Readiness Training to Develop Social Skills and Independent Living (127X & 1007X):** My experience optimizing ADA compliance processes and mentoring individuals has prepared me to deliver training that fosters independence and workplace success.
- **Work-Based Learning Experience Development (557X & 1009X):** I have coordinated internships, training programs, and events like Portfolio Day, ensuring participants gain meaningful real-world experiences.
- **Work-Based Learning Experience Wage Reimbursement (963X & 1001X):** My operational leadership includes managing financial components of programs, enabling me to effectively implement wage reimbursement initiatives.
- **Work-Based Learning Experience Mentorship (964X & 1002X):** Through mentorship and leadership roles, I have supported individuals in navigating work-based learning experiences, helping them build skills for long-term success.

HEWC's mission is deeply rooted in advancing accessibility, equity, and opportunity for individuals with disabilities. My team and I are committed to tailoring services to meet ACCES-VR's goals, leveraging partnerships and innovative strategies to address identified service needs.

EXPERIENCE

Founder & CEO

April 2014 – Pres.

Helene Elizabeth Wellness Center (HEWC) | New York, NY

- Founded and scaled HEWC, specializing in workforce development, educational support, and assistive technology services, delivering both domestic and international impact.
- Achieved a 95% job placement success rate by providing tailored career counseling, job placement, and vocational training aligned with Access-VR objectives. Services offered include **Pre-ETS (121X, 1008X, 122X, 1005X, 124X, 1006X, 127X, 1007X, 557X, 1009X, 963X, 1001X, 964X, 1002X)**.
- Led initiatives that increased workforce diversity by 20%, focusing on inclusive recruitment and specialized training for underrepresented groups.
- Delivered **Assessment Services (052X)** to evaluate individual capabilities and align them with appropriate employment pathways.
- Provided **Job Placement Services (559X, 958X, 959X, 563X, 510X, 921X, 929X, 935X, 931X, 936X, 932X, 937X, 933X)**, ensuring sustainable employment outcomes for clients in diverse industries.
- Developed innovative, psychotherapeutic-based solutions for career and vocational counseling, ensuring sustainable outcomes for clients.
- Implemented customized employment programs, enhancing client preparedness and reducing barriers to workforce entry.
- Delivered **Supported Employment Services (571X, 572X, 573X, 1573X, 574X, 1574X, 575X, 1575X, 576X, 577X, 578X, 582X)** to support clients in maintaining long-term employment.
- Integrated **Assistive Technology Services (165X, 167X)** to empower clients with disabilities, enabling them to access employment and education opportunities seamlessly.
- Designed and managed data-driven performance metrics, leading to consistent improvements in program efficiency and client satisfaction.
- Delivered workshops and training sessions on workforce readiness, equipping clients with essential skills for sustainable careers.

Assistant Director, Academic Scheduling
CUNY, Kingsborough Community College | Brooklyn, NY

January 2015 – Pres.

- Lead and mentor a team of 15+ staff, conducting performance evaluations and fostering professional growth. Provide guidance and motivation, ensuring team alignment with departmental goals.
- Develop and implement tactical plans, IT strategies, and management systems, achieving a 20% increase in operational efficiency. Continuously assess and refine processes to enhance performance.
- Collaborate with faculty to design, test, and improve online courses, enhancing student engagement by 30%. Implement innovative teaching methods and technologies to create interactive learning environments.
- Optimize the accessibility verification process, achieve ADA compliance and significantly improve service delivery to students with disabilities. Work closely with the accessibility office to ensure that all programs and services are inclusive and accessible to all students.
- Drive continuous improvement initiatives within the academic scheduling department. Identify areas for improvement, develop action plans, implement changes that enhance departmental operations & service delivery.
- Actively participate in college-wide hiring and COVID committees, contributing to strategic decision-making and policy development.
- Manage a team of 18 professional staff and student workers, designing and implementing comprehensive training programs. Develop onboarding processes that integrate new hires smoothly into the team and culture.
- Lead cross-functional teams in adopting new pedagogical approaches and technologies, increasing student engagement by 25%.
- Drive strategic initiatives that enhance the student experience by aligning technical support services with the college's academic goals. Collaborate with academic departments to ensure that technology integration in teaching is both innovative and accessible to all students.
- Provide technical support to college constituents, ensuring a 95% satisfaction rate. Troubleshoot and resolve complex technical issues, maintaining high levels of user satisfaction and operational efficiency.
- Organize and lead cross-functional projects such as Portfolio Day, open houses, and other institution-wide events, focusing on showcasing the college's strengths and fostering community involvement. These events have led to a 25% increase in student and parent engagement.
- Assist students in identifying potential impediments to successful registration, offering solutions and support. Facilitate smooth registration experiences for students through proactive problem-solving.

EDUCATION

Master of Science (M.S.ed) - Clinical Rehabilitation
Hunter College, CUNY, New York, NY

Bachelor of Science (B.S.) – Management
Empire State College, SUNY, Saratoga, NY

Associate in Arts (A.A.) - Liberal Arts
Kingsborough Community College, CUNY, Brooklyn, NY