



Establishment of Partnerships with Business and Community to empower & advance the employment of individuals with disabilities

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Learning Objectives

- Explore the motivations, challenges and lessons learned when building collaborative relationships among business, education and rehabilitation professionals to advance the employment of individuals with disabilities
- Develop understanding of resource mapping to make informed decisions
- Obtain strategies for engaging the faith community
- Discusses the importance of creating a workplace culture of inclusion

Lessons Learned

- Arkansas PROMISE
- Asset Based Community Development / Resource Mapping
- Community Collaboration & Faith Based Participation
- Culture of Inclusion in the Workplace

ARKANSAS PROMISE EMPLOYMENT OUTCOMES

- 69% had at least one summer work experience
- 24% had two summer work experiences
- 7% had two or more summer work experiences
- 26% completed a career exploration activity
- Increased earnings by \$1,213 (162% increase over control group)

Arkansas PROMISE

- 2,000 transition-age youth (ages 14-16)
 - 1,000 in treatment group / 940
 - 1,000 in control group / 901
- Employment, education and empowerment
- Improved serviced coordination
- Reduce dependence on federal benefits
- University of Arkansas oversight
- Multi-agency partnership

Services Supporting Employment

- Intensive case management
 - Connectors (1:20)
- Parent & youth monthly trainings & resource sharing
 - Summer Camp
- Vocational evaluation, career readiness training & work based learning
 - Career exploration specialists, Arkansas Rehabilitation Services
- Two paid summer work experiences (up to 200 hours each)
 - Workforce Investment Boards
 - Job coaches
- Benefits counseling & financial education
 - Sources for Community Independent Living

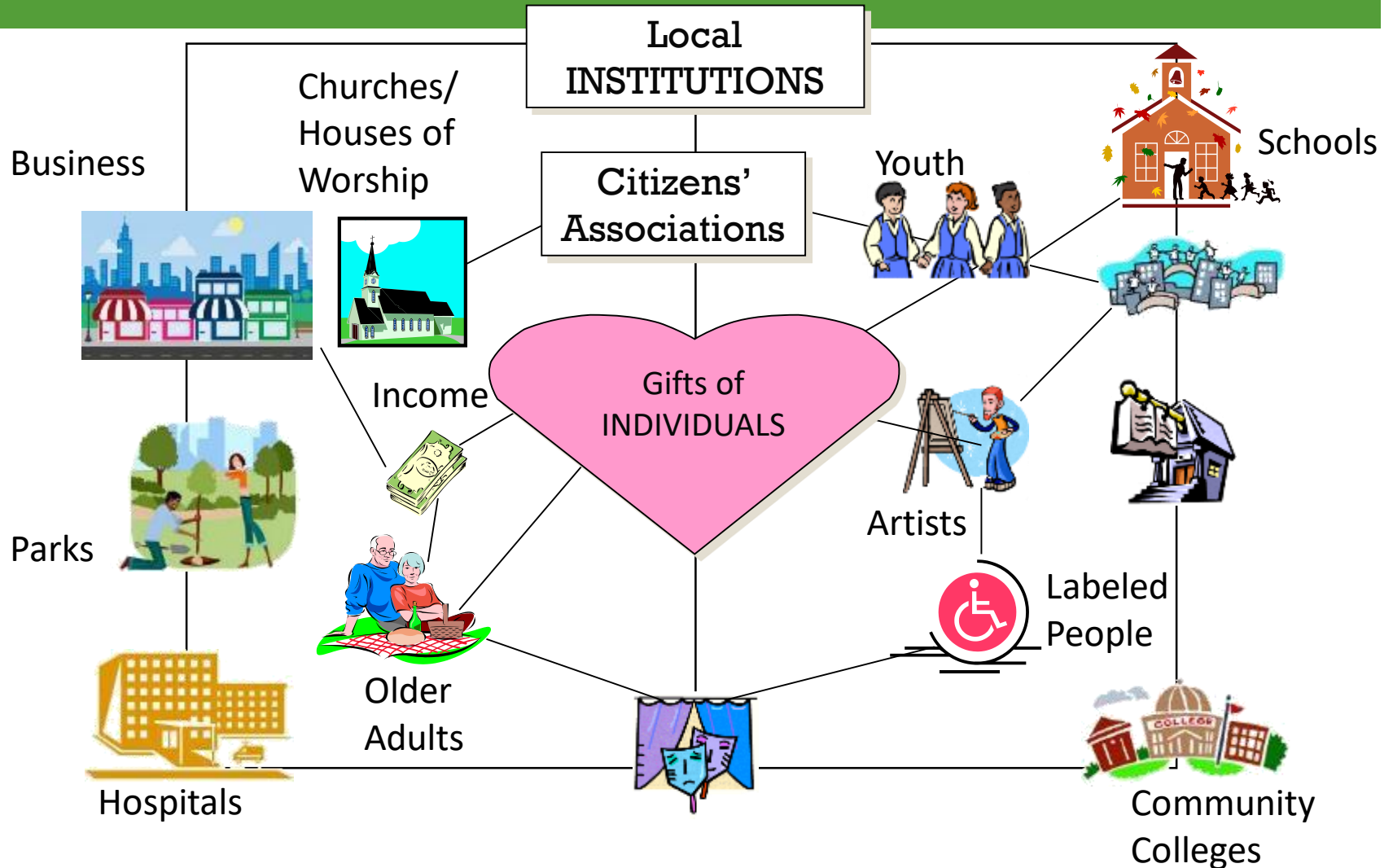
PARTNERSHIPS INCREASED EMPLOYMENT

- State agencies serving transition-age youth
- Vocational rehabilitation
- Workforce development
- Medicaid
- Temporary Assistance for Needy Families (TANF)
- Mental health
- Development disability services
- Interagency collaboration @ state and local level (advisory committees)
- Shared resources
- Monthly & quarterly communication
- Case management (family oriented)
- State education liaison

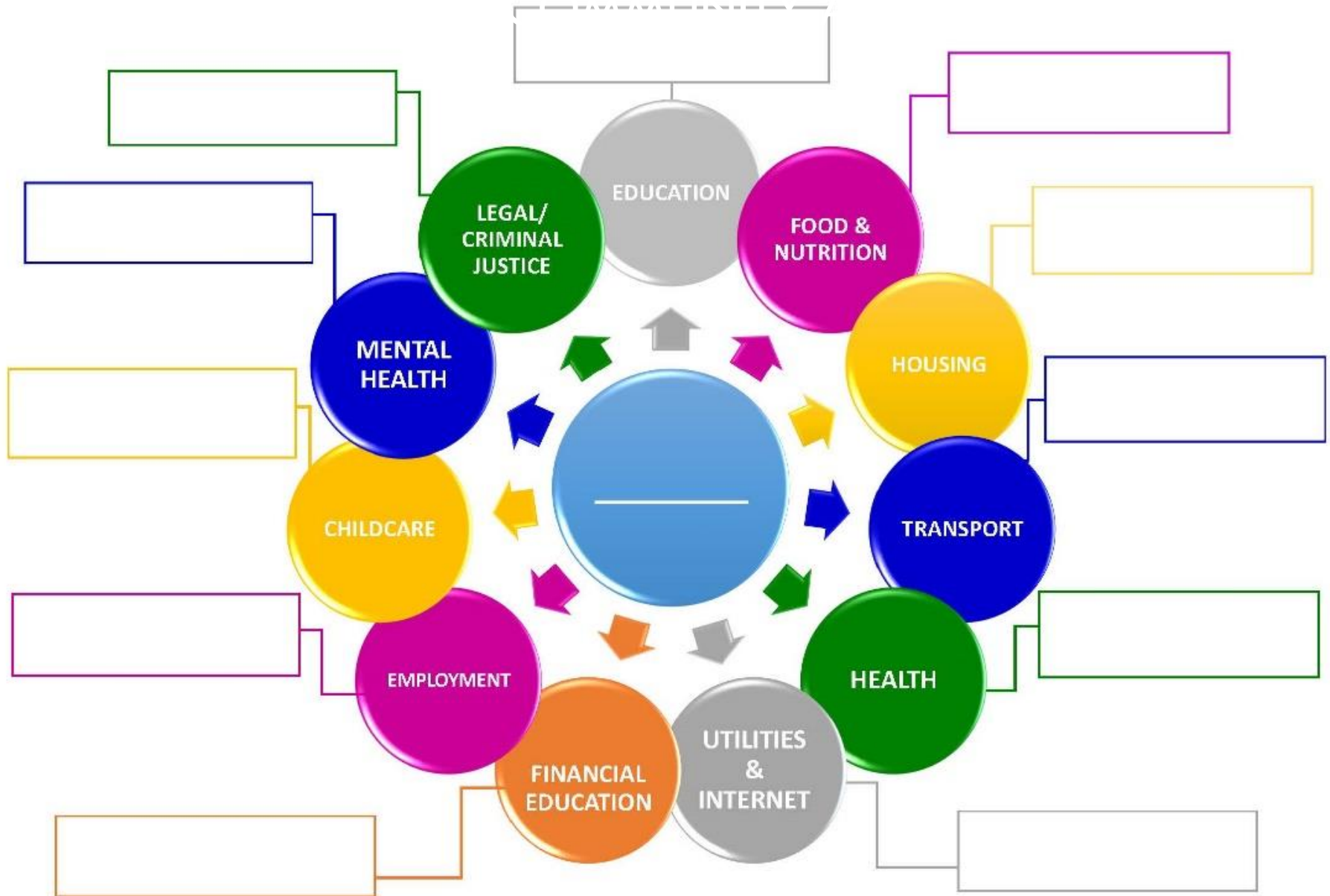
RESOURCE MAPPING

- In every story, neighbors know about the local assets.
- Successful neighborhood action is the result of assets that were not connected being connected.
- To connect assets there must be a connector, i.e. individuals, associations or local institutions

COMMUNITY ASSETS MAP



RESOURCE MAP: AGENCIES AND INSTITUTIONS



RESOURCE MAPPING BENEFITS

- Goal: stimulate your thinking about who or what can help you/agency achieve your goals
- Brainstorm for resources as it relates to people, institutions & associations, as well as knowledge, technology/tools and financial support

FAITH BASED PARTICIPATION

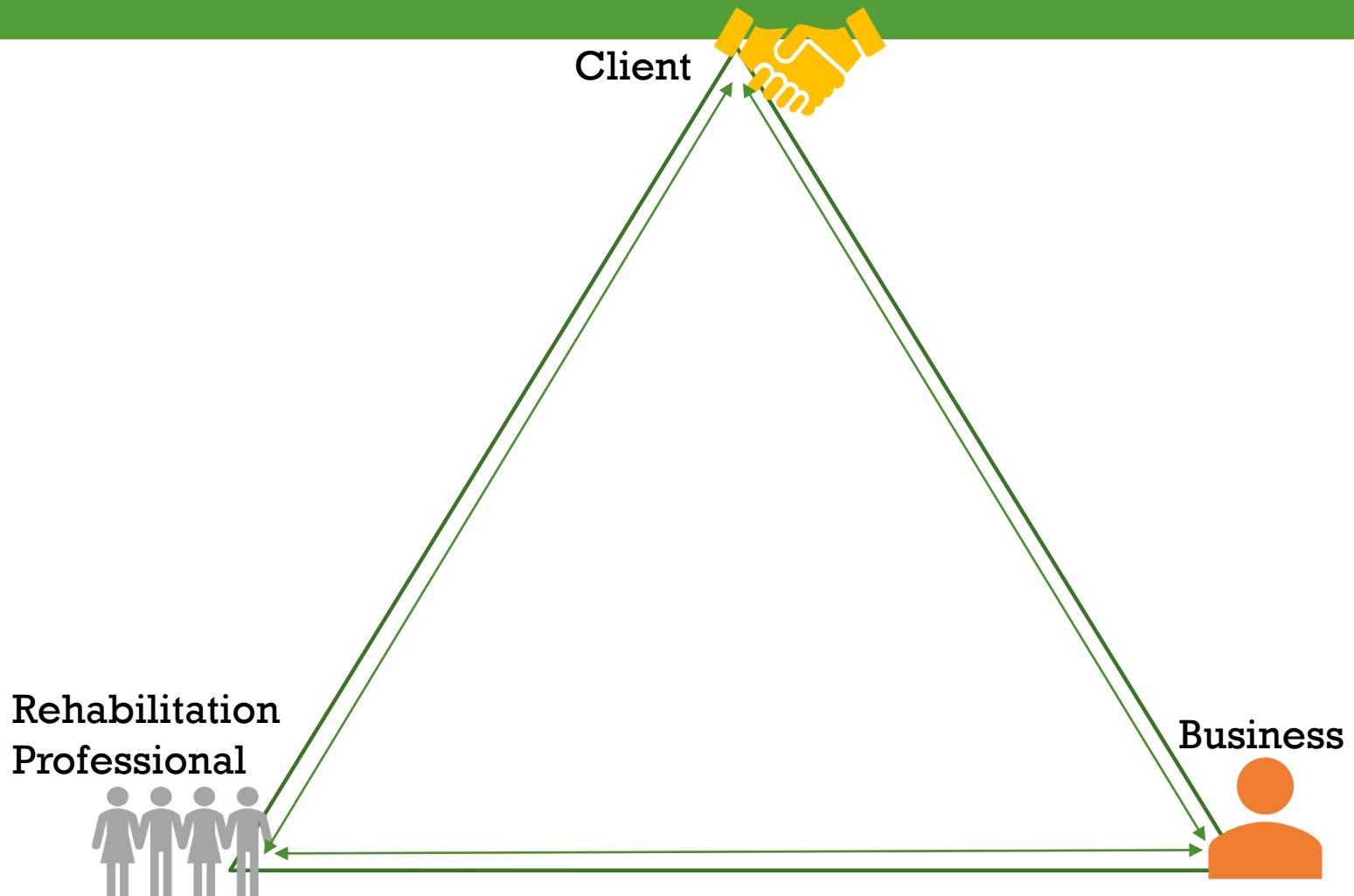
Success Story

- Community Coalition
- Addresses an urgent situation
- Empowers individuals & organizations (sharing of information)
- Enhances collaboration & reduces duplication
- Focuses on efficiency & effectiveness for the customer and the agency

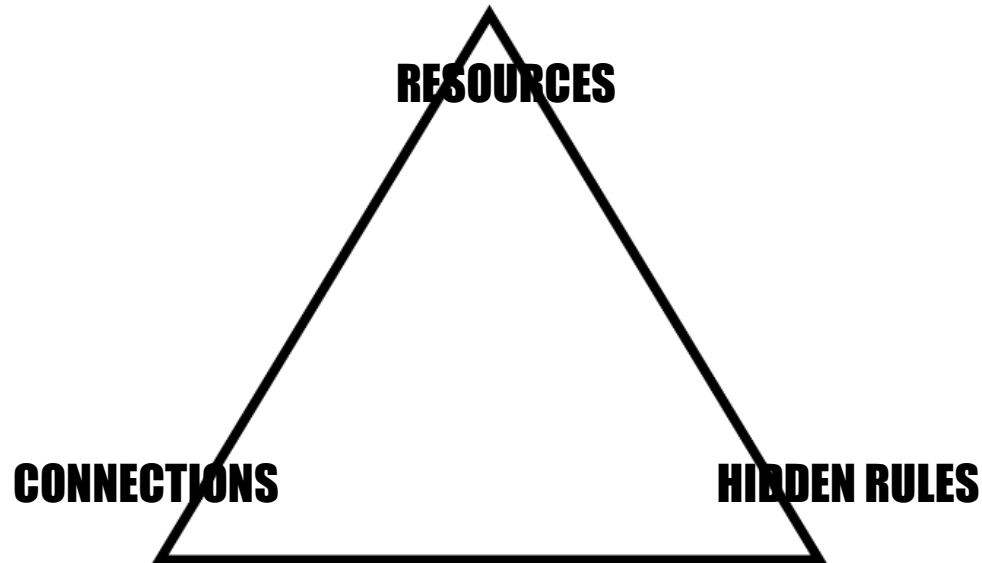
Logistics

- Monthly meetings
 - Advisory boards participation
 - Bylaws
 - Share Resources
 - Mini-conference
 - Monthly community coffee
- Embraces diverse populations

CUSTOMER TRIO



HIDDEN RULES OF CLASS @ WORK



The successful fit of the individual into the organization is largely determined by how well these three elements from the individual mesh with those of the organization.

HIDDEN RULES OF THE CLASS TRAINING

- Research based review of impacts opportunities & resources that drive employee success in the workplace
- Helps identify strengths & weaknesses
- Influences behavior and situational responses
- Tools for employee workplace inclusion

OUTCOMES

- Broadens our understanding of how the lack of information influences our attitudes and perceptions
- Provides tools and resources for challenging and overcoming behaviors and workplace cultures that pose as barriers to inclusion

QUESTIONS AND DISCUSSION

- What do you think about this model of building collaborative relationships among business, education and rehabilitation professionals?
- What are the biggest challenges your organization faces with building collaborative relationships at the moment?
- Did this model give you any ideas about ways your organization can advance the employment of individuals with disabilities?
- What is one thing you heard during this presentation that you can't wait to share with someone else?

CONTACT INFORMATION

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