



CENTER FOR
DEVELOPMENT
& DISABILITY

PARTNERS FOR EMPLOYMENT FY23 Year-End Summary Report

UNM CENTER FOR DEVELOPMENT & DISABILITY
THE UNIVERSITY OF NEW MEXICO SCHOOL OF MEDICINE DEPARTMENT OF PEDIATRICS
UNM HEALTH & HEALTH SCIENCES

Table of Contents

Who We Are

Reflections

Meet the Team

Training Activities

- College of Employment Services (CES)
- Social Security Training - What Do You Mean I Can Work and Still be on Disability?!
- Employment First in New Mexico Training
- Working with DDSD and DVR
- WISE Training
- Community Inclusion Training

Outreach and Information Sharing

- Social Security Tip Sheets
- School-to-Work Transition Guide
- PFE Websites
- Community of Practice (CoP)
- Monthly Newsletters and Training Announcements

Training Certificates and Certifications

- Certificates of Completion
- ACRE Certificates
- Certified Employment Support Professional (CESP)

Master Training Plan

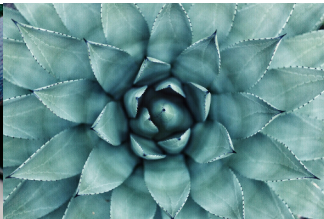
Technical Assistance Activities

- Project SEARCH

Networking and Collaboration

- School-to-Work Transition Teams (SWTT)
- Supported Employment Local Leaders (SELL)
- *Reaching New Heights in Supported Employment Conference*
- New Mexico Training Associates

Overall Reach



Who We Are

Founded in 2013, Partners for Employment (PFE) is a statewide collaborative to improve competitive integrated employment for individuals with intellectual and developmental disabilities.

Our partners include:

- The University of New Mexico Center for Development and Disability (UNM/CDD)
- New Mexico Department of Health's Developmental Disabilities Supports Division (DDSD)
- New Mexico Public Education's Department Division of Vocational Rehabilitation (DVR)

PFE is operated by UNM/CDD and funded by DDSD and DVR. UNM/CDD is New Mexico's University Center for Excellence in Developmental Disabilities (UCEDD). There are 67 UCEDDs in total, one in every US state and territory. UCEDDs provide training, technical assistance, service, research, and information sharing to support individuals with developmental disabilities.

The mission of PFE is to build capacity by providing training, technical assistance, and opportunities for networking and collaboration.

We advance promising practices for inclusive employment throughout New Mexico. We work to build the capacity of the following stakeholder groups:

- Individuals with Disabilities;
- Family Members;
- Providers/Vendors;
- Guardians;
- Advocates;
- Case Managers/Consultants/Community Supports Coordinators;
- Teachers/Educators;
- DDSD Staff; and,
- DVR Staff.

Reflections

This report reflects the work that PFE accomplished between July 1, 2022, through June 30, 2023. Following 2+ years of remote work under the COVID-19 pandemic, 2023 was a year when State Employees, PFE staff, and direct service providers returned to in-person work again. But the technologies we developed while working remotely left their mark. There was interest in in-person meetings, coupled with a practical realization that online training saves time and extends our reach.

At the conclusion of the 2023 *Reaching New Heights in Supported Employment* Conference; several attendees remarked:

- “In person is best, but virtual is valuable.”
- “Virtual brings more people. In person allows the personal touch and networking.”
- “Both work and support the work.”
- “A good mix of both will work best for me.”

Wanting to strike a balance between trainings that are convenient and accessible to the largest number of people, while also fostering chances for human connection, PFE continued to host its College of Employment Services training cohorts online via Zoom. Sessions that were once two hours long were reduced to one hour, but with added frequency. At the end of the spring cohort, participants expressed appreciation for the professional network they had developed, even online, over sixteen weeks.

Meanwhile, for the first time in four years, PFE’s *Reaching New Heights in Supported Employment* conference returned to an in-person event and surpassed its initial attendance limit. There was joy and renewed energy in being together in-person with statewide colleagues again.

The Community Mapping training series that began in 2020 achieved a new milestone this year as a 10-module micro-training series, available online 24/7 to individuals and agencies statewide.

The New Mexico Training Associate (NMTA) program that began in 2020 also saw its third year of success, with four NMTAs presenting their trainings at the *Reaching New Heights in Supported Employment* conference.

Thank you to everyone who supported PFE this past year. We are looking forward to continuing our work with all of you as we move forward into the next fiscal year!

-The UNM Partners for Employment Team

Meet the Team



Carrie Roberts, MEd, is the Family and Community Partnerships Division Director at the University of New Mexico's Center for Development and Disability. The division houses Partners for Employment, the Mi Via and Supports Waiver programs, and the library and Information Network at the center. Carrie has more than 25 years of experience supporting people with developmental disabilities at the county, state, and University levels. Carrie is a Certified Employment Support Professional (CESP) and believes that everyone can work!



Marcy Hintz, BA Secondary English Education, MA Clinical Psychology, CESP, is the Partners for Employment Education and Outreach Manager. Before joining Partners for Employment (PFE) in 2016, Marcy worked in both high school and college settings as a classroom teacher, program manager, and mental health counselor for transition-age youth and families. Within PFE, Marcy has overseen New Mexico's Project SEARCH programs and led School-to-Work Transition Teams (SWTTs). Marcy enjoys building on the strong leadership of New Mexico's Supported Employment community by maintaining a culture of learning, expertise, and chances to grow.



Monica Elsbrock is a Program Manager for Partners for Employment. She has 35 years of experience working for individuals with disabilities as they build careers of their choosing. She has worked with some of the largest non-profits in the country, creating, implementing and managing Community Employment Programs. Monica has a BS from the University of New Mexico and is very happy to work at her alma mater.



Dominique Nunez served with PFE through January 2023. While at PFE, Dominique was an Education Specialist who facilitated the College of Employment Services trainings and statewide ACRE certification endeavors. Before joining the PFE team, Dominique worked as a representative at the Social Security Administration and a Vocational Rehabilitation Counselor at the New Mexico Division of Vocational Rehabilitation.

Meet the Team



Alexandrea Rios has a Master of Public Health degree and is a Certified Employment Supports Professional. Alex has experience working as an employment consultant and in implementing Project SEARCH. She currently supports School-to-Work Transition teams and Project SEARCH sites.



Kathryn Schwaar has over 10 years of experience with youth education and community engagement. Before working at UNM, she worked as a program manager, community engagement liaison, and advocacy educator with other New Mexico non-profit organizations. She is passionate about inclusion and equity and enjoys promoting these values in the community. Kathryn holds a Master of Music Degree from The University of New Mexico.



Kyle Henderson was an Education Specialist with PFE through April 2023. Kyle provided training on government benefits and the intersections with employment. Kyle holds a master of arts in Special Education and a bachelor of liberal arts in Early Childhood Education. Kyle is a Community Partner Work Incentives Coordinator and a Certified Employment Support Professional. Kyle has supported individuals with developmental disabilities and their families for 11+ years in a variety of settings.



Amanda Cowan is an Education Specialist with Partners for Employment. Amanda uses her background in critical intercultural communication to build inclusive and equitable practices in educational spaces. Amanda leads PFE's College of Employment Services and is PFE's liaison with the Association of People Supporting Employment First (APSE) on the Certified Employment Support Professional (CESP) exam and certification process.

Meet the Team



Lorena Villalovos, served as PFE's Training Support Analyst through February 2023. At PFE, Lorena was instrumental in building and supporting the infrastructure of online learning platforms, tracking learner progress, and providing frontline customer service.



Jun Dai, B.M. Information Management & Information System, M.A. Family & Child Studies, joined the Partners for Employment team as a Education Specialist in October 2022. She is a Certified Family Life Educator. Prior to joining the PFE team, Jun served as a Family Services Coordinator in Early Childhood Intervention. She has supported families with children up to age three, with development delays, intellectual disabilities or certain medical diagnoses that may impact development. Jun works on projects related to school-to-work transition.



Deborah Lassiter is an Education Specialist with Partners for Employment. In her role, she works alongside PFE's College of Employment Services team. She previously worked at the Department of Health-Developmental Disabilities Support Division (DOH/DDSD). She has a BS in Psychology, certificates in ACRE, RBT (Registered Behavioral Technician), CRAFT (Community Reinforcement and Family Training), and CCSS (Comprehensive Community Supports Services).

Training Activities

College of Employment Services (CES)

CES is an Association of Community Rehabilitation Educators (ACRE) certified training that PFE first implemented during the summer of 2018. This online course was developed by the Institute for Community Inclusion (ICI) at the University of Massachusetts Boston. It consists of 11 self-paced online modules. From this base, PFE has created a blended training that combines the online modules with 1-hour, bi-weekly online Zoom sessions that allow participants opportunities for group discussion and the practice of new skills. Over 15 weeks, learners participate in 8 hours of in person discussion in addition to 26.4 hours of online content, for a total of 34.4 hours of learning.

Cohorts: PFE provided CES training to six (6) cohorts in FY23.

Fall 2022 Cohorts

- 3 Cohorts
- Total Registration – 53
- 23 completed course

Spring 2023 Cohorts

- 3 cohorts
- Total Registration – 31
- 16 completed course

* Since the first summer 2018 cohort, 27 training cohorts have taken place through the state. A total of 469 individuals have participated in this training.

CES Satisfaction Survey

| The PFE Facilitators Were: | Percentage that Strongly Agree or Agree |
|---|--|
| Knowledgeable in their topic/area. | 100% |
| Responsive to participants' questions and needs. | 100% |
| Well-organized. | 100% |
| Able to present the materials in an understandable way. | 100% |

| Zoom Discussion Sessions: | Percentage that Strongly Agree or Agree |
|--|--|
| Gave me the opportunity to apply what I had learned in the online session. | 100% |
| Helped me understand supported employment issues. | 100% |
| Provided me the opportunity to have my questions answered. | 100% |
| Provided me the opportunity to network and learn from my peers. | 100% |
| Contributed to the overall success of the whole program. | 100% |

Social Security Training - *What Do You Mean I Can Work and Still be on Disability?!*

This course launched in FY20. The course provides an overview of the differences between Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI). It also explains how work incentives and safety nets can benefit people who are employed or are considering employment.

PFE staff hosted this course as stand-alone training three times in FY23. They also offered the course along with time for Q&A to all six College of Employment Services cohorts. Attendance at the three stand-alone trainings was as follows:

- October 27 - 15 attendees
- December 6 - 17 attendees
- March 24 - 17 attendees

In addition, *What Do You Mean I can Work and Still be on Disability?!* is offered as online-on-demand training on the PFE website.

| As a result of this training, participants: | Percentage that Strongly Agree or Agree |
|---|---|
| Understand the differences between Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI). | 89% |
| Recognize how work incentives and safety nets allow individuals to increase their income and usually maintain their benefits and medical insurance. | 94% |

Employment First in New Mexico Training

This online training is available on demand via the Partners for Employment website. The training addresses the DDSD Employment First policy and the resources available to assist with supported employment in New Mexico. An online test and certificate of completion are available to those participants who register through Partners for Employment's registration and learning management system. In FY23, 60 professionals have successfully registered for the training and passed the skill check.

Working with DDSD and DVR

This online training is available on demand via the Partners for Employment website. The training provides an overview of accessing supported employment services through the NM Department of Health/Developmental Disabilities Supports Division and the NM Division of Vocational Rehabilitation. An online test and certificate of completion are available to those participants who register through Partners for Employment's registration and learning management system. In FY23, 23 professionals have successfully registered for the training and passed the skill check.

WISE Training

PFE partners with WISE (formerly known as the Washington Initiative for Supported Employment) to host a monthly training featuring WISE staff. Below is a list of trainings in FY23:

| Location - All Online for FY23 | Date | Participants |
|---|-------------|---------------------|
| An Employment Consultant's Guide to Navigating Job Development (in your community) - Part One | 09/16/22 | 44 |
| An Employment Consultant's Guide to Navigating Job Development (in your community) - Part Two | 10/14/22 | 40 |
| An Employment Consultant's Guide to Navigating Job Development (in your community) - Part Three | 11/18/22 | 34 |
| Laying the Foundation for Success on the Job - Part One | 1/20/23 | 14 |
| Laying the Foundation for Success on the Job - Part Two | 2/17/23 | 24 |
| Laying the Foundation for Success on the Job - Part Three | 3/17/23 | 18 |
| Positive Behavior Supports - Part One | 4/21/23 | 24 |
| Positive Behavior Supports - Part Two | 5/19/23 | 28 |
| Positive Behavior Supports - Part Three | 5/26/23 | 22 |

WISE Satisfaction Survey

| Because I attended this session... | Percentage Agree or Strongly Agree |
|--|---|
| I have gained valuable knowledge and skills. | 96% |
| There will be a positive impact on my professional work. | 96% |

Community Inclusion Training

In FY22, PFE delivered a 3-part training series on Community Mapping to statewide participants. In FY23, PFE repackaged this training material into 10 recorded micro-trainings, which are posted on the PFE website and available for viewing on-demand. The 10 Community Mapping micro-trainings cover these topics:

1. Community Mapping Basics: Person Centered Planning
2. Community Mapping Basics: Why Community Inclusion?
3. Community Mapping Basics: What is a Community Map?
4. Community Mapping Tools: Concentric Circles
5. Community Mapping Tools: Conducting a Basic Web Search
6. Community Mapping Tools: Organizing Your Information
7. Interacting with Community Members: Making an Introductory Phone Call
8. Interacting with Community Members: Hosting an Informational Interview
9. For Businesses: What Should I know About Community Mapping?
10. Employer Education: Hiring Individuals with Disabilities

PFE provided an overview presentation of the online Community Mapping trainings at the April 2023 *Reaching New Heights in Supported Employment* Conference and at the June 2023 Supported Employment Local Leaders (SELL) meeting. The presentation included ideas for ways that state and local employment agencies could use these trainings as part of their staff onboarding and ongoing professional development.

CM#1_Person Centered Planning.mp4

Person-Centered Planning

UNM HSC CDD

Informed Choice

- Assess Interests
- Discuss
- Provide Information
- Take Chances
- Consider the Impact
- Create Strategies

04:51

CM#1_Person Centered Planning.mp4

CM#2_Inclusion.mp4

Inclusion

UNM HSC CDD

What is 'TRUE' Inclusion

| | | |
|--|---|---|
| | | |
| <p><u>Separation</u></p> <p>Apart from COMMUNITY (disability-specific service settings & activities)</p> | <p><u>Integration</u></p> <p>In the Community (physically present but not immersed)</p> | <p><u>Inclusion</u></p> <p>Of the Community (contributing, integrated, included member)</p> |

04:11

CM#2_Inclusion.mp4

Outreach and Information Sharing

Social Security Tip Sheets

Three new Social Security Benefits Tip Sheets were added to PFE's website in FY23. These include:

- Student Earned Income Exclusion tip sheet
- Continuing Medicaid while Working (1619b) tip sheet
- Ticket-to-Work tip sheet

School-to-Work Transition Guide

In 2018, PFE created and distributed a school-to-work transition guide in both English and Spanish. One thousand copies of the English guide and five hundred copies of the Spanish guide were given to Special Education teachers, Vocational Rehabilitation Counselors, and Central Region Educational Cooperative-based Vocational Transition Specialists to assist their support of the growing independence of transition-age youth in New Mexico. The guide was also posted in PDF form on PFE's website.

Since 2018, the Transition Guide has continued to be updated annually with new information and updated URLs. In FY23, PFE undertook the task of making the Transition Guide accessible to screen-reading technology. An Accessible version of the [English](#) and [Spanish](#) guides are now posted on the Partners for Employment website.

PFE Website

The Partners for Employment website includes an online library of publications, videos, tools, and resource information on employment for persons with disabilities topics. The website includes links to national and state resources and hosts a statewide calendar of current trainings, meetings, and events.

- The Partner for Employment Website is [***located here***](#) .
- A link to the training calendar is available on PFE website, [***please click here***](#).

Community of Practice (CoP)

As a complement to our various training offerings, Partners for Employment has developed an online community of practice to allow remote access to peer networking, national and local subject matter experts, webinar training, on-line discussion, and video conferencing.

The Partners for Employment Community of Practice is [located here](#).

In FY23, there were 184 active members who are registered on the CoP.

Monthly Newsletters and Training Announcements

PFE produces a monthly newsletter through Constant Contact. In response to wide agency turnover throughout the duration of Covid-19, PFE issued a widespread invitation to state and local partners in FY23 to add the names of their new staff members to the PFE Constant Contact mailing list.

The PFE mailing list now reaches 1639 people. Besides the monthly newsletter, PFE regularly issues PFE training announcements and time-sensitive updates from our State partners to this mailing list.

Please share the link to sign up for the PFE newsletter, [click here](#)!

NM CENTER FOR DEVELOPMENT & DISABILITY

**Partners for Employment
2023 Conference Updates
April 27-28**

REGISTRATION IS OPEN!

Partners for Employment Presents
**REACHING NEW HEIGHTS
IN SUPPORTED EMPLOYMENT CONFERENCE
APRIL 27-28**
Embassy Suites Hotel, Albuquerque

HEADLINE SPEAKERS

Dr. Richard Pimentel, primary author of the Windmills: Changing our Perception of Disabilities program, expert on the Americans with Disabilities Act as Amended (ADAAA), and author of two bestselling ADA employer guides.

Milt Wright, former Executive Director of a statewide workforce development non-profit agency, and key contributor in the design and delivery of disability inclusion trainings throughout the U.S.

Training Certificates and Certifications

Certificates of Completion

A certificate of completion with the date of the training and number of learning hours are available for participants who complete the requirements of individual training sessions.



ACRE Certificates

The Association of Community Rehabilitation Educators (ACRE) awards nationally recognized Certificates of Achievement to employment professionals. This Certificate documents that the employment professional has satisfactorily completed a minimum of 40 hours of training or professional development provided by an ACRE-approved training resource. Partners for Employment offers ACRE-approved training via the College of Employment Services, as well as scholarship opportunities for individuals to pursue an ACRE certificate.

Individuals who utilize a PFE scholarship to pursue an ACRE certificate must then complete additional coursework to demonstrate a thorough understanding of Supported Employment best practices. Throughout this process, participants receive individualized technical assistance from PFE in setting up their account, accessing their coursework through a designated website, technical assistance in understanding their ACRE grades and submitting ACRE coursework, monthly progress reports, monthly question and answer sessions, and individualized assistance to understand the requirements for successfully obtaining an ACRE certificate.

In FY23, 38 CES cohort graduates went on to obtain their ACRE certificates. An additional 10 DVR staff members completed all coursework and fieldwork to obtain their ACRE certificates. At the end of FY23, New Mexico has a total of 248 professionals who hold the ACRE certificate.

Certified Employment Support Professional (CESP)

Partners for Employment also provides scholarships for the Certified Employment Support Professional (CESP) examination for employment professionals in New Mexico. This certification was established by the Association of People Supporting Employment First (APSE) and is recognized as the national standard of knowledge for employment support professionals to demonstrate the skills and competence necessary to perform the requirements of the job. Partners for Employment provides scholarships to support the cost of examination fees. In FY23, 10 cohort trainees obtained their CESP certificates. At the end of the fiscal year, New Mexico has a total of 68 professionals who hold the CESP credential.

Master Training Plan

Partners for Employment originally developed a training plan for FY 2018 through 2020 to address the diverse training needs of employment support professionals in New Mexico. In preparation for developing this training plan, Partners for Employment conducted extensive research of exemplary Supported Employment training programs across the country including WISE and ICI at the University of Massachusetts Boston.

In the current version of the plan, which applies to FY 2021 through 2023, the plan specifically addressed how PFE will address learners' needs, instructional design methods, and how we will evaluate training to measure increased knowledge.

We also provided an overview of how this training plan will be implemented, including projected timelines and training content. This training plan is subject to change with the explicit approval of the state agency partners, DVR and DDSD. It was most recently updated in August 2022 and shared with the PFE Steering Committee.

Center for Development and Disability, UNM

Partners for Employment Master Training Plan

Technical Assistance Activities

Project SEARCH

Project SEARCH is an internationally-adopted, evidence-based school-to-work internship model for youth with disabilities between the ages of 18 and 22. The program takes place at a host business and is a full collaboration of an interagency Steering Committee comprised of representatives from a local school district, DVR, DDS, a local long term provider agency, the host business, and the UNM/CDD. These agencies work together to provide workplace education and community-based support to students in three 10-week rotations over the course of the year. Students learn different employability skills in each rotation, with the overall goal of obtaining competitive employment by the end of the internship. In alignment with the Pre-Employment Transition Service goals outlined by the Workforce Innovation and Opportunity Act (WIOA), Partners for Employment coordinates training and ongoing professional development in the Project SEARCH model for New Mexico's eight Project SEARCH teams. Partners for Employment also provides each team with technical assistance to establish internal processes, shared documents and resources, and a continuous plan for improvement.

Since its inception in 2014, 91 New Mexico Project SEARCH graduates have achieved competitive employment in their communities, working at least 16 hours per week, at or above minimum wage.

Project SEARCH notable outcome in FY23

- Embassy Suites Hotel in Albuquerque placed 100% of their interns from program year 2021-22 in competitive, integrated employment, each working at least 16 hours/week.
- Molina Cares, a national managed care organization, awarded New Mexico a grant to launch a Project SEARCH site serving youth in a majority indigenous community.
- The Project SEARCH program in Gadsden, New Mexico is excited to announce their new host business partnership with La Clinica de Familia. This will be the first Project SEARCH site in New Mexico based at a behavioral health provider that is a federally qualified health center.

| Project SEARCH Annual Satisfaction Survey Results | Percentage that Strongly Agree or Agree |
|--|---|
| Increased my knowledge of how to support successful School-to-Work transition. | 100% |
| Had a positive impact on my ability to support successful School-to-Work transition. | 100% |
| Overall, I'm satisfied with the technical assistance I received. | 100% |

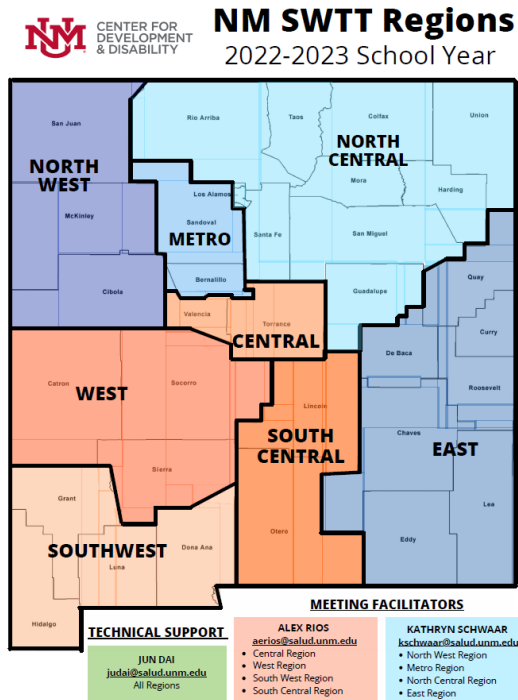


Networking and Collaboration

School-to-Work Transition Teams (SWTT)

In support of WIOA's mandate for coordinated services among agencies supporting transition age youth, Partners for Employment facilitates collaborative networking meetings for schools, state agencies, local provider agencies, advocacy organizations, civic group leaders, and business representatives who play a role in supporting youth with disabilities' transition to adulthood.

In FY23, PFE coordinated the meetings of 8 School-to-Work Transition Teams for a total of 40 SWTT meetings held with 829 attendees (duplicate count) not including PFE staff. FY23 SWTT teams covered the following regions:



| School-to-Work Transition Team Annual Satisfaction Survey Results | Percentage that Strongly Agree or Agree |
|---|--|
| Because I participated in SWTT, there's been a positive impact on my delivery of school-to-work transition services. | 100% |
| Because I participated in SWTT, my understanding of agencies' different roles in supporting successful school-to-work transition has increased. | 100% |
| Because I participated in SWTT, I am connected to resources in my community that will benefit the young adults I serve. | 100% |
| Overall, I am satisfied with the information-sharing and collaboration provided by this School-to-Work Transition team. | 100% |

Supported Employment Local Leaders (SELL)

Partners for Employment facilitates the collaborative peer networking opportunities of employment providers to increase statewide capacity through ongoing peer networking and informational meetings. As more and more interagency meetings shifted to an online format in 2020-21, PFE shifted Supported Employment Local Leaders (SELL) meetings to an online, statewide format in FY22 to facilitate their accessibility to a wider audience. Statewide SELL meetings include local community agency providers, advocacy/family organization members, business representatives, and state agency partners.

PFE hosted 4 statewide SELL team meetings in FY23 with 225 total participants.

| As a result of this training, participants: | Percentage that Strongly Agree or Agree |
|--|--|
| Because I participated in SELL, I have gained valuable knowledge and skills. | 100% |
| Because I participated in SELL, there will be a positive impact to my professional work. | 100% |

Reaching New Heights in Supported Employment Conference

PFE's fourth annual *Reaching New Heights in Supported Employment* conference took place April 27-28, 2023, and returned this year to an in-person event held at Embassy Suites Hotel in Albuquerque. The room capacity at Embassy Suites was capped at 110 persons. Registration for the conference exceeded that number and moved to a waiting list.

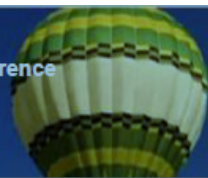
The conference was headlined by Dr. Richard Pimentel and Mr. Milt Wright of Milt Wright & Associates, creators of the Windmills Training Curriculum. Dr. Pimentel and Mr. Wright delivered two keynote addresses and two workshops to a joint audience of all conference attendees. Representatives from DDS, DVR, and PFE also delivered joint sessions that updated conference attendees on resources, policies, or standards related to their work. Between joint sessions, breakout sessions offered conference attendees a chance to attend presentations from New Mexico Training Associates and PFE staff members.

The conference schedule was as follows:



CENTER FOR
DEVELOPMENT
& DISABILITY

Partners for Employment
Reaching New Heights in Supported Employment Conference
Embassy Suites Hotel, Albuquerque NM
April 27-28, 2023



Conference Agenda

Thursday, April 27

| | | | |
|-------------------|-------------|--|-------------------------|
| | 8:30-1:00 | Registration Open | Conference Center Lobby |
| JOINT SESSIONS | 10:00-11:00 | Welcome, Partners for Employment Opening Remarks | Sierra Ballroom II-III |
| | 11:00-12:00 | Keynote: Disability Inclusion Best Practices; the Value of Changing Employers' Perception – Dr. Richard Pimentel | |
| | 12:00-1:30 | Lunch – <i>buffet with multiple dietary options</i> | La Ventana Room |
| BREAKOUT SESSIONS | 1:30-2:30 | New Mexico Training Associate (NMTA) Presentation: Celebrating what you bring to the table: A strengths-based approach to creating your professional community Tony Fragua, Los Lunas Community Program | Sandia Ballroom VIII |
| | | What do you Mean I can Work and be on Disability?!" | Sandia Ballroom VII |
| | | Open Meeting Space | Sandia Ballroom VI |
| | 2:30-2:45 | Break | |
| BREAKOUT SESSIONS | 2:45-3:45 | NMTA Presentation: People Beyond Letters: The LGBTQ+ Community and the Workplace Brian Love, Albuquerque Public Schools | Sandia Ballroom VII |
| | | Community Mapping Video Training Series: An online resource | Sandia Ballroom VII |
| | | Open Meeting Space | Sandia Ballroom VI |
| | 3:45-4:15 | Break – <i>light snacks</i> | |
| JOINT WORKSHOP | 4:15-5:15 | Self-Advocacy Strategies for Students in Transition – Milt Wright and Dr. Richard Pimentel | Sierra Ballroom II-III |
| | 5:15-6:15 | Networking Event – <i>light snacks and cash bar</i> | La Ventana Room |

Friday, April 28

| | | | |
|-------------------|-------------|---|------------------------|
| JOINT SESSION | 9:00-10:00 | Statewide Program Updates from New Mexico Division of Vocational Rehabilitation and New Mexico Department of Health / Developmental Disabilities Supports Division | Sierra Ballroom II-III |
| | 10:00-10:15 | Break – <i>light snacks</i> | |
| JOINT WORKSHOP | 10:15-11:15 | Business as Customer: Strategies to Help Persons with Disabilities Succeed – Milt Wright and Dr. Richard Pimentel | Sierra Ballroom II-III |
| | 11:15-11:30 | Break | |
| BREAKOUT SESSIONS | 11:30-12:30 | NMTA Presentation: Employment Supports and Awareness for Transition-age Youth with Mental Health Challenges Julie Pratt, New Mexico Division of Vocational Rehabilitation | Sandia Ballroom VIII |
| | | NMTA Presentation: Running with the Curriculum: A Holistic and Person-centered Approach to Pre-Employment Transition Terry Casey, Project SEARCH Instructor/Albuquerque Public Schools | Sandia Ballroom VII |
| | | Open Meeting Space | Sandia Ballroom VI |
| JOINT SESSION | 12:30-1:30 | LUNCH – <i>buffet with multiple dietary options</i> | Sandia Ballroom II-III |
| | 1:30-2:00 | Supported Employment Achievement Awards | |
| | 2:00-3:00 | Leadership in the World of Rehabilitation: Job Placement and Return to Work – Dr. Richard Pimentel | |
| | 3:00 | Dismiss | |

| Conference Satisfaction Survey Results | Percentage that Strongly Agree or Agree |
|---|---|
| As a result of attending this conference, I learned about policies and resources that guide the practice of Supported Employment in New Mexico. | 100% |
| As a result of attending this conference, I learned about Supported Employment's core values of equal access to employment, equal wages, and person-centeredness. | 100% |
| As a result of attending this conference, I learned best practices in individualized employment and career planning. | 100% |
| As a result of attending this conference, I learned strategies for researching my community and communicating with prospective employers. | 100% |
| Overall, this conference met its learning objectives. | 100% |

Additional feedback from Satisfaction Survey results:

“Fabulous presenters. So very real, and so knowledgeable. Thank you!”

“Great variety of presentations. Entertaining and informative.”

“Loved the conference and presenters.”

New Mexico Training Associates

New Mexico Training Associates (NMTA) is an initiative developed to identify, train, and catalyze the leadership of young career Supported Employment advocates and professionals in New Mexico. Qualified participants have either completed College of Employment Service training and/or received their CESP or ACRE credential; or have demonstrated sustained engagement in Partners for Employment (PFE) training and networking activities. Participants are paired with a mentor from the PFE staff who guides them in selecting a professional development exercise related to their professional needs/interests and in developing a capstone training presentation which was given at the Partners for Employment *Reaching New Heights in Supported Employment* conference in April.

In FY23, the following individuals participated in PFE's NMTA program:

- Brian Love – Albuquerque Public Schools/UNMH Project SEARCH teacher
- Julie Pratt – New Mexico Division of Vocational Rehabilitation/Transition Counselor
- Tony Fragua – Los Lunas Community Program/Community Inclusion Manager
- Terry Casey – Albuquerque Public Schools/Embassy Suites Project SEARCH teacher

Between December and April, NMTA participants met regularly with their PFE staff mentors to hone and develop the trainings they presented at the *Reaching New Heights in Supported Employment* conference. Following the conference, they recorded their trainings, and these were posted on the PFE website. The NMTAs' trainings were as follows:

- Brian Love – *People Beyond Letters: the LGBTQ+ Community and the Workplace*
- Julie Pratt – *Employment Supports and Awareness for Transition-Age Youth with Mental Health Challenges*
- Tony Fragua – *Celebrating What You Bring to the Table: A strengths-based approach to creating your professional community*
- Terry Casey – *Running with the Curriculum: A holistic and person-centered approach to pre-employment transition*

A graphic for the New Mexico Training Associates Program. The background is a purple-tinted photograph of a person from behind, looking out over a body of water. The text is overlaid in white. The main title is 'Partners for Employment New Mexico Training Associates Program'. Below it is a subtitle: 'A dynamic professional development opportunity to share your experience working in the field of supported employment or school-to-work transition'. In the bottom right corner is the logo for the Center for Development & Disability, featuring the letters 'NDM' in a stylized font above the full name.

Partners for Employment
**New Mexico Training
Associates Program**

*A dynamic professional development opportunity to
share your experience working in the field of
supported employment or school-to-work transition*

NDM
CENTER FOR
DEVELOPMENT
& DISABILITY

Overall Reach

Throughout FY23, Partners for Employment had 129 various community partners who attended PFE trainings and networking meetings or participated in Project SEARCH. Our team would like to extend a big thank you to the following people and organizations who participated:

STATEWIDE IMPACT: Provider Agencies

A Basic Balance

A New Vision Case Management, Inc.

Ability First

Above & Beyond, Inc.

Absolutely You, LLC

Adelante Development Center

All Individuals First

An Open Door

ARCA Services, LLC

Aspire

Benchmark Human Services

Best Buddies

Bridges Oregon, Inc.

Bright Horizons

Can Do Attitude

Coyote Canyon Rehabilitation Center, Inc.

Center for Function and Creativity, Inc.

Collins Lake Ranch

Community Options, Inc

Direct Therapy Services

Dungarvin, Inc.

EdYouCoach

STATEWIDE IMPACT: Provider Agencies (Cont.)

Empowering Hands, LLC

Peak Developmental Services

ENMRSH

Ramah Care Services

Ensuenos Y Los Angelitos Development Center

Santa Maria El Mirador

Family Options, LLC

Sevita

LifeROOTS

Su Vida Services, Inc

Los Lunas Community Program

TAOS, Inc.

LSG & Associates, Inc.

The Tunland Corporation

Mandy's Farm

Tobosa Developmental Services

Milagro De Vida

Tresco, Inc.

Nezzy Care

Visions Case Management & Consulting

New Vistas

Zia Therapy Center

STATEWIDE IMPACT: School Districts/Regional Cooperatives

Alamogordo High School

Deming Public Schools

Alamo Navajo Schools

Dora Consolidated Schools

Albuquerque Public Schools

Española Public Schools

Aldo Leopold Charter School

Farmington Municipal Schools

Artesia Public Schools

Gadsden Independent School District

Bernalillo High School

Gallup Public Schools

Bloomfield Public Schools

Hondo Valley Public Schools

Central Consolidated School District

House Municipal Schools

Central Region Educational Cooperative

Kirtland Central High School

Cesar Chavez Charter School

Lake Arthur Schools

Charlie Y. Brown Alternative High School

Las Cruces Public Schools

Cloudcroft Municipal Schools

Las Vegas City Schools

Clovis Municipal School District

Los Alamos High Schools

Cobre Consolidated School District

Mescalero Apache School District

STATEWIDE IMPACT: School Districts/Regional Cooperatives (Cont.)

New Mexico School for the Blind and Visually Impaired

San Jon Municipal Schools

New Mexico School for the Deaf

Socorro Consolidated Schools

Portales Municipal Schools

Taos Municipal Schools

Quemado Independent School District

Tucumcari Public Schools

Rio Rancho Public Schools

Tularosa Municipal Schools

Ruidoso Municipal School District

STATEWIDE IMPACT: Government Agencies & Organizations

Disability Rights New Mexico

Job Corps

Navajo Nation Office of Special Education and Rehabilitation

New Mexico Department of Health, Developmental Disabilities Supports Division

New Mexico Department of Workforce Connections

New Mexico Department of Workforce Solutions

New Mexico Division of Vocational Rehabilitation

New Mexico Governor's Commission on Disabilities

New Mexico Public Education Department, Special Education Division

US Public Health Service, Indian Health Service

Jemez Vocational Rehabilitation Program

STATEWIDE IMPACT: Community & Advocacy Organizations

Education for Parents of Indian Children with Special Needs

Hearts for Autism Four Corners

Help New Mexico

Kirtland Partnership Committee

Motivation Education and Training

New Mexico Caregivers in Action

Otero Country Advocates for DD

Parents Reaching Out

Rocky Mountain Youth Corps

San Juan Center for Independence

Santa Fe YouthWorks

Taos HIVE

Youth Development, Inc

STATEWIDE IMPACT: Colleges & Universities

Central New Mexico Community College

Clovis Community College

Doña Ana Community College

Eastern New Mexico University - Roswell

Eastern New Mexico University - Ruidoso

Taos Education and Career Center (UNM Taos)

University of New Mexico

STATEWIDE IMPACT: Employers

Blue Cross & Blue Shield of New Mexico

Central Reach

City of Farmington

Embassy Suites Hotel - Albuquerque

Hilton Garden Inn - Gallup

Holloman Air Force Base

Lovelace Medical Center

Presbyterian Rust Medical Center

Presbyterian Medical Services

Pueblo of Pojoaque

Sandia National Laboratories



CENTER FOR
DEVELOPMENT
& DISABILITY

THANK YOU FOR YOUR CONTINUOUS SUPPORT!