

Seeds of Change

*How One Vision Sparked a Movement for
Inclusion, Employment, and Opportunity in
Rural New Mexico*

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Learning Objectives

- Apply person-centered strategies to create pathways to employment.
- Know how to use your strengths to support your community
- Learn about the power of partnership in rural areas

The Heart of Love of Rose

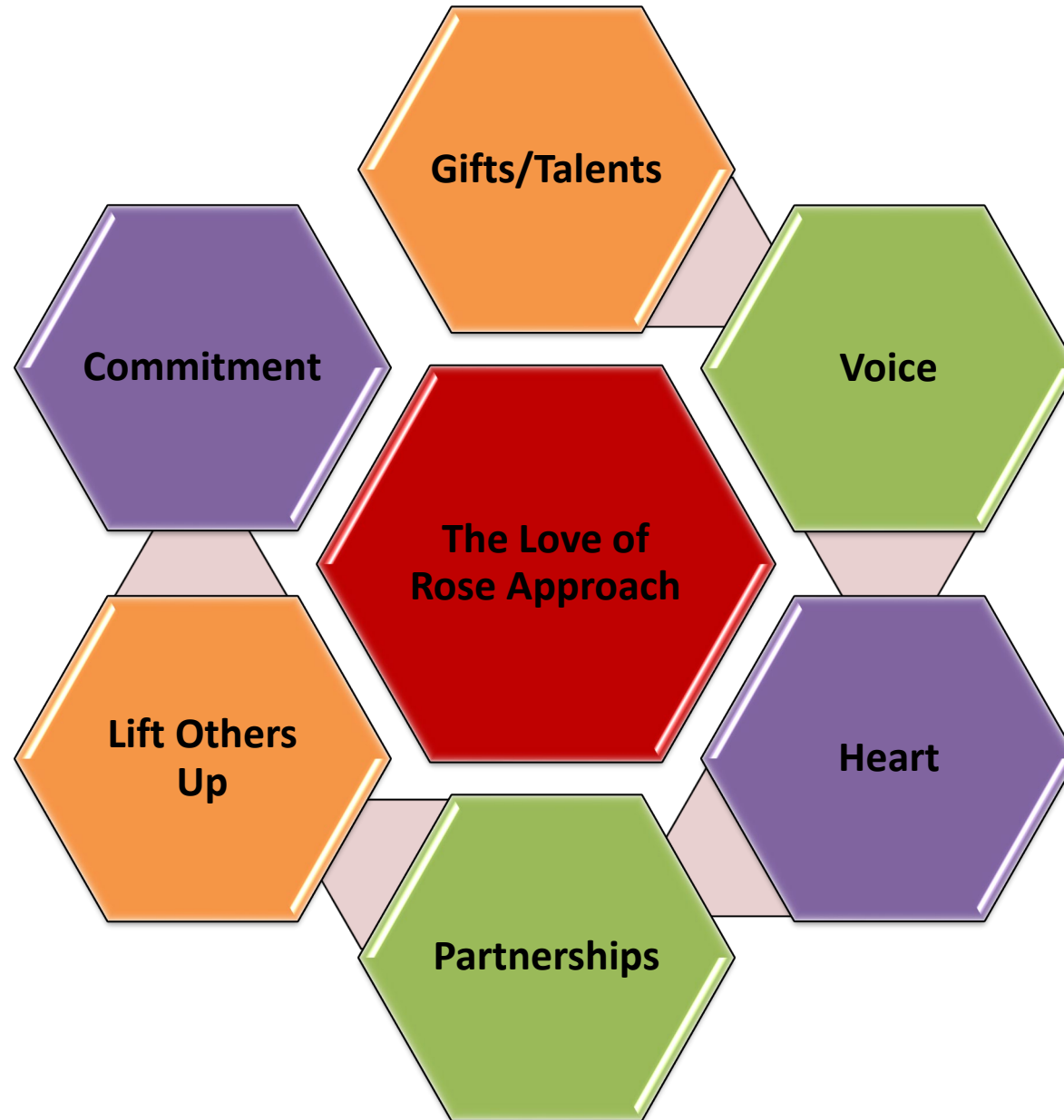
***We are more than an agency.
We're a movement.***





Our Team







Barrier Breakdown



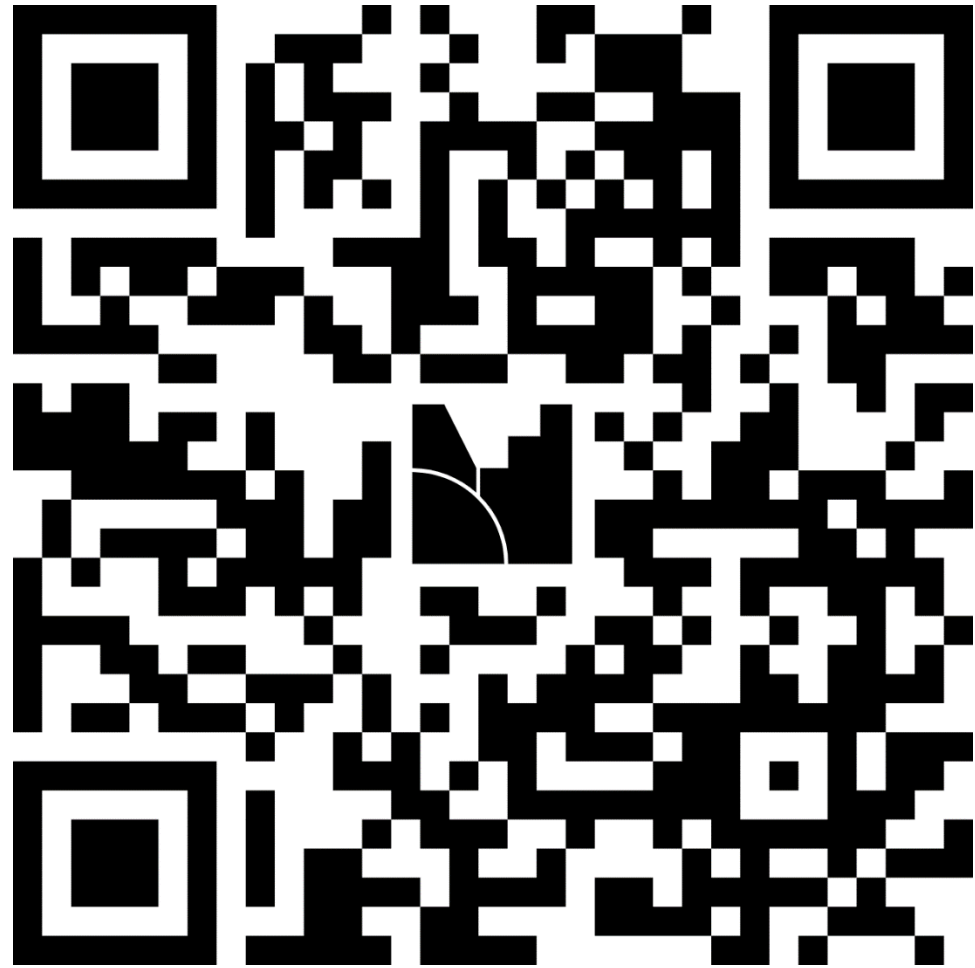
Use Your Voice, Lead with Your Heart



Leading as an example with love, courage, and conviction shows others they can too!



What does advocacy mean to you?





Our Best Practices

- **Advocacy in Action: The Love of Rose Approach**
- **Lead with strengths** – focus on ability, not limitations
- **Person-centered support** – build goals around each individual
- **Real-world experiences** – train in the community, not just the classroom
- **Supported employment** – place, train, and provide ongoing support



Our Best Practices

- **Supported employment** – place, train, and provide ongoing support
- **Build partnerships** – collaborate with families, employers, and agencies
- **Promote independence** – teach self-advocacy and life skills
- **Use natural supports** – empower coworkers and community connections
- **Hold high expectations** – believe in potential and growth



Finding Your Strengths





Moving Toward Your Strengths

Stand up and Move to Your Strength

Advocate – speaks up for others

Connector – brings people and resources together

Problem Solver – finds solutions to barriers

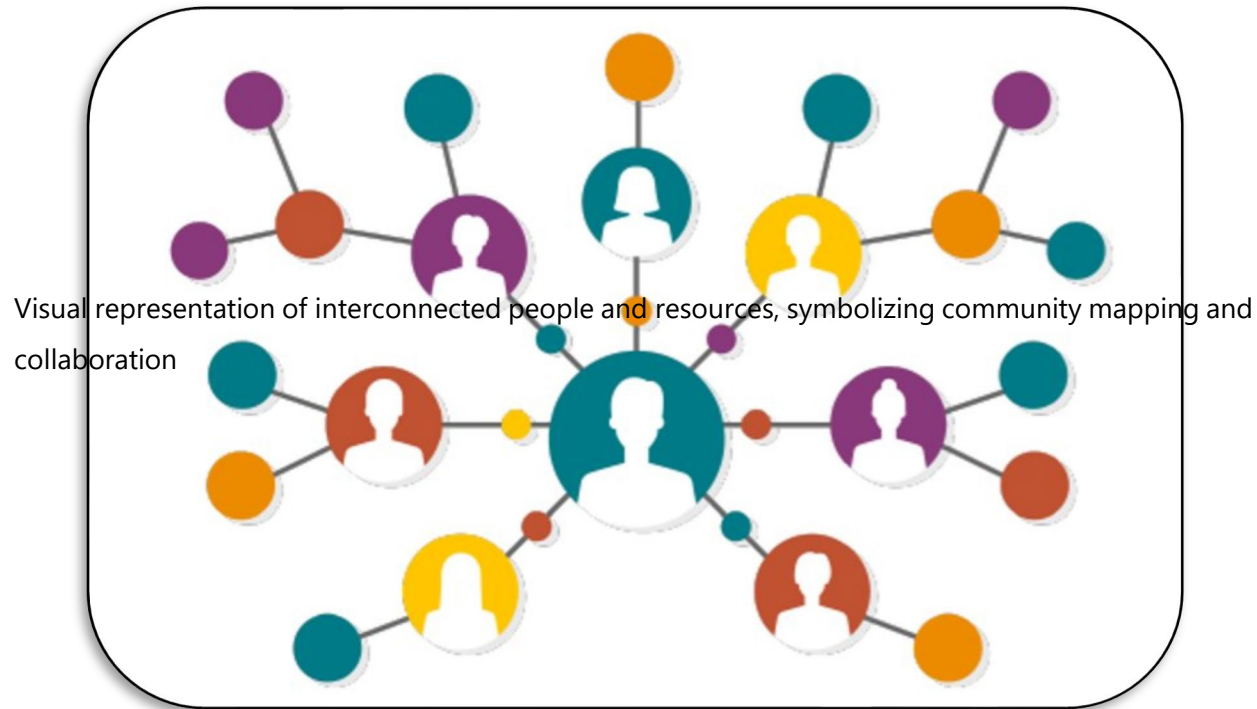
Encourager – lifts others up and builds confidence

Turn to someone next to you and ask:

“How has this strength helped someone succeed?”



Community Mapping: Know Your People • Places • Resources



We turn connections into opportunities.

Understand Your Community, Build Connections

- Barriers
- Needs
- Unique Traits.
- Available Resources
- Community Advocates



Gadsden

Barriers

Most Spanish speakers
Limited transportation

Needs

Longer hours for public transportation and weekend.

Resources

DVR, GISD, community
Love of Rose

Community Advocates

Local and state government official and organizations

Project SEARCH Team

Unique Traits

Bilingual and culturally rich communities
close-knit community relationships



Deming

Barriers

Fewer local job opportunities
consistency in programs

Needs

On-the-job training
More connection to community resources

Resources

Workforce office
Deming public schools
City of Deming

Community Advocate

Project SEARCH team, families and caregivers, DVR

Unique Traits

Strong sense of community and resilience
Growing opportunities for community partnerships

Alamogordo

Barriers

Transportation
gaps from city
to base or
neighborhoods

Needs

Career
exploration
Access to
consistent
support
services

Resources

NMSU,
Alamogordo
public schools,
DVR, DDSD

Community Advocates

Service
providers
Job coaches
Teachers

Unique Traits

Military and
family-oriented
culture
Ggrowing
educational
opportunities

***And together, we began breaking barriers,
one relationship at a time.***





Collaboration

- ✓ Build relationships
- ✓ Communicate consistently
- ✓ Center the individual
- ✓ Leverage each partner's strengths
- ✓ Create clear roles
- ✓ Follow through
- ✓ Stay flexible and solutions-focused



Partnerships and the People Behind Them





Supported Employment Services

- Inclusive employer
- Employer relationships
- Job exploration
- Job coaching
- Job development
- Employee supports





Fast Hire



Would you hire one of the following candidates?

Candidate 1

- Shows up early
- Works hard
- Reliable
- Great attention to detail
- Needs written instructions

Candidate 2

- Friendly
- Works well with others
- Loves routine
- Always completes tasks
- Needs extra time learning new tasks

Candidate 3

- Strong memory
- Honest
- Focused
- May need job coaching



Customized Community Supports



- ❑ Partnered with **behavioral health provider**
- ❑ Created **community engagement activities**
- ❑ In process to become an independent **provider for customized community support services.**

Gadsden



Creating community events



**Serving in the SPCC, SPED advisory committee,
State Workforce and PED Family Cabinet.**



**Setting my work ethic and reputation at a high
standard.**

Deming



Hiring people from the community that is involved.



Setting the bar with a new program (Project SEARCH).



Expanding community support services

Alamogordo



Advocating for new partnerships like WIOA, workforce office, NMSU branch.

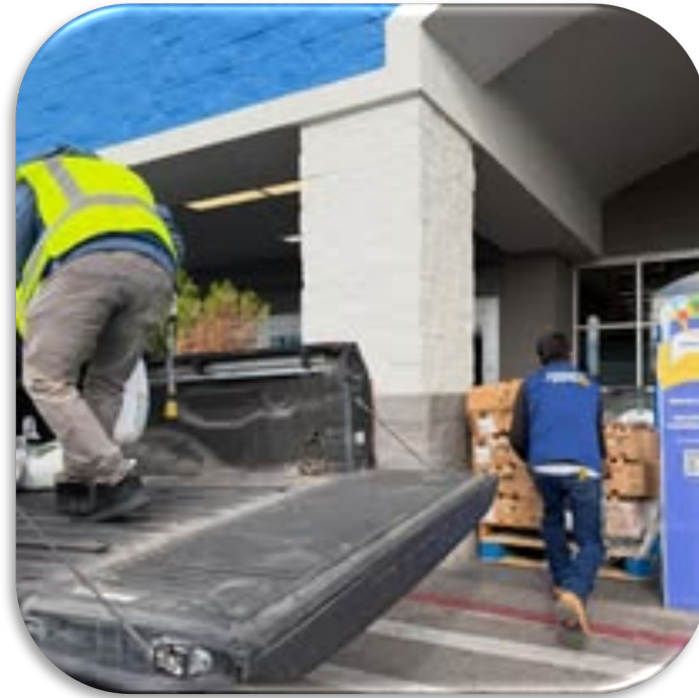


Expanding services and support through behavioral health like in Gadsden and Deming

Economic Impact



Community Investment



Employment Success



Sheccid Noriega, Project SEARCH Alumni

Sheccid Noriega is a proud graduate of Project SEARCH. About a year ago, Sheccid began her employment journey working 16 hours a week earning \$14 an hour. Through her determination, work ethic, and incredible positive attitude, she has grown tremendously. Today, Sheccid is working 34 hours a week, with the opportunity to soon move into full-time employment at 40 hours a week.

Sheccid is also taking the next step in her professional journey by registering to obtain her CDC license so she can continue doing something she truly enjoys — working with children.

Sheccid is currently receiving community support services through ****Love of Rose****, where she continues to build independence and confidence in her daily life. With the support of her staff, Sheccid is able to get to work, attend Zumba classes, go to the store, and continue developing the skills she needs to reach her goals.

And Sheccid has big goals. She dreams of living independently, moving out of her family's home, and learning how to drive. She is turning 22 this week, and one of the things that stands out most about Sheccid is her resilience and positivity. No matter what barriers she may face, she continues to move forward with determination and a smile.





Looking Towards the Future





Raise Your Hand for Change





Questions?



THANK YOU!



Resources

- [Competitive Integrated Employment \(CIE\) | U.S. Department of Labor](#)
- [Employment First Map - Association of People Supporting Employment First](#)
- www.loveofrose.org
- [Project SEARCH](#)
- [Partners for Employment | Center for Development & Disability | UNM Health System | Albuquerque, New Mexico](#)