



CENTER FOR
DEVELOPMENT
& DISABILITY

PARTNERS FOR EMPLOYMENT

Reaching New Heights in Supported Employment Conference



— LET'S DISCOVER WHAT WE
CAN DO TOGETHER!



America's JobCenter
NEW MEXICO

Hello & Welcome

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*Together we can
help close the gap*



Close the gap between employers & individuals with disabilities.

- One of the key focuses on today's workplace is still to create a more equitable workplace for all employees.
- But how much emphasis is being put on learning how to create this type of workplace?
- Employers need to understand the why and how to hire the individuals with disabilities.
- There is a need:
 - To eliminate unconscious bias from recruitment & workplace practices.
 - To learn about the person behind the oversimplified label.
- All over the world people with disabilities are working. Any job you can imagine, someone with a disability is performing it successfully.
- Yet employment rates are lower among those with disabilities.

Numbers don't reflect the issue,
but does prompt general questions.

Employers

*"Are you providing enough
opportunities to hire individuals with
disabilities?"*

Individuals with disabilities

"Are you doing enough to get hired?"

Job Seekers:
*“Are you doing enough to get
hired?”*

Need to get support
This includes family support
Don't do it alone

There are many resources
Need to get organized
Prepare as any job seeker would
Disclose with discretion

Employers

“Are you doing enough to hire the individuals with disabilities?”

Need to get rid of outdated misconceptions

Address the unconscious biases

Seek ways to accommodate

Current staff can be a lead – empower them

Communication & cooperation is key

Embrace the opportunity

Improve diversity & inclusion efforts

DWS & AJC OFFICES HELP CLOSE THE GAP BETWEEN EMPLOYERS & THE DISABLED EMPLOYEE COMMUNITY.

DWS & AJC's integrate disability services with career services and with educational institutions.

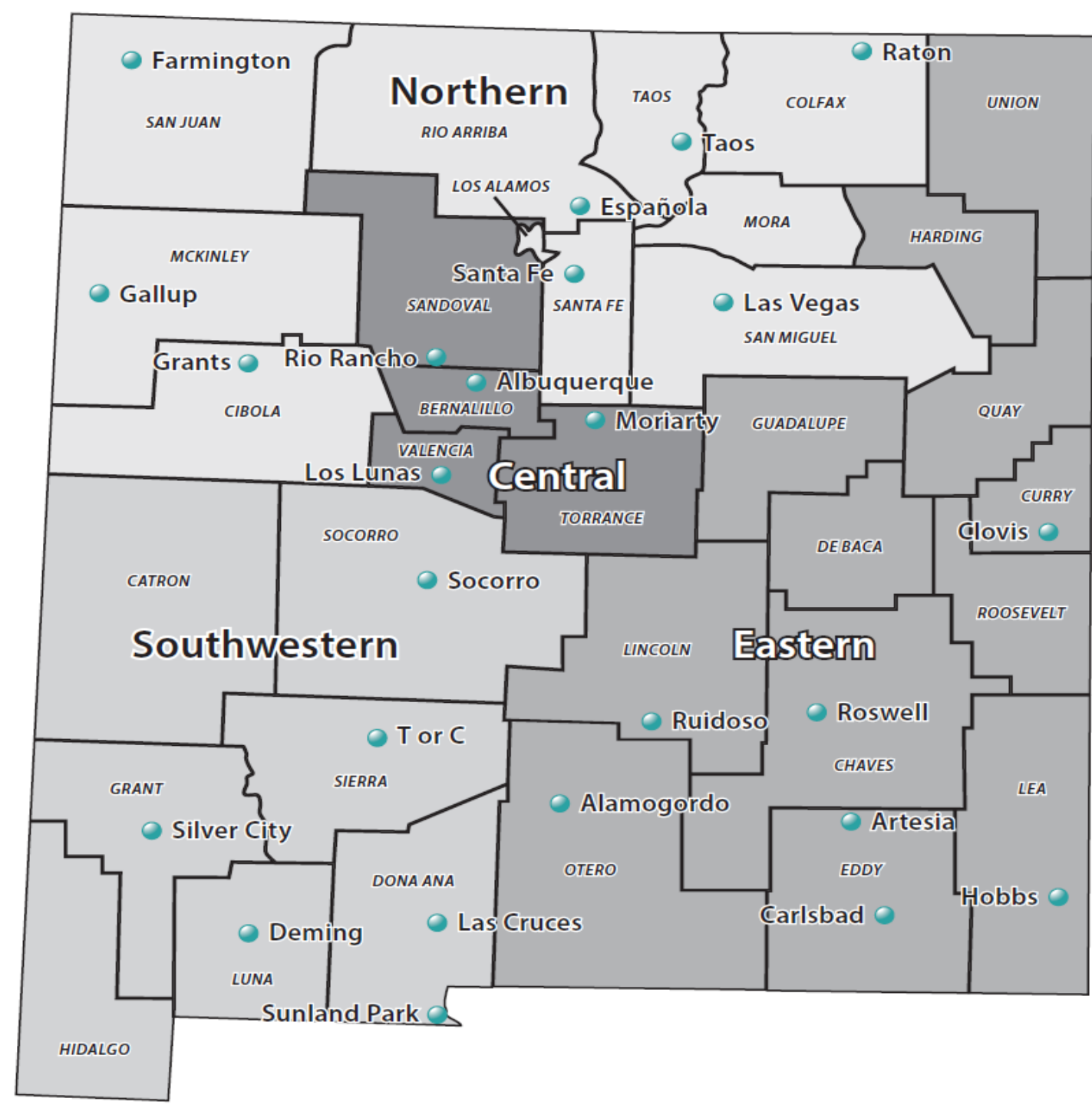
Early exposure to career exploration and work experience will help equip individuals with necessary skill.

We foster partnerships and promote awareness about reasonable accommodations.

DWS provides employer training-we can train staff on misconceptions

- New Mexico Workforce Connection Center
- Central Area Workforce Development Board
- Eastern Area Workforce Development Board
- Southwestern Area Workforce Development Board
- Northern Area Workforce Development Board

Local one stops established
to provide a variety of workforce development programs
& services



What does our America's Job Center offices do?

We Serve

- Unemployed
- Underemployed
- Youth/Young adults
- Veterans/veteran spouses
- Individuals with disabilities
- Everyone

We Provide

- Assistance with career success
- Center Resources
- Employment Preparation
- Workshops
- Partner Referrals
- Education and Training Opportunities

What we do – the Best Kept Secrets

Employment Preparation

- Career counseling
- Labor Market Information
- Career exploration & planning tools
- Assessments
- Job interview Preparation
- Resume Preparation
- Job Application Assistance

Job Search

- Job fairs & recruitment events
- Job search assistance
- Job match based on interests & skills

Center Resources

- ADA compliance
- One Stop-Certification
- Language Interpreter Services
- Telephones
- Computers
- Fax and copiers

Educational Workshops

- Resume & Interview Skills
- Soft skills
- Job search basics
- Basic computer skills

What we do – the Best Kept Secrets

Education and Training Services

- Funding to cover cost of training
- Serves: Adult, Dislocated Workers and Youth
- Focus on individuals with disabilities and other barriers
- Supportive Services

Types of Training

- Occupational Skills Training
- Pre-Vocational
- Workforce Preparation
- On-The Job Training
- Work Experience
- Pre-Apprenticeship opportunities (16-24)

Tools and Resources Used

- Comprehensive Assessments
- IEPs
- Other Disability Documentation

Types of Supportive Services

- Tools and Supplies
- Uniforms
- Transportation
- Exam Fees

We don't do it by ourselves, we have a network of partners

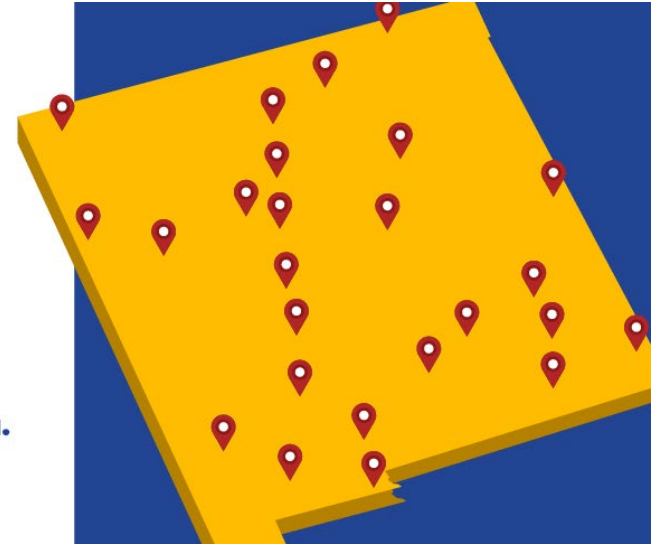
- WIOA Adult & Dislocated Worker
- WIOA Youth
- Employment Services
- Trade Adjustment Assistance (TAA) Program
- Reemployment Services and Eligibility Assessments (RESEA) Program
- Veteran Services Program
- New Mexico Works-Wage Subsidy & CareerLink Programs
- Adult Education and Literacy
- NM Division of Vocational Rehabilitation
- SCSEP (Goodwill)
- Help-NM Community Service Block Grant
- TANF (NM Human Services Department)
- Job Corps
- Unemployment Insurance Program
- Chamber of Commerce
- Business Organizations (SBA & SBDC)
- Economic Development

We are committed to helping close the gap between employers and individuals with disabilities. If you have questions about accessibility supports or services, please reach out.

America's **JobCenter**
NEW MEXICO

**FIND A LOCATION
NEAR YOU**

Meet friendly staff at **America's Job Center New Mexico** locations statewide, dedicated to assisting you. **Your success is our priority.**



Questions?

LET'S DISCOVER WHAT WE CAN DO TOGETHER!



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Thank you!

