

Partners for Employment 5th Annual Conference 2024

Reaching New Heights in Supported Employment

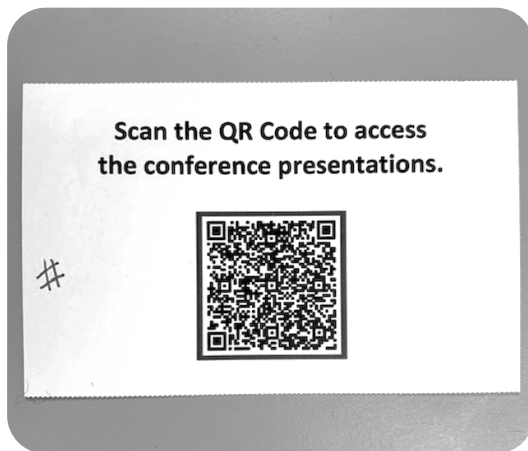


Wi-Fi Network:
SASCH_Guest

Conference PowerPoints

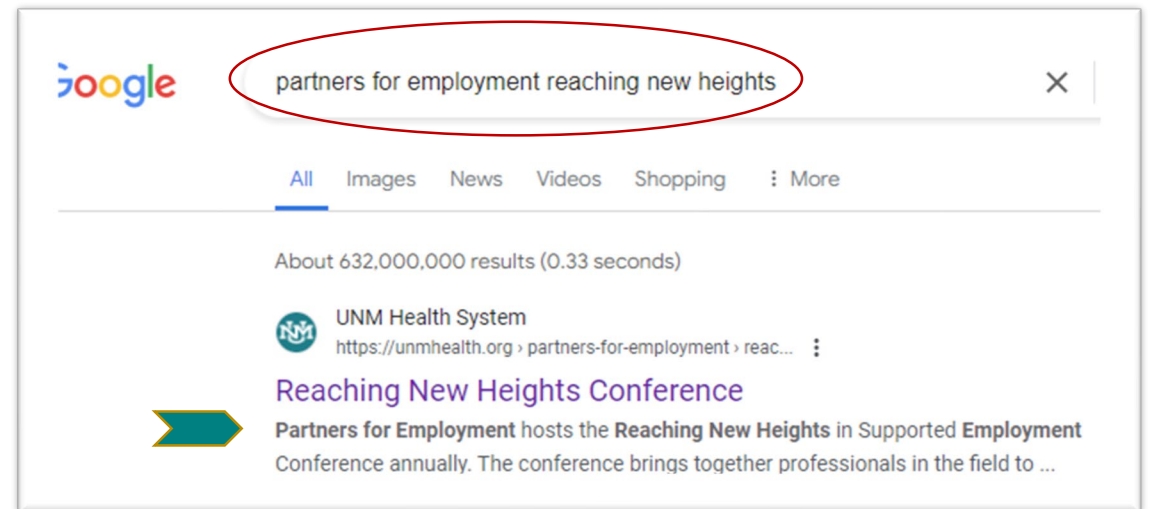
Available now on the Partners for Employment Website!

Find them by pointing your camera at the QR code on the back of your name badge.



or...

Google:
“Partners for Employment Reaching New Heights”



Land Acknowledgement

UNM Indigenous Peoples' Land and Territory Acknowledgement

Founded in 1889, the University of New Mexico sits on the traditional homelands of the Pueblo of Sandia. The original peoples of New Mexico – Pueblo, Navajo, and Apache – since time immemorial, have deep connections to the land and have made significant contributions to the broader community statewide. We honor the land itself and those who remain stewards of this land throughout the generations and also acknowledge our committed relationship to Indigenous peoples.

We gratefully recognize our history.

Developed by the Special Assistant for American Indian Affairs to the UNM President
in consultation with the Native American Faculty Council.

Approved and adopted by President Garnett S. Stokes February 2020
Photo by Dr. Tim Schroeder



We're Glad You're Here

- I. Conference schedule.
- II. Conference facilities.
- III. Conference survey.
- IV. Our Team – PFE.
- V. Our Team – New Mexico.
- VI. Looking Back and Looking Ahead Breaking Barriers and Empowering Change.



Conference Schedule: Thursday

JOINT SESSIONS	10:00-11:00	Welcome Partners for Employment Opening Remarks	Vista Grande Ballroom
	11:00-12:00	Keynote: Minimize the Mountain - Rob Snow Improvaneers	
	12:00-1:30	Lunch	Vista Grande Ballroom
BREAKOUT SESSIONS	1:30-2:30	New Mexico Training Associate (NMTA) Presentation: Empowering Independence: Developmental Services for Underserved Populations - Amanda Montano LifeROOTS	Sierra Blanca
		Inclusivity is Not Just a Check Box – NM Department of Workforce Solutions Sheryl Trail Program Coordinator; Veronica Alonzo WIOA Program Manager and ETPL Administrator; Karen Huladek Economic Development Representative	Sacramento West
		Community Mapping: a tool for Pre-Employment Transition Services - PFE	Sacramento East
	2:30-2:45	Break	
BREAKOUT SESSIONS	2:45-3:45	New Mexico Training Associate (NMTA) Presentation: Tools for Transition Success: a Perspective from a Parent’s Lived Experience – Leslea Lehoucq Parent Advocate	Sierra Blanca
		Transition from DVR (short-term services) to DDSD (long-term services) – DVR & DDSD	Sacramento West
		Social Security Benefits: 5 short trainings to help you answer front-line questions - PFE	Sacramento East
	3:45-4:15	Break	
JOINT WORKSHOP	4:15-5:15	ImprovaGanza! - This interactive session will involve you in the communication and self-advocacy skills that come through improvisation.	Vista Grande Ballroom

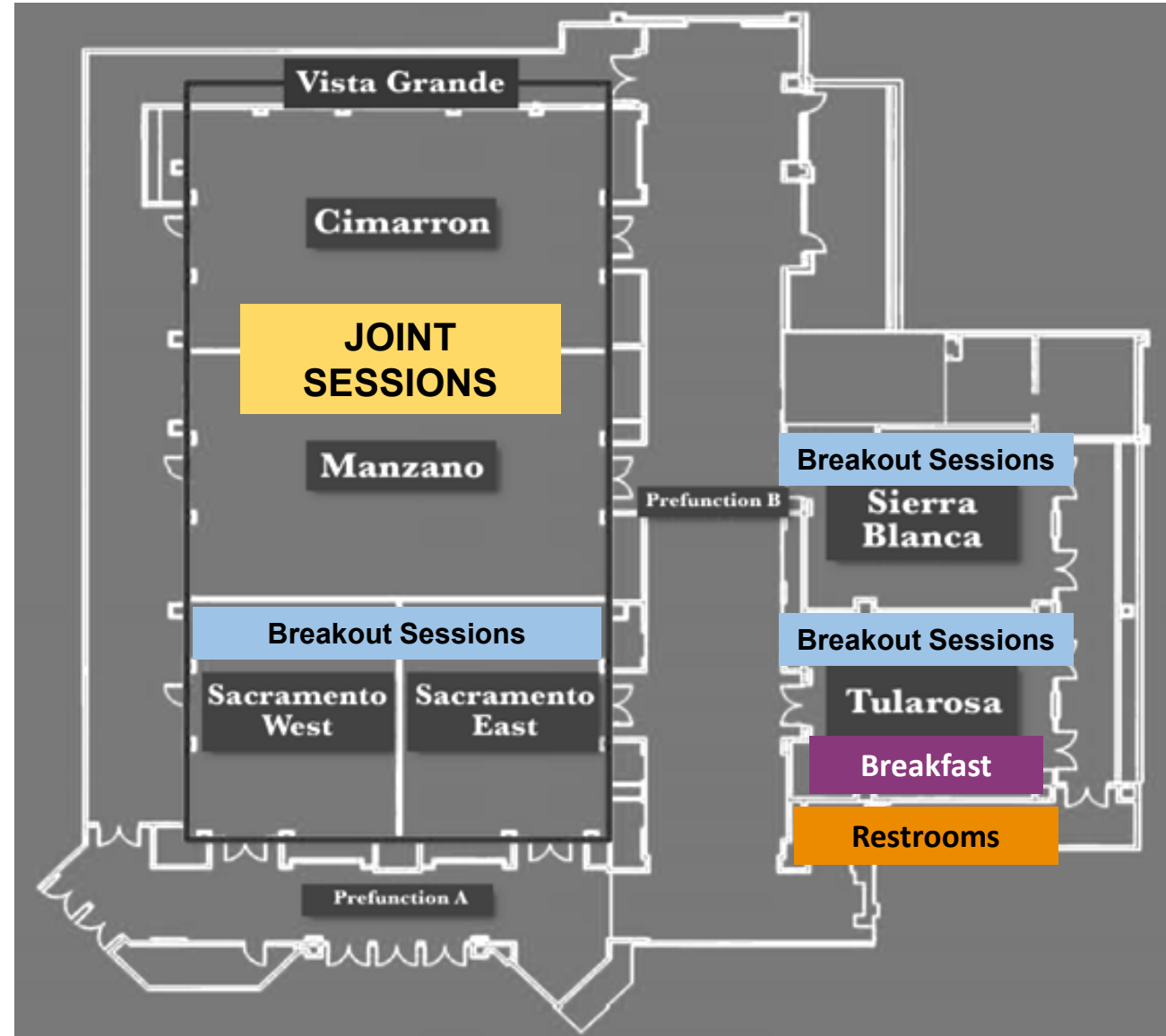


Conference Schedule: Friday

	7:30-9:00	Breakfast	Tularosa
JOINT SESSIONS	9:00-10:00	Statewide Program Updates from NM DVR NM DOH/DDSD and UNM CDD Director Casey Stone-Romero DVR; Deputy Director Scott Doan DDSD; Associate Director Pat Osbourn CDD	Vista Grande Ballroom
	10:00-10:30	Break	
BREAKOUT SESSIONS	10:30-11:30	Community Mapping: a Tool for Implementing a Meaningful Day - PFE	Sierra Blanca
		New Mexico Training Associate (NMTA) Presentation: The Vitality of Teamwork; Tools and Strategies for Seamless Communication within Supported Employment Services -Victoria Rodriguez Mandy's Farm	Sacramento West
		Working with DVR Through Transition – Kayla Damron DVR Supervising Counselor; Jennifer Cordasco Transition Counselor	Sacramento East
	11:30-11:45	Break	
JOINT WORKSHOP	11:45-12:30	Keynote: Unleashing the Big Dog: My Roller Coaster Journey to Success – Nick Doyle Improvaneers	Vista Grande Ballroom
	12:30-1:30	Lunch	Vista Grande Ballroom
JOINT SESSIONS	1:30-2:00	Looking Ahead: Recognizing Today's Leaders and Tomorrow's Goals - PFE	Vista Grande Ballroom
	2:00-3:00	Q&A Session with DVR DDSD and PFE (Submit questions via pre-printed slip of paper)	
	3:00	Dismiss	



Conference Facilities:



Conference PowerPoints

**Available now on the
Partners for Employment
Website!**

Find them by pointing your camera at
the QR code **on the back of your
name badge.**

... or Google:
***“Partners for Employment
Reaching New Heights”***



Conference Survey

Your feedback is valuable!

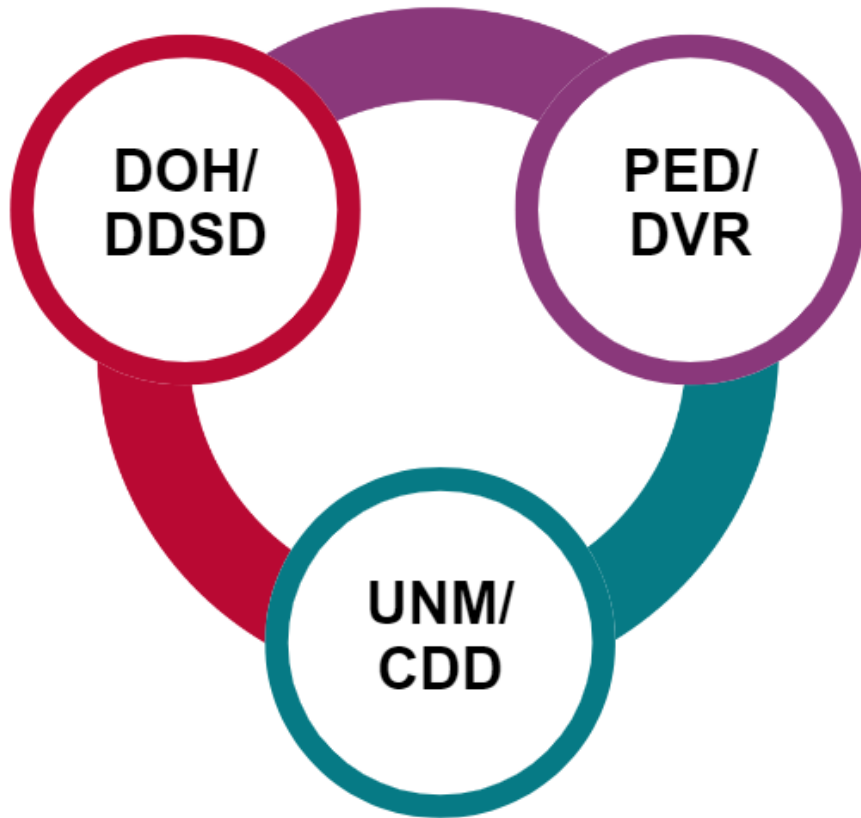
Please complete our Conference Satisfaction Survey.

You may complete the survey by pointing your smartphone's camera at the QR code. The survey will open up on your phone.

If you'd prefer a paper copy please ask a PFE staff member.



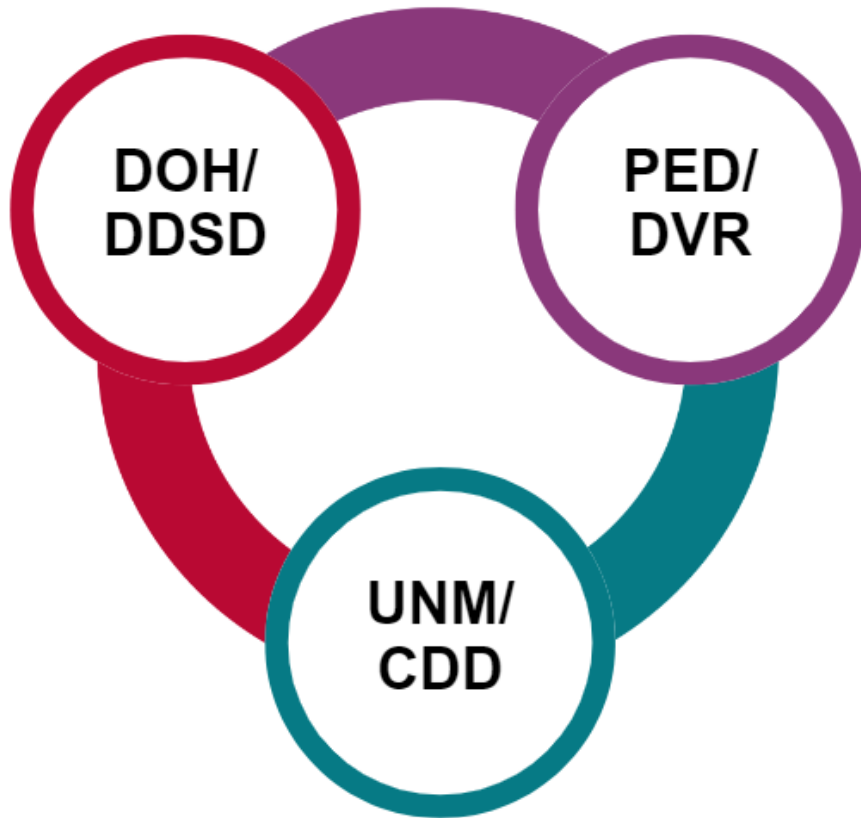
Who is Partners for Employment?



A statewide collaborative to **improve competitive integrated employment** for individuals with intellectual and developmental disabilities.



Who is Partners for Employment?



Our mission is to build capacity by providing training technical assistance and opportunities for networking and collaboration.



Our Director: Carrie Walter

Carrie Walter is the director of the Family and Community Partnerships Division at the UNM CDD.

She has 30 years of experience supporting people with developmental disabilities at the county state and university levels. Carrie holds a Bachelor of Science in Hearing and Speech Science and a Master of Education degree from Ohio University. Carrie is a Certified Employment Supports Professional (CESP). Carrie has a passion for supported employment and believes that everyone can work!



Meet the PFE Team:



Marcy Hintz
*Education and Outreach
Manager*



Monica Elsbrock
Program Manager



**Naomi
Sandweiss Willie**
Program Manager



Alex Rios
*Training and Development
Consultant*



Amanda Cowan
*Training and
Development Consultant*



Deborah Lassiter
Education Specialist



Jun Dai
Education Specialist



Kathryn Schwaar
Education Specialist



Kaitlyn Terayama
Training Support Analyst



Questions?

Find a PFE Staff member for help with any of your questions or concerns!



We are grateful for each of you!

Without you our puzzle is incomplete.



Building Capacity in New Mexico Supported Employment

Partners for Employment:
Looking Back and Looking Ahead
Breaking Barriers and
Empowering Change

“ Looking behind I am filled with gratitude.
Looking forward I am filled with vision.
Looking upwards I am filled with strength.
Looking within I discover peace.”

-Quero Apache Prayer

Looking at Our Past:

Timeline of PFE's Work



2013

- Jackson Lawsuit.
- Employment Institute established at UNM/CDD by DOH/DDSD and DVR.

2014

- Employment Institute brings in national experts to provide Systematic Instruction certification.
- Regional SELL (Supported Employment Local Leaders) teams are formed.



2015

- New Mexico's first Project SEARCH site launched at UNM Hospital.

2016

- DDSD authorizes and implements NM's Employment First policy.
- PFE partnered with Marc Gold & Associates to establish regional Supported Employment learning communities.



2017

- PFE elevates Informed Choice by offering extensive Discovery training.
- 2nd Project SEARCH site (Embassy Suites Hotel) spurs wider school-to-work transition initiatives.
- Regional SWTT (school-to-work transition teams) begin to meet.

2018-19

- PFE hosts first Leadership Summit for state and local agencies.
- PFE pilots the College of Employment Services offering a pathway to obtain the ACRE certificate or CESP credential.



2020

- COVID-19 changes training and community-based services.
- College of Employment Services shifts online.
 - 179 individuals took CES between 2019-20.
 - 125 individuals earned their ACRE certificate.

2021

- PFE hosts first statewide virtual *Reaching New Heights in Supported Employment* conference.
- PFE expands catalogue of online recorded trainings including trainings on Social Security Benefits.
- PFE initiates New Mexico Training Associate (NMTA) program.



2022

- PFE begins to build trainings that more deeply reflect policies resources and lived experiences of New Mexico.
- Jackson litigation is settled.

2023

- DDSD mandate for ACRE certificate or CESP credential goes into effect.
- New Mexico has 248 ACRE certificate-holders and 68 CESP credential-holders at end of 2023.
- Planning begins for New Mexico's eighth Project SEARCH site.



Looking at Our Present: Numbers and Outcomes





Foundational Training & Certificates

- College of Employment Services
- Association of Community Rehabilitation Educators
- Certified Employment Support Professional



College of Employment Services (CES)



- 15 Week Course
- 11 Self-Paced online learning modules
- 8 In-Person zoom sessions



College of Employment Services Curriculum

“As a job coach I found this class informative and insightful. I was given tools I wish I had years ago which will help me better support the individuals I serve.”

“This would be an excellent course for anyone new to job coaching or job development.”

1. History and Legislation in Supported Employment
2. Person-Centered Planning
3. Social Security and Benefits
4. The Job Search
5. Networking and Marketing
6. Job Coaching Strategies



CES Impact: On employment services in New Mexico



- Since 2018, 468 individuals have participated in College of Employment Services training.
- 83 Professionals participated in the CES cohorts in FY23.



ACRE Certificate

The ACRE (Association of Community Rehabilitation Educators) certificate is a nationally recognized lifetime certificate of achievement

This is a competency-based training certificate encourages professionals to apply lessons and practices in case studies and during their day to day job interactions.



ACRE IMPACT: On employment services in New Mexico



ACRE

ASSOCIATION OF COMMUNITY
REHABILITATION EDUCATORS

- Currently, 255 Professionals have earned an ACRE Certificate in New Mexico.
- 20 individuals have earned an ACRE certificate to date in FY24.



NM

CENTER FOR
DEVELOPMENT
& DISABILITY

CESP Credential

- In 2015, **3** New Mexico professionals held the CESP (Certified Employment Support Professional) certificate.
- In 2016, PFE began offering scholarships to take the CESP exam.
- Currently, **55** New Mexico professionals hold the CESP credential.
- 6 individuals have earned a CESP credential to date in FY24.



Continuing Education

- Monthly WISE Trainings.
- SSI Benefits Training.
- Community Inclusion.



PFE's Continuing Education Priorities

- Accessible for busy professionals and diverse audiences.
- Relevant to contemporary topics in Supported Employment and School-to-Work Transition.
- Keyed to the resources state standards and lived experiences of New Mexico.
- Practical in their use of tools and technologies.
- Supportive of statewide connection.



FY24 WISE Monthly Training Topics

Washington Initiative Supported Employment (WISE) is a professional training and coaching organization promoting equitable employment for people with disabilities through innovation, training and technical assistance.

Series 1

September to November 2023

***Promising Practices for
School-to-Work Transition***

September 21 – 23 attended
October 19 – 35 attended
November 16 – 44 attended

67 unique participants

Series 2

January to March 2024

***Maximizing Your Social
Network***

January 18 – 51 attended
February 15 – 57 attended
November 16 – 67 attended

116 unique participants

Series 3

April to June 2024

***Building Relationships with
Larger Corporate Employers***

April 11 – 66 attended



Social Security Benefits Training

Designed to give teachers, counselors, case managers and employment specialists basic information they can share when meeting with families and job-seekers.

- Part One: General Knowledge about Social Security Benefits.
- Part Two: Dispelling Myths about Social Security Benefits and Work.
- Part Three: Case Study: Social Security Disability Insurance (SSDI) Work Incentives.
- Part Four: Case Study: Supplemental Security Income (SSI) Work Incentives.
- Part Five: Getting Personal Social Security Advisement.

Each training video is 15 minutes or less and comes with printed tip sheets.



Networking & Information Sharing

- SELL Meetings.
- SWTT Meetings.



Supported Employment Local Leaders (SELL)

Supported Employment Local Leaders (SELL) meetings increase the quality of community-based services for adults with disabilities by bringing together community providers advocacy organizations business representatives and state agency partners who support the community inclusion and employment of adults with disabilities.

NM SELL OUTCOMES:

- Following the Covid-19 pandemic PFE rebuilt the SELL contact list. 644 stakeholders are now active on the SELL contact list.
- FY24 Meetings
 - August 8 – 81 attended
 - November 7 – 80 attended
 - February 6 – 49 attended
 - May 7

“We have other groups and organizations we belong to but none where we see each other except for at SELL meetings. Also being able to gather contact information is huge.”



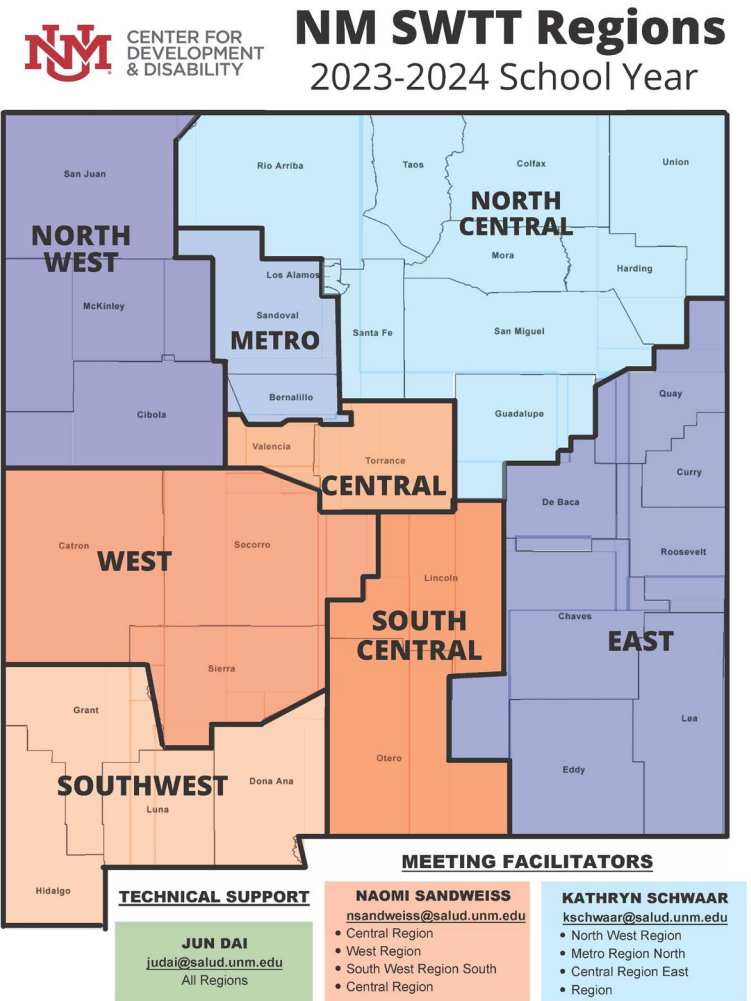
School-to-Work Transition

- Interagency Collaboration.
- Project SEARCH.



School-to-Work Transition Teams (SWTT)

- PFE supports eight SWTT teams across New Mexico.
- These teams support a more seamless transition to adulthood for high school youth with disabilities by bringing together schools, state agencies, local provider agencies, advocacy organizations and business representatives.
- In addition to agency personnel, participants from 65 school districts, tribal entities and Regional Educational Cooperatives (REC) across the state participated in SWTT meetings to date in FY24.



NM SWTT Outcomes

In FY 2024, 1029 participants attended PFE School-to-Work Transition Team (SWTT) meetings across 8 regions of New Mexico.

“I came in to my current position with no previous experience transitioning high school age students from school to work. SWTT gave me resources to connect my families and students to people who can help them get the services they need.”

“Knowing each [agency’s] role helps with our organization's collaboration. It helps us guide our parents in the right direction.”



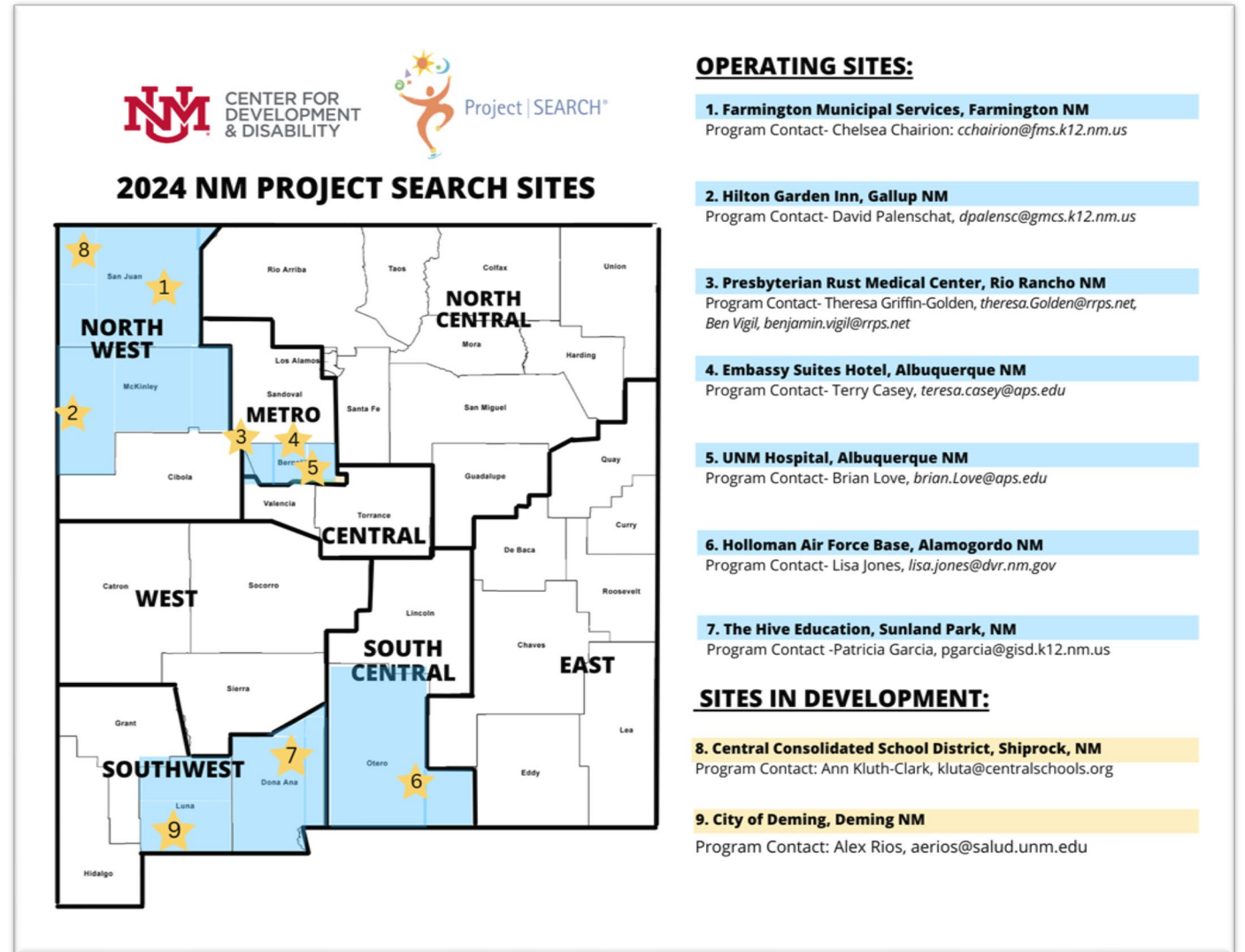
SWTT Impact & Survey Results

- **96%** of respondents reported that because they participated in SWTT, there's been a positive impact on their delivery of school-to-work transition services.
- Topics related to coordinated Pre-Employment Transition Services (Pre-ETS) respondents would like to discuss or learn more about in future SWTT meetings.
 - Working with DDSD.
 - Working with DVR.
 - Working with Transition Counselors in schools.
 - Streamlining services for students.
 - Information on Social Security benefits.



Project SEARCH in New Mexico

- Currently **7** Project SEARCH sites in New Mexico.
- **2** new Project SEARCH sites are in development.



Project SEARCH in New Mexico FY24

- **100%** of graduates are from **The Embassy Suites Hotel, UNM Hospital, and Gallup Hilton Garden Inn Project SEARCH** programs have secured competitive, integrated employment.
- The **City of Farmington** and **Presbyterian Rust Medical Center Project SEARCH** programs both achieved **70%** employment placement for their 2022/23 intern cohort.



Project SEARCH in New Mexico FY24

- MolinaCares Accord, awarded New Mexico a grant to launch a Project SEARCH site serving transition-age youth in a majority indigenous community with **Central Consolidated School District in Shiprock, NM.**
- After a two-year pause, the Project SEARCH program through Gadsden Independent School District has relaunched this year with **The Hive Education** as their new host business.



Project SEARCH in New Mexico



2023 Project SEARCH National Conference
100% Employment Award-Embassy Suites

Since its inception in 2014 ...

- **120** New Mexico Project SEARCH graduates have achieved competitive integrated employment in their local communities.
- New Mexico Project SEARCH teams have received national awards, presented at statewide and national conferences, and contributed to Project SEARCH national work committees.



Project SEARCH Impact & Survey Results

- **100%** of respondents reported that PFE's assistance had a positive impact on their ability to support Pre-Employment Transition Services, using the Project SEARCH model.
- **100%** of respondents reported that PFE's assistance increased their knowledge of how to support successful Pre-Employment Transition Services, using the Project SEARCH model.

I am new to Project Search but I am learning so much in such a short time. The Partners for Employment have been a crucial asset to my growth.

Communication has helped greatly, especially being new within this program. I think overall Communication and improving on that would be extremely helpful.



Online Resources

- Trainings & Tip Sheets.
- Community of Practice.
- Training Calendar.
- Newsletter.



Online/On-Demand Trainings on the PFE Website:

Trainings & Technical Assistance

Join free training opportunities on a variety of employment topics.



- Employment First in New Mexico.
- Working with DDSD and DVR.
- Building Workplace Readiness Throughout Your Life.
- Social Security Disability Training Series.
- Community Mapping.



Social Security Benefits Training

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- Part Five: Getting Personal Social Security Advisement.

Each training video is 15 minutes or less and comes with printed tip sheets.



Website Resources: Social Security Tip Sheets

Available for download in English and Spanish:

- Supplemental Security Income (SSI)
- Social Security Disability Insurance (SSDI)
- Social Security Benefits - Frequently Asked Questions (FAQs)
- ABLE Accounts and Social Security
- Age 18 Redetermination for SSI
- Social Security Timelines
- 1619(b) Supplemental Security Income Work Incentive
- Student Earned Income Exclusion (SEIE)
- Ticket to Work

New in FY24:

- Impairment-Related Work Expenses (IRWE).
- How to Apply for a Social Security Account.
- Organizing your Documents to Maintain Social Security.

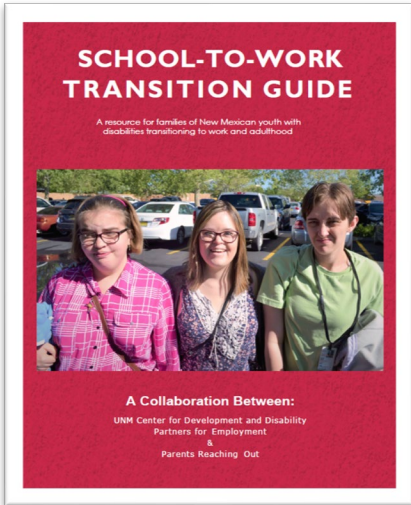


Website Resources: School-to-Work Transition Guides

The 75 page School-to-Work Transition Guide first published in 2018 is going through a transition of its own!...

Coming in spring FY24 three video shorts:

- *Employment is an Opportunity for Everyone: What Employment First means for you.*
- *Life After High School: Who are the agencies helping me plan my next steps?*
- *I Have a DVR Counselor: How can I work with them to get good results?*



Monthly PFE Newsletter

Outreach: In FY24 contact list has increased from 1639 recipients to 2051 active recipients. (25% increase)

Email Open Rate: 27%

Click Rate: 4%



Website Training Calendar and Community of Practice

PARTNERS FOR EMPLOYMENT UNM > CDD Home > Other Disability Programs > PFE >>

PFE HOME

COLLEGE OF EMPLOYMENT SERVICES

PROJECT SEARCH

SCHOOL TO WORK TRANSITION

TRAINING & COURSES

EVENT CALENDAR

COMMUNITY OF PRACTICE

ABOUT **OUR PROGRAMS** **TOPICS A TO Z**

PFE CALENDAR

Partners for Employment is a statewide collaborative to increase competitive and integrated employment for individuals with intellectual and developmental disabilities. Our partners include:

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

Partners for Employment's mission is to build capacity by providing training, technical assistance and opportunities for networking and collaboration. We work with state agency personnel, supported employment service providers, educators, family members, self-advocates and employers to advance promising practices for inclusive employment throughout New Mexico.

Street Address
2300 Menaul Blvd NE
Albuquerque, NM 87107

Contact Numbers
Phone: (505) 272-3000
Fax: (505) 272-2014

Like us on Facebook!

[Surveys for Trainees](#)

Welcome to the Partners for Employment Community!

We are excited to have our new online PFE Community. Here you can participate in discussions on various topics like employment opportunities, PFE Programs, and share resources. There are also group specific discussions that only members of your group can see. Take a look, and we can't wait to hear from you.

GENERAL DISCUSSION

GROUPS

(You need to be logged in to access the discussion features of the site.)

You can help us grow the PFE Community! If you know of professionals and community members that can benefit from this site or contribute to the discussion, send them an invitation from your profile page available after login.



Leadership Development

- NMTA Program.
- Annual Conference.



New Mexico Training Associates Program

The New Mexico Training Associates (NMTA) program through Partners for Employment is designed for professionals in supported employment and school-to-work transition.

The NMTA program experience includes...

- A professional development experience ACRE and CES working professionals to share their experiences from the field in New Mexico.
- A collaborative, mentorship experience with PFE team members to create a professional presentation based on the associate's expertise.
- Delivery of this presentation at the PFE annual conference.
- An opportunity to participate in the APSE or Project SEARCH National conference or receive a program stipend.
- Opportunities to deliver their presentation in future PFE trainings and workshops.

Since FY21 PFE has trained 12 New Mexico Training Associates



Annual Conference:

Reaching New Heights in Supported Employment Annual Conference

160 registered participants



Statewide Impact:

In FY24 PFE has provided training and technical assistance to:

29 PROVIDER AGENCIES

59 SCHOOL DISTRICTS

17 GOVERNMENT AGENCIES

16 COMMUNITY & ADVOCACY ORGANIZATIONS

5 COLLEGES AND UNIVERSITIES

8 EMPLOYERS



Provider Agencies

A Better Way of Living

InsightVocational LLC

Absolutely You LLC

LifeROOTS

Active Solutions Inc.

LSG and Associates

Adelante Development Center

Mandy's Farm

All Individuals First Inc.

Milagro De Vida

ARCA

New Mexico Caregivers

Best Buddies

New Mexico Quality Case Management

Better Together Home and Community Services
LLC

Peak Developmental Services

Presbyterian Medical Services

Collins Lake Ranch

Ramah Care Services LLC

Coyote Canyon Rehabilitation Center

RGC Access

Direct Therapy Services

Se Puede LLC

ENMRSH Inc.

The Tunland Company

EnSuenos y Los Angelitos Development Center

Zia Therapy Services

Family Options LLC

United

School Districts/ Regional Cooperatives

Alamogordo Public Schools

Albuquerque Public School

Albuquerque School of Excellence

Albuquerque Sign Language Academy

Aldo Leopold Charter School

American Sign Language Academy

Amy Biehl Charter High School

Atrisco Heritage Academy

Aztec High School

Aztec Municipal Schools

Bloomfield High School

Bloomfield Municipal Schools

Carlsbad Municipals Schools

Carrizozo Municipal Schools

Central Consolidated School District

Central Region Educational Cooperative (CREC)

Cesar Chavez Charter School

Chaparral High School

Clovis Municipal School District

Cobre Consolidated School District

Cuba Independent Schools

Deming Public Schools

Dora Consolidated Schools

Espanola Public Schools

Eunice Public Schools

Farmington Municipal Schools

Gadsden Independent School District

Gallup-McKinley County Schools

Hobbs Municipal Schools

Hozho Academy

School Districts/ Regional Cooperatives cont.

Jal Public Schools

Laguna Department of Education

Las Cruces High School

Las Montanas Charter High School

Los Lunas Public Schools

Loving Municipal Schools

Lovington Municipal Schools

Mesa Vista Consolidated Schools

Mescalero Apache Schools

Moriarty-Edgewood School District

New Mexico Connections Academy

New Mexico School for the Arts

New Mexico School for the Blind and Visually Impaired

New Mexico School For the Deaf

Pecos Cyber Academy

Penasco Independent School District

Rio Rancho Public Schools

Ruidoso Municipal School District

San Jon Schools

Sandia High School

Sandoval Academy Of Bilingual Education

School of Dreams Academy

Silver Consolidated Schools

Socorro Consolidated Schools

Taos Municipal School

The Ask Academy

Truth or Consequences Municipal Schools

Vista Grande High School

Zuni Public School District

Government Agencies & Organizations

Administrative Office of the Courts

Early Childhood Education and Care Department

Jemez Vocational Rehabilitation Program

Los Lunas Community Program

Navajo Nation Department of Dine Education

Navajo Nation EI Program

Navajo Nation Office of Special Education and
Rehabilitation Services (NNOSERS)

New Mexico Commission for the Blind

New Mexico Council of Administrators of Special
Education

New Mexico Department of Health Developmental
Disabilities Supports Division (NM DOH DDSD)

New Mexico Department of Workforce

Connections

New Mexico Department of Workforce Solutions

New Mexico Developmental Disabilities Council -
Office of the Special Education Ombud

New Mexico Division of Vocational Rehabilitation
(NMDVR)

New Mexico Governor's Commission on Disability

New Mexico Public Education Department -
Special Education Division (PED/SED)

Roswell Job Corps Center

Community & Advocacy Agencies

Assistance Dogs of the West

Community Share

Developmental Disabilities Council Office of the Special Education Ombud
Education for Parents of Indian Children with Special Needs (EPICS)

Family Matters

HELP New Mexico

Independent Living Resource Center

Laguna Acoma Connections

New Mexico 988 Crisis and Access Line

New Vistas

Otero County Advocates for Developmental Disabilities

Parents Reaching Out

Rocky Mountain Youth Corp

Youth Development Inc.

Colleges & Universities

Central New Mexico University

Dona Ana Community College

Eastern New Mexico University - Roswell Campus

New Mexico State University-Alamogordo

University of New Mexico

Employers

University of New Mexico Hospitals

Presbyterian Rust Medical Center

Central Consolidated School District

City of Deming

City of Farmington

Hilton Garden Inn - Gallup

Embassy Suites Hotel - Albuquerque

HIVE Education - Sunland Park

Holloman Air Force Base

Looking Ahead: Recognizing Today's Leaders and Tomorrow's Goals



Lend your voice to PFE...

Three comment cards in your conference folder:

1. RECOGNITION

Who would you like to recognize (person organization program) for their innovation in Supported Employment?

2. QUESTION

What would you like to ask DVR DDSD or PFE?

3. PROMISING PRACTICE

What are you excited about that your organization is doing well?

Hand your card to a PFE staff member or drop it in the bin at the registration desk.



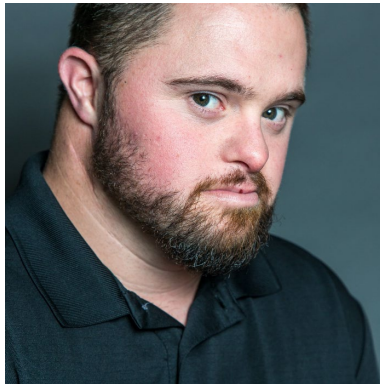


Our Keynote Speakers

The Improvaneers



Rob Snow is the founder and CEO of the Improvaneer Method a technique that uses improvisational experience to build problem-solving teamwork listening self-confidence and communication among people with developmental disabilities.



Nick Doyle is the Assistant Director for Online and Live Improvaneer Method classes and National Sales Executive. Nick's one man show "Unleashing The Big Dog" has now been performed for over a dozen live audiences.

