

# A New Day: Far Northern

*Far Northern Regional Center*

Diana Anderson

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# A New Day: Far Northern

- Create a “dream job”
- Customize employment services
- Start a business
- Find a business mentor
- Support individualized services
- Create a business plan
- Self-directed employment
- And much more!

A New Day:  
Far Northern

A 2-Day “How To...”  
Conference

FOCUSING ON EMPLOYMENT AND  
BUSINESS OPPORTUNITIES  
FOR PEOPLE WITH  
DEVELOPMENTAL DISABILITIES

*Presenting:*

CARY GRIFFIN  
GRIFFIN-HAMMIS  
ASSOCIATES

DOREEN ROSIMOS  
INCOME LINKS, LLC

# Traditional Employment Opportunities

- Habilitation
  - Supported Employment
  - Work Activity Program
- Day Programs
  - Integrated Employment

# Customized Employment: Doubles The Opportunities

- Competitive Employment
- Service Provider Micro-Businesses
- Self-Directed Self-Employment

# Competitive Employment

- Change Program Design
- Assess
  - Interests, Talents, Skills, Preferences, Abilities
  - Accommodations
  - Benefit Planning
- Shift ISP Objectives & Services
- Job Readiness
- Job Seeking
- Work Mentoring

# *Competitive Employment* Regional Self-Advocacy Project

- Self-advocacy Presenters
  - Work individually or in small teams
  - Meaningful work
  - Ongoing support
  - Paid well



# Service Provider Micro-Business

- Change Program Design
- Assess:
  - Interests, Talents, Skills, Preferences & Ability
  - Location, Location, Location
  - Business Feasibility
  - Benefit Planning
- Profit Taking or Skills Training Ground?
- Shift ISP Objectives & Services

# *Program Micro-Business* Little Red Hen Nursery

- Employs 12 individuals
- Provides a professional workplace
- Teaches marketable skills
- Opportunities for promotion



- Workshops available for day program participants



# *Program Micro-Business* Lighthouse Candy Store

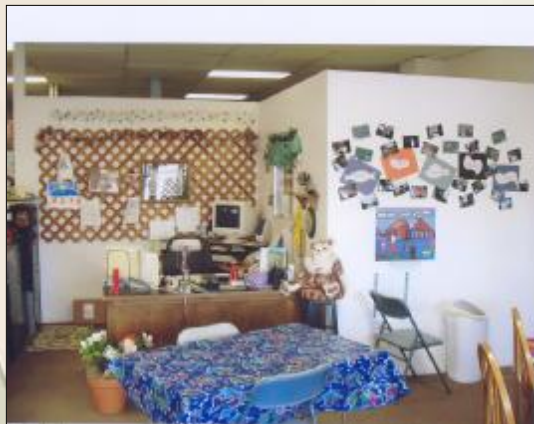
- Traditional Day Program serving up to 15 individuals
- Located in downtown Oroville
- An old fashioned candy store occupies 1/3 of the building



- Program participants may choose to work in the store

# *Program Micro-Business* Intermountain Art Gallery

- Traditional Day Program and Professional Art Gallery
  - This is a new project opening in April
  - Located in Burney, a rural mountain community
  - The program serves up to 15 individuals and teaches life skills and community integration



- Program participants may choose to work in the store

# Self-Directed Self-Employment

- Life Plan
- Development Committee
  - Consumer, Rep Payee, Business Mentor, Service Coordinator, Advocate, Resource Specialist, Family/Care Giver, other Stakeholders
  - Person Centered Planning
- Business Mentor
  - Feasibility Study/Business Plan
  - Benefits Planning
  - Business Start-up Activities
  - Supports
- Development Committee
  - Make It Happen!

# Adventures in Business

## *Express Folding Services*

- Consumer business operating inside a day program
- Program provides mentoring and support



- Business plan
- License to operate
- Advertise service
- Equal partners
- Share profits and losses

# Adventures in Business

## *Peggy Englert, Arts and Crafts Teacher*

- Peggy's Support:
  - Finding new projects
  - Developing lesson plans
  - Purchasing supplies
  - Scheduling and Transportation
  - Peer Business Association





## Adventures in Business

# *Mary Miller, Dog Gone Crazy*

- Mary's support:
  - Flyers and business cards
  - Answering service
  - Safety awareness training
  - Ongoing accommodation (screening calls)
  - Web site
  - Peer Business Association



# Adventures in Business

## *Michael Cooke, Artist*

- Michael's support:
  - Agent
  - Gallery representation
  - Printing/framing expertise
  - Portfolio development/preservation
  - Art association membership
  - Subscriptions to art magazines
  - Workshops/training
  - Peer Business Association



## Adventures in Business

# *Tom Mitchell, Tom's Fishing Tackle*

- Tom's support:
  - Taking orders and mailing
  - Flyers/business cards
  - Advertising through Web site
  - Peer Business Association





# Adventures in Business

## *Dyvonne Washington, Flowers for You*

- Dyvonne's support:
  - Advertising/ web site
  - Flyers/business cards
  - Inventory
  - Space



– Peer Business Association

# Adventures in Business

## *David Wiley, Elvis Performer*

- David's support:
  - Advertising/ web site
  - Business cards
  - Performance resume/video
  - Professional pictures/ wardrobe consult
  - Events scheduler
  - Ongoing support



# Self-Advocacy Rocks!

[www.farnorthernrc.org/selfadvocacyrocks](http://www.farnorthernrc.org/selfadvocacyrocks)



- A new FNRC website for consumers and interested others
- Features an easy, accessible format



- Includes talking pages!

# Customized Employment Partnerships

Service Providers

One-Stop Centers/Disability Navigators

Superior CA Economic Development Corp

Social Security

Education Transition Programs

Department of Rehab

In Home Support Services