



Idaho Council on Developmental Disabilities Disability Mentoring Day

Disability Mentoring Day (DMD) is a nationwide effort to promote career development for students with disabilities through hands-on career exploration. The DMD program connects nearly 16,500 students and job seekers with disabilities to thousands of employers each year in over 200 locations across the country. DMD, held the third Wednesday in October, promotes career development through hands-on programs, job shadowing, and ongoing mentoring. This experience has helped thousands of past participants develop lasting relationships and secure internships or jobs.

Students with disabilities (mentees) are matched with workplace mentors according to expressed career interests. Mentees experience a typical day on the job and learn how to prepare to enter the world of work. Employers gain an increased awareness that people with disabilities represent an overlooked talent pool. Disability Mentoring Day is a program of the American Association of People with Disabilities (AAPD). Through this project, local communities organize activities that bring students and other young adults together with employers for informational sessions about career opportunities and one-on-one mentoring with volunteers at public and private places of employment.

What are the goals of Disability Mentoring Day?

- To enhance internship and employment opportunities for people with disabilities.
- To promote disability as a central component of diversity recruitment for a more inclusive workforce.
- To dispel employers' fears about hiring people with disabilities.
- To increase confidence among students and job seekers with disabilities.
- To launch a year-round effort to foster mentoring opportunities.

To learn more about Disability Mentoring Day visit the AAPD website at: <http://www.aapd.com/>

2012 Local Projects in Idaho

October 17, 2012 - Twin Falls

Magic Valley Transition Team

October 10-19, 2012 – Idaho Falls

Multiple events with actual mentoring day on October 17
Idaho Falls Community Transition Team

October 24, 2012 – Moscow and Pullman Communities

North Central Idaho DMD Committee



Disability Mentoring Day 2012 – Summary of Activities

The Idaho Council on Developmental Disabilities (ICDD) provided grants to three Disability Mentoring Day (DMD) projects that were completed in October with a total of 132 students and 89 employer mentors participating. Local events were held in Idaho Falls, Twin Falls, and Moscow. Each of these areas has a community transition team that works to plan the events and connect students with employer mentors. Students who participate come from different towns in the surrounding area and represent a number of high schools, colleges, or are involved with a local



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service provider agency or Center for Independent Living. DD Council funds of \$2450 leveraged over \$6000 of in-kind donations and funds from other organizations supporting DMD in those areas.

Each local project's main focus is to facilitate job shadowing activities for students in job sites that are within their career of interest. Additional activities included pre-DMD workshops for students covering topics like: dress for success, how to be successful in an interview, soft skills and attitude, planning for your future, and motivational presentations by local community leaders and self-advocates who are leaders of organizations, self-employed, or even business owners themselves.

Groups have created mentor packets for employers to prepare them for the job shadowing activity. The North Central Idaho project included information about hiring individuals with disabilities and an event evaluation survey. All of the projects hosted celebration luncheons where students and mentors shared about their experience. Local community leaders and state and regional agency representatives also provide information to students through various activities.

Each project is encouraged to seek media coverage of their events to build public awareness about employment of people with disabilities. Projects have been successful in many locations through newspaper articles, radio spots, and television interviews/broadcasts on local stations.

An announcement for ICDD grant funds to support October DMD activities is distributed in late July each year.