

The Incubator proposal was created by the Professional Family Providers.

The Professional Family Providers is a group of caregivers under the Developmental Disabilities Waiver. These caregivers provide twenty four hours care for individuals with developmental disabilities, like me. Providers can be natural family members .or others, who require training by a licensed agency.

Care is provided in private homes, and involves all aspects of the individual's life. For example, my mother serves as the coordinator of my health, financial, housing, dietary, medical, educational, vocational, recreational, communication, psychological, and safety needs. That's a lot of jobs.

Employment opportunities for cognitive disabilities are limited in our community. We are the most difficult population to place. in the workplace. There are very few employment opportunities for us which leaves us no choice but to stay home with little to do.

This community needs to begin to understand that we have needs too and would like to be part of the workforce either through being hired by someone or creating our own business. People with disabilities need opportunities to work meaningful jobs and be self-sufficient. In New Mexico, employment opportunities are few for this population, In 1973, Section 504 of the Rehabilitation Act protected qualified people with disabilities from discrimination. It states that a recipient of federal financial assistance may not deny deny employment opportunities, including hiring, promotion, training, and fringe benefits to qualified individuals based on disability. The mission statement for our proposal to the



New Mexico legislature states that “People with disabilities will be empowered through Creative employment through creative employment opportunities and become self-Sufficient.”

In New Mexico, we have the highest minority and disability population, so there are two strikes against us.

I created my business three years ago. My business was set up to provide training to businesses and the movie industry. I assist them in becoming more disability friendly.



## DISABILITY INCUBATORS

### MISSION STATEMENT

People with disabilities will be empowered through creative employment opportunities and become self sufficient.

In New Mexico, employment opportunities are difficult for persons with cognitive disabilities since it has been only thirty five years that persons with disabilities have been included in the participation in the workforce because of Section 504 of the Employment Act and the Americans With Disabilities Act (ADA). Since their inception our communities were lead to believe that people with cognitive disabilities were born with "very, very," limited capabilities and were placed in a separate box than the norm of other disabilities, which meant that services were limited and services were placed in a different box. At the inception of their birth, people with disabilities were placed in institutions based on their pediatrician's recommendation. They were not supposed to be able to compete with the norm nor succeed in the world of work. For many years people with disabilities were institutionalized because of their disability. Throughout the years, and even today people with disabilities have a disadvantage in the educational and employment systems. Therefore, they are placed in sheltered workshops and kept there indefinitely unless they had a quality advocate to get them out and place them in the community.

Today people with disabilities continue to have a long way to ensure they receive the quality education and the training to obtain the skills to have better employment opportunities. We must increase an awareness of the spectrum of cognitive disorders to be able to include this population into the mainstream of society. People with disabilities need a lot of training to make sure that professionals understand their needs of this population. People with disabilities are compensated for their work at very low wage paying jobs. Some jobs pay lower than minimum wage. The problem with communities not being able to accept people with disabilities in the work force is that they don't know how to treat this population.

Minority women with disabilities often face "triple jeopardy," discrimination on the basis of gender, race, and disability. Minority women with disabilities also have to deal with economic, social and cultural factors that can hurt their health disparities in educational resources. Lower wages and higher unemployment rates found in some minority groups are barriers to high-quality, affordable and accessible services.

48 % of the state's population are ethnic minorities. New Mexico has a high population of people with disabilities either through long-term disabilities or persons that have acquired a disability through age or other sickness. New Mexico, one out of ten persons has a disability such as Attention Deficit Disorder, Autism, Down Syndrome, Hearing and Visually Impaired.

In New Mexico there is a large population with cognitive disabilities who are not being served by any agency. Nearly 75% of people with disabilities in New Mexico live at or below the 200% poverty level. The 2010 U.S. Census Bureau reported that there are approximately (350,000) people with disabilities. Fifty six million people in the U.S. have disabilities.



Only 1 % of all people with developmental disabilities, and 5 % of people on Social Security Income, are homeowners compared to almost 70% of all Americans.

We continue to have a lack of services such as education, employment, transportation, and recreational activities. The reason for this is the lack of awareness and education in our community. Today people are living longer: They have learned to advocate for themselves and have better health care.

Around the country the world is changing with respect to disabilities and have boldly embedded this dynamic into global diversity and inclusion strategies on a daily basis. We should begin to think in terms of global opportunities for entrepreneurs with disabilities, and should represent an early public recognition on the exciting potential of people with disabilities helping themselves build successful start up's or grow an existing business through expanded international resources.

This proposal was created to give people with disabilities an opportunity to create a business that they would like to develop, since they are not able to find a job. Currently we have not contacted anyone since we do not have the funding to create these endeavors. Therefore, we do not know what kind of businesses will be created. The Disability Incubators are requesting funding for the next five years so that each business has funding and the support needed to become successful. If there is funding left we will create other businesses. The Incubator Businesses will have extensive training to learn all the requirements running a business. Most importantly they will learn the value of paying their bills and paying their loan back at 2%. The New Mexico State Legislature will

receive some of their funding back and you do not have to fund this project forever.

#### Outcomes:

- People with disabilities will train and learn to run their own business with five years of training and support
- People with disabilities will be able to hire and train their staff
- People with disabilities will learn that they have to pay some of their funding back
- People with disabilities will be monitored and evaluated every three months
- People with disabilities will receive on going training by professionals in the business community

#### Budget:

\$125,000

- \$15,000 25,000 per incubator  
depends on the business



Example of businesses:

Coffeeshop  
Frame maker  
Mobile Van Restaurant

- Rent \$15.00 a square foot
- Staff \$ 6.00 per hour 30hrs per week
- Training \$ 1,000.00 per incubator
- Equipment
- Licenses, permits
- Insurance
- Phones

We are requesting funding for these 5-8 incubators supporting people with disabilities who will receive much training before their business opens. We will contract with Career Business Centers and other agencies that provide the training and support each business owner will need.

The Disability Incubators is recommending that the this project be under the Department of Economic Development.



## **New Employment Options for Individuals with Developmental Disabilities: Testimony by Ruthie-Marie Beckwith, Ph.D.**

The widespread promotion of supported employment began in the Reagan Administration as a focus on developing real wage paying employment opportunities for individuals with severe disabilities. In practice it typically affords the individual with individualized and continued support needed to carry out their work responsibilities. As the provision of supported employment became more widespread in the United States, a variety of methods came into use including job coaching, job shadowing, model employees, and employer provided reasonable accommodations. More recently, customized employment has emerged as another approach to developing paid employment for task specific responsibilities such as identifying and replacing dated products in a retail store or scanning for defects of an item in mass production that previously had been part of a larger job description.

However, even as these types of opportunities arose, many individuals with disabilities still find it difficult to locate and/or maintain employment in an integrated setting. Some of the difficulties they encounter include:

- ☐ Limited job market overall—work not appealing or unchallenging
- ☐ High unemployment rate
- ☐ Limited or diminishing endurance related to their physical or mental disability
- ☐ Transportation limitations during available hours
- ☐ Waiting list for paid services and supports
- ☐ Lack of qualified employment providers in their area

Even so, these individuals still desire paid employment and have turned to self-employment or microenterprise development as a means of generating income.



#### Supported/Customized

- Standardized
  - Set days
  - Set hours
  - Work is structured
- Others control
- Others own
- Income dependable

#### Self-Employment

- Flexibility
  - Days worked
  - Hours worked
  - Type of work varies
- Control
- Ownership
- Income varies

The advantages of self-employment greatly enhance the income earning potential of people with severe disabilities as well as improving their self-esteem and integration into their communities.

What we have learned, however, is that traditional microenterprise development centers and economic development programs have difficulty in assisting individuals with disabilities develop the skills and supports they need in order for their businesses to become profitable. And, committed human service professionals lack the knowledge to effectively advise the new business owner in critical areas such as regulatory compliance, product development, marketing and sales, and operations.

The creation of an incubator center that focuses on businesses owned and operated by individuals with severe disabilities can address these needs as well as enhance the general well being of the business community. Some advantages to the business community include:

1. increased wages and expanded tax base as businesses become viable,
2. the creation of model business support approaches that focus on diversity,
3. opportunities to network with other entrepreneurs to increase access to products and services as well as expanding markets outside of their local communities, and,
4. the creation of micro-lending programs that provide for future growth and development.

Attached are descriptions of three microenterprises that are owned and operated by sole proprietors who have disabilities. Support for incubators will make this option more available for New Mexicans with disabilities and enhance the overall viability of their entrepreneurial efforts.



## Microenterprise Business Examples



### Hardback YoYo, Northbrook IL

Hardback YoYo is a Vintage Book Repurposing Business that hand manufactures writing journals from donated discard library books. Hardback YoYo is located in Northbrook, IL and provides a mini-microenterprise business experience for Brian Martin during his transition years at Glenbrook District 225. This mini-microenterprise is community based and relies on the donations from school and local libraries and volunteer supports from high school students and staff as well as supports coordinated through the Martin Good Life Guild, Inc. Microboard and the TotalLink2 Community Human Service Cooperative.

The repurposed discard library books meet an unmet need of recycling and keeping good books in circulation, filling a passion of Brian's to work in the environment of reading materials and to provide her a social and vocational experience immersed in the fiber of his peers and community.



### Frames by Devora

Frames by Devora creates artisan quality frames for those very special cherished photographs. Using vibrant colors, each frame is a unique hand painted creation. Available in a broad range of sizes, Frames by Devora, has a line of frames readymade and is also able to meet the special order needs of its clientele.





## **Daniels' Mobile Newstand**

Daniel Madrid owns and runs a business called Daniel's Mobile Newsstand that is based in Roswell, NM. Customers come to his mobile cart advertised with colorful signs, and enjoy his smile as well as the interesting things he has for sale. Daniel remembers his customers' purchasing preferences.

His business started out exclusively selling newspapers for the Roswell Daily Record. Then, using ideas his team helped her think of to carry his newspapers, they came up with the idea of a mobile newsstand. He began adding items his customers liked, for example CornNuts, candy, granola bars, gum and even umbrellas. Now Daniel makes more money in the same amount of time.



## **Scan With Nan**

*ScanwithNan* is a custom digital scanning company that scans irreplaceable photographs and documents onto CDs, memory drives, or custom built memory albums. Each photo and/or document is then available for our customers to transfer into their own electronic storage devices such as digital photo frames and/or hard drives. Our satisfied customers have the piece of mind that comes with knowing their photos and documents are safe from unanticipated misfortunes such as flooding, house fires, and thefts.



## **PROFESSIONAL FAMILY PROVIDERS**

### **DD WAIVER EFFICIENCY/EFFECTIVENESS PROPOSAL**

The Family Professional Providers is a group of care givers under the DD Waiver who provide 24 hour care for individuals with developmental disabilities. The care is provided in private homes and extends to all aspects of these individuals lives. Stipends are paid to the providers. Providers are natural family members or surrogates, all of whom require training and monitoring by a licensed agency.

Our objectives with this proposal are primarily to encourage the state to make the most of existing resources rather than buying an experimental new assessment tool. In addition this proposal will keep families informed so that they can make best choices.

The following represents suggestions that these professionals have developed to assist the Department of Health to be more efficient and effective in the delivery of services and cost:

- The IDT team shall present information on all available services for the individual at each annual meeting (or upon request). These services shall include, but not be limited to the following:
  - All Waiver services presently offered (including current cost)
  - Housing/Section 8
  - Medical/Dental/Psychological
  - Health Care/ Insurance
  - Educational/Employment/DVR
  - Social Security/Burial Fund
  - Food Stamps/Energy Assistance
  - Ancillary Services
  - Guardianship/POA/Advanced Directives
- DDSD shall investigate current assessment tools for more efficient/effective application before bringing in a costly, new tool
  - Annual mandated continuing education (training) for all direct care and professional staff on service delivery (and Waiver changes), client rights/responsibilities, dignity of risk and person centered planning and services
  - Clarification of the roles and responsibilities of the consumer, DDSD, provider agency, direct care provider/staff, therapists and Case Managers
- Creation of a state sanctioned Board that represents families and guardians of people on the DD waiver and the waiting list

For further information/comments contact:

- ✓ Rosemarie or Nannie Sanchez 243-2433; cell 259-4151
- ✓ Carol or Daria Romero 550-7913 or 459-1322
- ✓ Doris Johnson 856-5061 or 331-8033



# Rate Examples as of 1/1/11

|  |          |
|--|----------|
| Supported Living (GH) From \$112/day to \$301/day          |          |
| Family Living \$95/day                                     |          |
| Independent Living From \$1773/month to \$2535/month       |          |
| DayHab From \$2.16 to \$3.68 per 15 minutes                |          |
| Job Developer \$754/month                                  |          |
| Group Supported Employment \$2.05 to \$3.57 per 15 minutes |          |
| Supported Employment From \$37 to \$201/hour               |          |
| SLP From \$7.83 to \$23 for 15 minutes                     |          |
| PT From \$7.83 to \$23 for 15 minutes                      |          |
| OT From \$7.83 to \$22 for 15 minutes                      |          |
| Case Management \$249/month                                |          |
| Adult Annual Allocation (Without Residential)              |          |
| Level of Care 1  | \$42,279 |
| Level of Care 2  | 37,539   |
| Level of Care 3  | 33,605   |

For further  
information/comments  
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**New  
Mexico**

**DD Waiver**

**Efficiency/  
Effectiveness  
Proposal**

**2011**

Professional Family Providers

## The Professional Family Providers is a group of

individuals who support and care for adults receiving NM DD Waiver Family Living services. They organized in 2010 with the intent to share their expertise, ideas and passion with those who make decisions regarding the people supported. This proposal comes from much discussion and consideration of the critical budget situation that our state faces. We are the ones "in the trenches" and have the most direct experience and professionalism regarding the individuals receiving services under the NM DD Waiver.

## Efficiency Proposal 2011

### The Family Professional

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proposal are primarily to encourage the state to make the most of existing resources rather than buying an experimental new assessment tool. We encourage keeping families informed so that they can make best choices.

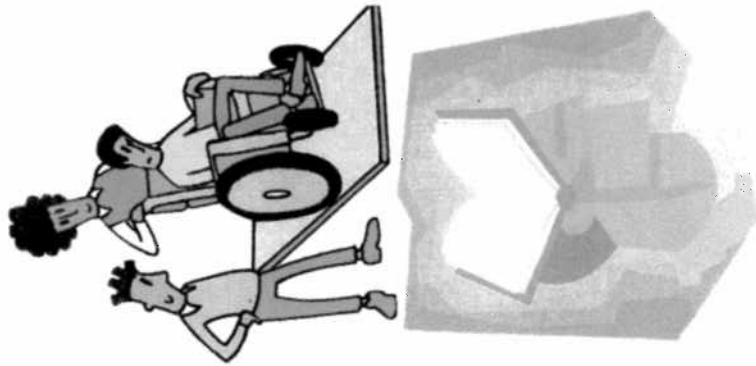
We advocate financial and administrative supports to sustain Family Living as a cost effective and individualized program.

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- ☐ All Waiver services presently offered (including current cost)
- ☐ Housing/Section 8
- ☐ Medical/Dental/Psychological
- ☐ Health Care/ Insurance
- ☐ Educational/Employment/DVR
- ☐ Social Security/Burial Fund
- ☐ Food Stamps/Energy Assistance
- ☐ Ancillary Services
- ☐ Guardianship/POA/Advanced Directives



Professional Family Providers appreciates the efforts of DDSD in providing training for the important job we take on. While our skills and knowledge is expanded, we feel that offering some additional training opportunities to further understand our roles would be beneficial. We propose to develop, in cooperation and consultation with DDSD, the following series of training components.



EDUCATE

ENABLE

EMPOWER

## EDUCATE

This series might include:

- Understanding Budgets
- Understanding assessments
- Overview of ALL available services
- Provider rights as an IDT member
- Guardianship roles
- Alternatives to Guardianship
- Surrogate vs. Natural

## ENABLE

This series might include:

- Knowing your responsibilities
- What Does the Future Hold?
- Health Care Overview
- Mental Health Care
- Sexuality, day to day
- Relationships as Life

## EMPOWER

This series might include:

- How to become an Advocate
- DD Waiver A to Z
- Becoming a full, equal member of the IDT
- Supporting Other Families
- Making the Team Work Together