

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.

Training people with disabilities is the most important aspect of the work that are offered to them to be successful in their position.

In order to have a productive workforce we must all began to work together to provide the following:

Education:

We must educate advocates, agencies, guardians, parents and all professionals in creating training to empower people with disabilities.

Positive training in self motivation, advocacy, advocacy skills for all including advocates.

Advocates must be trained to provide quality training on rights and responsibility skills.

Empowerment:

We must teach parents, guardians and providers skills to

empower themselves.

Training must be provided on everyone's roles addressing the needs of people with disabilities and we are meeting their needs.

Enable:

We must provide training that assists the person with a disability with learning their right and how to advocate for their needs.

We must be able to change behavior in attitudes regarding the population we serve to provide the disability world with quality services.

The New Mexico Waiver Provider Association met with the Albuquerque Bernalillo County Commissioners to request employment opportunities for people with disabilities.

It took over one year to create these jobs.

On August 14, 2012 the commission scheduled a meeting

The job piece was on the agenda and I was asked to present and request funding for five jobs within County Government.

The County Commission has allocated \$ 100,000 for the project.

We are in the process of developing a comprehensive training program for the employer and the employee.

*from discrimination. It states that employers
assistance may not deny employment opportunities, including
hiring promotion, training and fringe benefits to qualified
individuals based on disability. We must empower PEOPLE
WITH DISABILITIES THROUGH CREATIVE EMPLOYMENT
OPPORTUNITIES TO BECOME SELF-SUFFICIENT.*

*People with disabilities
are compensated for their work at very low wage paying jobs.*

The project will begin in January.

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

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. 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.

