

Workforce Directions



ARC Broward
Workforce Development

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Great Sportsmanship

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"The Ringer"

comes out
Friday, December 23.
Don't miss our very own
Edward Barbanell
co-starring in the movie.
[Bring the entire family!](#)

CORE PURPOSE

Enriching the lives of people with
disABILITIES.

Workforce Development

- Electronics Recycling
- Employment Services
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Challenges of becoming Great

By Jerry Motter, Workforce Development Director

The Workforce Development Division shares a significant responsibility of helping ARC become a great organization, knowing we must collectively work towards the strategic goal of becoming more financially independent and in control of our own destiny. We know we must be open to changing the way we have always done things for a more efficient or effective way of reaching our goals. We also recognize that to change requires a certain amount of self-reliance, both as individual staff members and as an organization.

One way we can build self-reliance is to recognize the number of alternative choices we have in our work, regardless of our job description. **There are two primary choices in our personal lives and at work: to accept conditions, as they exist or to accept the responsibility for changing them.**

A number of research studies during the past decade indicate that the happiest, most well adjusted individuals are those who believe they have a strong measure of control over their lives. They learn from their past mistakes, rather than reinforce or repeat them. They spend time taking action in the present, rather than fearing what might happen in the future.

For the Workforce Development Division (and ARC as a whole) to become more self-reliant, we need to:

- Be different, if it means higher personal and professional standards.
- Be different, if it means being more gracious and considerate to others.
- Be different, if it means putting more time and effort into all we do.

And be different, if it means taking the calculated risk. The greatest risk in life is to wait for and depend upon others for your own security. The greatest security is to plan and act, and take the risk that will ultimately ensure your personal freedom and independence.

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Employment Services Job Coaches a “Star”

Edward Barbanell was diagnosed with Downs Syndrome. He is a high school graduate and he also attended culinary art classes. He is an active participant in many programs including the Special Olympics from which he boasts many medals.



Edward with the assistance of *Employment Services* started working in the dining room of The Hamilton (an assisted living facility) in July of this year. At The Hamilton Edward is a team player, he has a good rapport with co-workers and residents. His supervisor says he is doing a good job. Edwards loves his job and says he just likes to be busy. He receives great services from Employment Services which includes weekly follow along visits from his job coach to ensure he maintains his remarkable performance.

Even though he enjoys working, he has another passion which is acting. Edward is full of life and very expressive, which makes him a natural at acting. In December of this year Edward will be making his debut as a co-star in the motion picture “The Ringer”. As Edward described, the movie is about a man (Johnny Knoxville) who pretends to be disabled so he could join the Special Olympics to make money. Edward will be flying to Los Angeles for the premier. The movie comes out on Friday, December 23.

Go see it!

Editor

New Management at the Calypso Grill



Elizabeth Kloss
Calypso Grill Manager

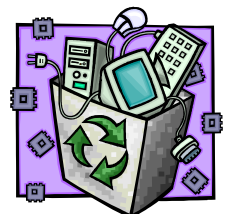
The Calypso Grill staff would like to introduce Elizabeth as the new Calypso Grill Manager. Liz brings years of experience in restaurant management to the Calypso. Liz has been in management with the Applebee’s corporation for over two years and was in management with Backwaters Seafood and Steakhouse for almost 5 years. I hope everyone stops by and meets Liz so she will feel as welcomed here at ARC Broward as I did. I have enjoyed working here at ARC. I am happy that my wife is continuing my mission so that I may still be part of the Calypso’s success. Thank you for the opportunity you gave me.

Due to all of the hurricanes, we were delayed in opening to the public. However, the staff is more motivated that ever and better prepared than anticipated. Calypso staff is excited to be able to expand their services to the public.

By Larry Layton

Electronics Recycling

Electronics Recycling reports strong growth in the amount of recycled electronics the department is processing every month. To accommodate the growth, we have significantly increased the amount of floor space in the receiving area. Miguel is working hard testing monitors to ensure we are credited accordingly, building new systems from component parts for ARC staff use, and looking for other component parts that have value. We are excited about the increased revenue opportunities coming from the department’s hard work and the fact that we are now able to offer some work opportunity for consumers. With ARC’s renewed contract for recycling computers for the Broward County Office of Integrated Waste Management we are expecting much success in the future. **Spread the word, Recycle!**



Consumers trained for community based jobs

Last October the Skills Center underwent some restructuring to create a more positive program for our consumers. The change came about after multiple discussions between our management team and various stakeholders, as we had discovered that some of our consumers had other interests other than doing contract work on the production line. Therefore, we have developed more program choices to match their needs. A number of Skills Center consumers were transferred to either the Adult Senior Program or the new Life Skills Program operating under the Adult Services Department. We have also received a number of consumers from the Intensive Behavioral Services Pre-Vocational Program (IBS/Pre-Voc). These consumers have achieved progress on their personal goals, and now have advanced to the Skills Center Pre-Voc program.

Consumers who are in the Skills Center Pre-Voc are working in the classrooms on their counting skills, work skills for employment, and engaging in contract work where they are paid “piece rate” for the amount of work done with speed and accuracy in comparison to other experienced worker doing the same job in the community. Furthermore, Skills Center consumers are receiving extensive training on how to improve their productivity and accuracy on the “piece rate” jobs. With the extra training Skills Center consumers will have the opportunity to eventually advance to the Production Center where work is produce in higher volume and the quality expectation is higher. Production Center consumers can also participate in our community based enclaves. Where a handful of consumers are sent out in the community with one of our trained staff to work.

Our intention is clear. We want to have a vocational program structured on real work activities and experience. We want to prepare our consumers to move forward from one aspect of our program to the other successfully. As we are continuously working with them in exploring different careers in the community, we want them to be equipped with all the necessary functional, social, and employment skills needed to compete in the workforce.

I would like to thank all the parents and Waiver Support Coordinators who cooperated with us during this transition; to provide our consumers with more choices and programs that are more suitable to their needs and interest.

By Mathias Louis, Program Manager

"Let others lead small lives, but not you. Let others argue over small things, but not you. Let others leave their future in someone else's hands, but not you."

Jim Rohn

Meet the Culinary Arts Instructor



We are excited that Jarret Schwartz has joined our team as the Culinary Arts Instructor. Jarret will be spearheading the Culinary Arts Program, training Consumers who are interested in working in a restaurant. This program is designed to teach trainees how to perform effectively and efficiently in a restaurant. Upon completion of this 12 week training program, our Employment Services department will be assisting participants in finding a job in a community restaurant. The program starts on December 6, 2005.

Jarret has worked in the food and beverage industry for over 10 years in many different roles including Executive Chef. He graduated from the University of Central Florida with a Bachelor of Science degree in Hospitality Management. In his free time, he enjoys spending time with his wife, dog and of course, cooking. **Welcome!**


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**WORKFORCE
 DIRECTIONS**

Ideas, suggestions?
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Challenges of Becoming Great Cont.

I firmly believe ARC will not become more self-reliant without each of us as individuals making a resolution to accept the responsibility of helping us change, to take control of our destiny and become self-reliant. I am confident our Workforce Development Team is up to the challenge and expect great things as we all work together in our commitment to providing first class service to all of our stakeholders.

Welcome! You've got mail

For years the Associates at the Skill and Production Centers did not have email access. Not anymore, now each associate is able to communicate via email. Computers are available (thanks to the Electronics Recycling Dept.) to the Associates, they are able to check and send email, surf the internet and use programs to create documents. This will save paper and time, no need to print information for distribution. Everyone gets information at the same time.



With today's fast moving technology its never too late to jump on board, as we continue on our quest from *Good to Great*.

Consumers Awarded Medal at Special Olympics



Susan C, Raylene S, Debra R, Lorin P and Margaret W (not shown in picture) are the consumers at Skill Center who participated in the 2005 Special Olympics State Fall Classic on November 4 & 5 in Bradenton, Florida. They participated in competitions such as bowling, target bowling, roller skating, powerlifting, and softball. They were all rewarded for their participation, skills and accomplishment. We are proud of these consumer and commend them on their achievement. *Congratulations!*

Keep your sunny side up!

Remember that Bobby McFerrin song "Don't Worry, Be Happy" when you think about it, its not easier said than done; it starts with a simple smile. With positive thinking and optimism "bad" stress. One of ARC's core values is personal core value. Being passionate gives you passion about fun, suddenly your job overcome hurdles. Not many people suggest when we choose goals and activities strengths. At work be pleasant and upbeat, someone not in your department to lunch live a successful, happy and fulfilling life.



Don't worry about things that are out of your control. We can conquer any obstacle and get rid of passion. We should all have it as our personal energy and makes whatever you are don't seem like work and it's easier to proceed without passion. We are at an advantage that align with our purpose and support our smile at co-workers its contagious and invite with you. Ultimately, the onus is on **YOU** to Need a reason to smile? We survived Wilma.

Editor