

Workforce Directions

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Core Purpose

Enriching the lives of people with
disAbilities



ARC Broward

Achievement and Rehabilitation Centers, Inc.

2006 - A critical year for Workforce Development Division

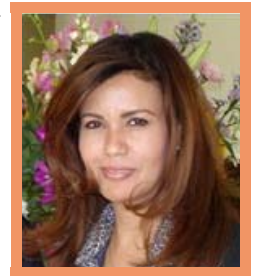


By Jerry Motter, Workforce Development Director

Over the past couple years we have worked together and accomplished a great deal. We have started several new initiatives and redesigned practically every program to make it more consumer-driven. As we begin 2006, I would like to take the opportunity to review each of our programs and address the goals of 2006.

Jerry Motter, Director
Workforce Development

Employment Services: No program has had a more significant philosophical change than our employment services. A few years ago, a consumer was given a list of jobs and asked to choose which one they were willing to do. Today, under the leadership of Ghada Aly, consumers determine what they want to do and the ES staff develops an opportunity that meets their needs, interests, and abilities. This consumer-driven philosophy naturally results in outstanding success for our consumers. This year we plan to recruit additional employment specialists so that we can assist even more people with disabilities find meaningful, competitive employment thereby becoming contributing members of society. Nothing is more rewarding than being able to assist our consumers become self-sufficient and confident in their abilities vs. controlled by their disabilities.



Ghada Aly



Mathias Louis

Skill Center: The skill center has also evolved over the past couple years from what was more of a day activity program into what is now a combination of classroom based skill instruction with real world work. Being able to use real classrooms with Board of Education teachers has added huge value to our consumers' lives. In addition, the skill center has added a Culinary Arts training program thanks to a grant from The Able Trust. Currently, eight consumers are enrolled with another class starting on March 6, 2006. Today's Skill Center, managed by Mathias Louis, is continuously focused on teaching the necessary skills to obtain a job. Classrooms are using video series that address appropriate work habits and attitudes. Then, consumers practice what they learn in the classroom in the production center. It is our goal to help at least 5% move from the skill center to community employment each year.

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**SKILL
CENTER**

Production Center

Culinary Arts Program opens to the Public

We are excited to inform you that we have started the Culinary Arts training class with nine of our Adult Day Training consumers. These consumers are now attending a twelve week course that covers various subjects relating to culinary arts and job survival skills.

The Culinary Arts Training Program is made possible through a grant that was awarded to ARC Broward from the Able Trust. The objective is to equip people with disabilities with the necessary skills to compete for entry-level jobs in restaurants, hotels, cafeterias, and various shops where food is prepared and served.

The Culinary Arts Training Program is also open to the public in the afternoon from 3:45 PM-6:30 PM. To register for the Culinary Arts Training Program please contact Mathias Louis at 954-746-9400 or E-mail me at mlouis@arcbroward.com.

By Mathias Louis



Consumers very attentive in training



Consumers with Jarrett (instructor) getting familiar with the kitchen equipment

Calypso Grill working hard to create a profitable business

Here we are into the New Year. The Calypso Grill is moving forward while experiencing even more changes. I am back as the Calypso Grill manager, and spend my mornings on the road selling the Calypso concept to the local business community. I get great feedback from the businesses that I visit. Our sales are slowly starting to rise. I believe the more recognized we become within the community, the higher our sales will grow. The pressure is on, but we all believe in the Calypso Grill and its part in the good to great mission.

Everyone at the Calypso Grill is working very hard to create a profitable business. We find ourselves however, at a crucial point where serious and firm business decisions had to be made in order to help in the success and long term goals of the Calypso Grill. To do so, we unfortunately had to make

a few changes in staff. Elizabeth is still a major part of the Calypso Grill staying on as our shift supervisor and head line cook.

We appreciate everyone's patronage and hope you will continue to allow us to serve your daily lunches. We are excited about our future and glad you are all here to help us achieve our goals. We will soon be announcing our **99-cent menu** as well as our dinners on the run. We will be offering complete dinners for families of 2, 4, 6 & 8, also, meals that can be completed at home with minimal preparation on your part.

By Larry Layton, Calypso Grill Manager



A peek inside the CG's kitchen



2006 - A critical year for Workforce Development Division *Cont.*



Russ Giles

Production Center: Managed by Russell Giles, the production center has successfully established relationships with a variety of businesses in Broward County to be able to offer meaningful work throughout the year. Gone are the days of “downtime”! This has been critical to create a real world work atmosphere to teach the proper work habits and skills for our consumers. Russell does an excellent job of providing great customer service that keeps our customers coming back. We also now have a crew of consumers regularly going to an employer’s site to work under the guidance of an ARC Broward crew leader. This is an important stepping-stone to community-based employment for the consumers. We will be looking for increased community opportunities for our consumers throughout this year.

Electronics Recycling: Managed by Matt Leachman, ARC’s recycling program has experienced considerable growth over the last two years. 2006 is a pivotal year for the program, as our contract with Broward County will expire. We certainly plan to be in a position to be able to renew a multi-year contract, but want to be able to sustain the program on its own merits in the event the contract is not renewed. To that end, Matt is busy developing private pay business and is working with other ARC staff on grant opportunities that will help us continue what has been a model program helping the environment as well as providing employment opportunity for our consumers. The growth of the program is obvious to anyone who tours our facility, with the recycling program doubling its floor space in the past few months. Matt will be exploring some offsite locations to collect and process even more used computers, monitors and associated peripherals. We can all take great pride in the work and accomplishments of our electronics recycling program.



Matt Leachman



Larry Layton

Calypso Grill: Managed by Larry Layton, Calypso Grill has gone public. In addition to providing affordable lunches to consumers and staff, we are now providing a lunch delivery and or curbside pick-up service to the local business community. Creating a profitable restaurant operation on the ARC campus has required considerable investment and lots of hard work by many people. As is true of our other business enterprises, Calypso is at a pivotal point where it must not only cover expenses; it must become a profitable enterprise that supports the core purpose of ARC Broward. Calypso’s vision is to provide great food at a great price, which in turn creates additional dollars to support ARC’s programs. By accomplishing this vision, we will be able to provide meaningful training (Culinary Arts) and transitional employment opportunities for people with disabilities as Calypso grows.

The Workforce Development Division is very fortunate that most of our operations are not totally dependent on government, that in many situations we can control our own destiny in the marketplace. Therefore, we are able to epitomize ARC’s values. We have a *passion* for what we do, *integrity* for how we do it, *respect* for all of our stakeholders, a *drive* for excellence and an *entrepreneurial* spirit. Thanks to the efforts of our staff and consumers, our referral/funding sources and our business partners, I am confident 2006 will be a great year!



- ▲ Congratulations to Steffen Lue who was recently promoted from a substitute to a full time member of staff. Steffen is an Employment Specialist for the Employment Services Department.
- ▲ Thanks to the work of Raylene S., ARC consumers and staff will hold a food drive to help the homeless. Contact Mathias for details.
- ▲ The Production Center has exceeded the fiscal year budget for 3 consecutive months. Congratulations to Russell (Production Manager), the consumers and staff who works in that department.
- ▲ Watch out for the Calypso Grill’s 99¢ menu. Coming soon.

Comcast - We the people

It was a real privilege to be a part of the taping of a Comcast show about ARC BROWARD, sharing the time with Dennis Haas, Kelly Ordway of McDonalds and Peter Ros of Classic Residence by Hyatt and two very special people who happen to be consumers of our Employment Services, Ed Barbanell and Zachary Kane. As you may know, Ed stars in the current Hollywood comedy, "The Ringer" in addition to working at the Classic Residence by Hyatt. While his role in a major motion picture is newsworthy, his employer Peter has equal amount of praise about Ed's performance on the job. Ed not only does a great job serving food to the seniors in the assisted living center, he has a real talent for making the residents feel at home. Ed made a passionate and compelling argument for hiring people with disabilities and being treated like everyone else.

Zachary has recently completed a two-year program in television production and is actively looking for work. Zachary wasted no time, immediately after the taping of the show, he took his resume and found the producer in the control room. After a conversation, he was given a follow up interview to talk about possible opportunities at Comcast.

"Should you find yourself the victim of other people's bitterness, ignorance, smallness or insecurities; Remember, things could be worse. You could be one of them!"

I hope you have the opportunity to see this video. Copies of the video will be available soon.

By Jerry Motter, Workforce Development Director

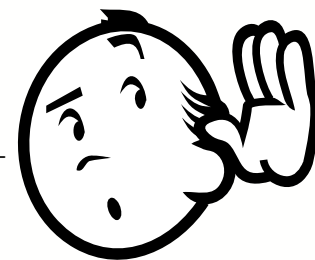
Be a selective listener

"We learn from what we hear. Be a selective listener; listen to voices of value, that have experience, ideas, reputation, something valuable to share." It's a quote from Jim Rohn -Living an exceptional Life. These words are familiar to those of us who attended the good to great series of workshops, which offers free life changing techniques.

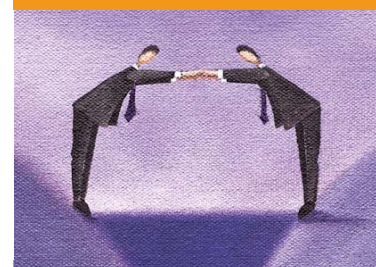
It has been proven that the type of music we listen to has some influence in our life. From watching the news I have learned that in many of the shootings that happens in schools across the country, the shooters were visiting certain websites and listening to a particular type of music, which was the result of their actions. When we feed ourselves with uninspiring and useless materials it drains our energy and affects our mood. Some people become depressed, unhappy and angry. We ought to choose carefully the kind of music and radio channels we listen, the books we read and the kind of programs we watch on TV.

I am not saying everything has to be inspirational there should be a balance. I am guilty of watching "Flavor of Love" on VH1 and then I call my friends to let them know what I am watching and we debate on why VH1 think they would have an audience for such a tasteless and meaningless program (yes we know we are tuned in but... its entertaining).

Make it a part of your daily routine to inspire and motivate others. Let others know when they are draining you with their negative speech. Listen to people who inspire and have a positive effect in your life. Change what you listen and watch on TV the results will be dramatic, you will soon be energized, happier and calmer. You can control what you hear.



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