

**WIOA**

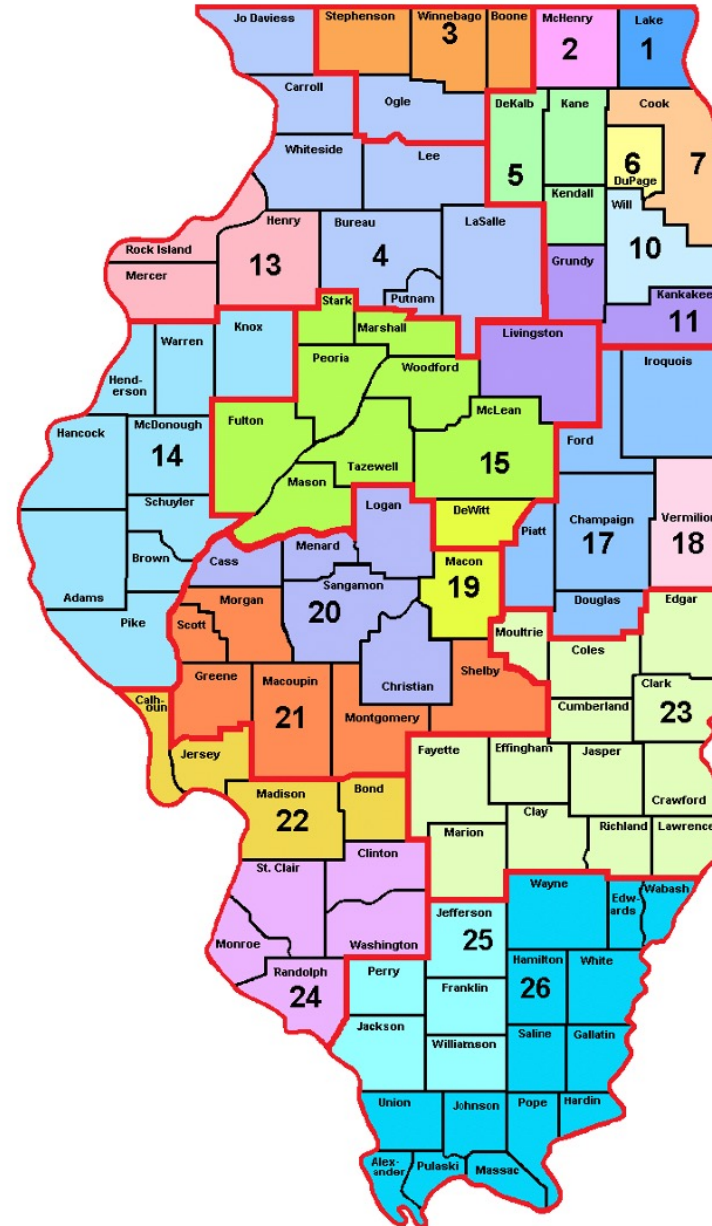
Professional Development

american**job**center®

# Individual and Natural Supports

July 26, 2023

# Where is Your Local Area?



# Which partner do you best represent?



# Facilitator

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- David Friedman
  - CEO/Founder, AutonomyWorks
  - Chair, CPTP Disability Workgroup



- The CPTP Disability Workgroup meets monthly with the following charge:  
**Identify and provide strategies and recommendations for eliminating barriers to ongoing employment for individuals with disabilities.**
- Workgroup members represent employers, State agencies, local workforce representatives, educators, and lawyers
- The workgroup is hosting a three-part series on hiring individuals with disabilities



# Agenda

David Friedman

- Overview of work by all three panelists
- Panelist Questions
- Audience Questions



# Panelist Introductions

David Friedman

- **Nanette Cohen**

*Dunman Opportunity  
Center, JCFS Chicago*

- **Brittney Hyde**

*Anixter Center/University  
of Chicago Medicine*

- **John Michel**

*Soulcial Kitchen*

Anixtercenter





# **Soulcial Kitchen**

John Michel





**University of Chicago  
Medicine/The Anixter  
Center  
Brittney Hyde**

# Inclusive Pathways at UChicago Medicine



AT THE FOREFRONT  
**UChicago**  
**Medicine**

**Anixtercenter**

# A Path to Employment



## **UChicago Medicine & Anixter Center**

UChicago Medicine is proud to partner with Anixter Center to provide the Inclusive Pathways Program, an initiative to support individuals with disabilities applying to open positions at the academic medical center.

# Disability Inclusion Coordinator

Works 1:1 with qualified program participants.

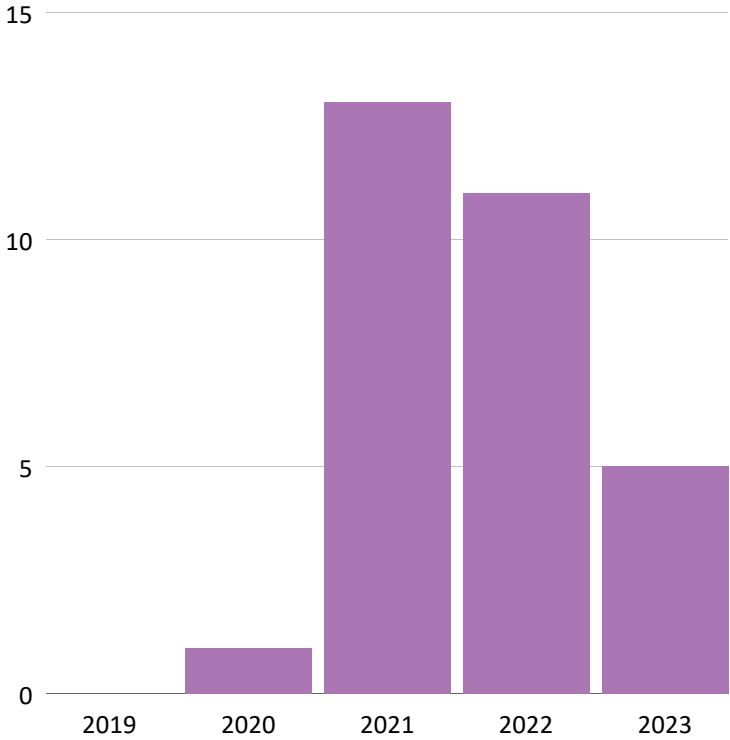
Supports:

- finding open positions that are a good fit.
- the application and interview process.
- participants throughout their employment.

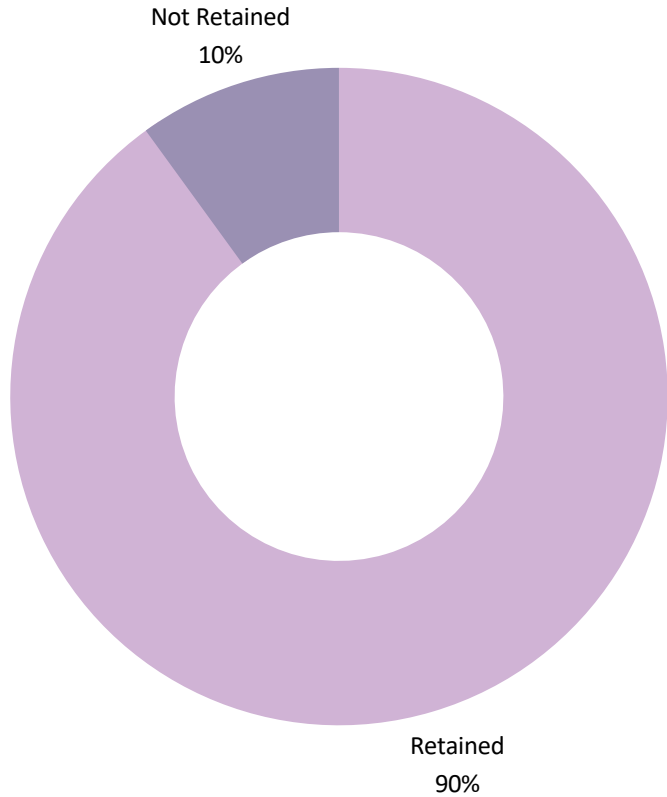


# Outcomes

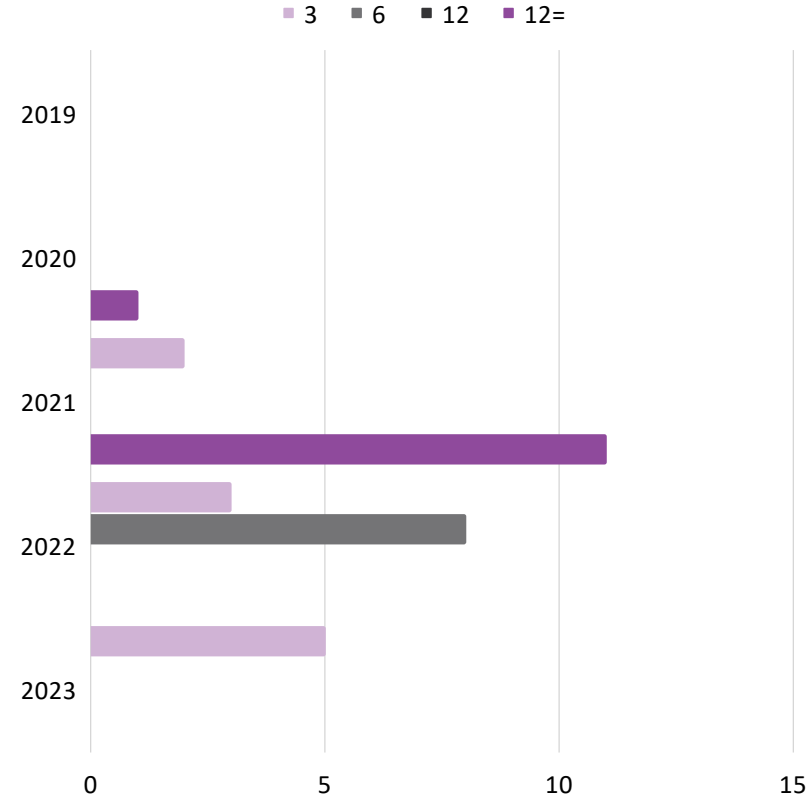
## Hires



## Overall Retention Rate



## Retention by Month





# Eligibility

- A High School diploma or equivalent from an accredited body
- 18 years or older
- Must have a disability of any kind as defined by the ADA
- Capable of independently completing assigned work duties with or without the need for reasonable accommodations.
- Additional qualifications will vary by position



# Locations

## University of Chicago Medicine

Hyde Park

5841 S. Maryland Ave. Chicago, IL

## Ingalls Memorial Hospital

1 Ingalls Dr., Harvey, IL

## Other:

Burr Ridge, Calumet City, Flossmoor, Harvey, Homewood, Joliet, Lansing, New Lenox, Orland Park, South Holland, Tinley Park and Merryville





# Getting Started

To refer an individual interested in job opportunities at UChicago Medicine, please find the posting on Skills For Chicagoland's Future.

For any questions pertaining to the program, please reach out to Brittney Hyde at [Brittney.hyde@uchicagomedicine.org](mailto:Brittney.hyde@uchicagomedicine.org)



# Thank you!



Anixtercenter



# **Dunman Opportunity Center, JCFS Chicago**

Nanette Cohen



# Panelist Questions

## Question 1

**All:**

Could you share a success story of providing individual or natural supports?

## Question 2

**Nanette:**

How do supports benefit all employees?

**John:**

What are existing barriers for businesses to providing supports? How can we support businesses more effectively?

## Question 4

**Brittney:**

How can human resources representatives be supportive to individuals?

**David:**

How should individuals advocate for the supports that they need?



## Question 6

**Bridget:**

How could you replicate similar programs elsewhere?



**Audience Q&A**



# Next Steps

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- Follow-up survey
- Attend future workforce webinars!

