

Contractor: Beacon Group, Inc.

Contract #: ADDPC-FFY19-EMP-01/Year 2

Contract Period: November 1, 2020 – October 31, 2021

RFGA Title: Model Projects to Support Inclusive Employment

Narrative Report Instructions:

As part of the contract deliverables, quarterly narrative reports are required, and information will be shared with the Council’s members. Your information is required as part of a larger programmatic report to our federal funders.

Below is the schedule of when your report is due. There is no page limit to the narrative report. The ADDPC asks that you answer all questions and provide enough information on the status of your project. Additional information may be required if necessary.

Contractors are also required to report on demographic data, one time, at the end of the contract period. This information will be provided with Quarterly Report #4.

Don’t hesitate to let the ADDPC’s Contracts Manager know if there are any questions or concerns about the reporting requirements at mcrane@azdes.gov or 602-542-8976.

Due Date	Reporting Time Period	Activity
February 28, 2021	November 1 – January 31, 2021	Narrative Report only
May 31, 2021	February 1 – April 30, 2021	Narrative Report only
August 30, 2021	May 1 – July 31, 2021	Narrative Report only
November 30, 2021	August 1 – October 31, 2021	Final Narrative Report and all data reported as a cumulative

Quarterly Narrative Report Questions:

- 1. Provide a one-page summary of the program intent, progress to date, the role of partnerships, and a brief summary of participants involved in the project.**

Beacon Group’s Encore pilot project remains dedicated to customized employment opportunities for the underserved, transition-aged youth with intellectual and developmental disabilities (TAYIDD) moving them into employment in Pima County. Encore utilizes Customized

Employment (CE) as a process designed to personalize the employment relationship between a job seeker and an employer in a way that meets the needs of both.

Encore will work with 15 TAYIDD who are currently not receiving services with state or federal funding sources. Each TAYIDD participant will find employment working in a competitive, integrated environment working twenty hours per week for at least minimum wage. Through extensive customized employment planning, the Beacon Encore Employment Specialist will create a best fit for each job seeker and the employer. Because of the flexibility and the ability to use the strengths of each participant within CE, retention should be high. Beacon Encore uses an evaluation period of ninety days to help assess the success of each placement. By using and creating natural, ongoing support, assistive technology, and the customized employment planning process, these successful placements will be retained far beyond the ninety days.

Our partners for this project have been five local high schools and school districts in Pima County. These schools provide referrals for the Encore project with Flowing Wells being the most active.

Beacon Group Encore Team (BG Encore Team) is working with a total of 6 TAYIDD job seekers this quarter. We have 3 candidates in the funnel for evaluation. These individuals do not receive services from state or federal funding sources.

Of the 6 active job seeker's 3 are in the discovery phase and 3 are in the informational interview phase.

The purpose of the discovery phase is to allow the BES and job seeker to spend 1:1 time for between 20-30 hours. During these appointments, the BES gathers information pertaining to the job seeker's skills, interests and needs through observation and conversation to determine three vocational themes, also referred to as the job seeker's "Personal Genius".

The intent of the informational interview is to give the job seeker an opportunity to interview the business owner or manager to gather information about the industry/business. As the pandemic continues to stabilize, businesses are becoming more accommodating these requests.

Our objective is to have each TAYIDD job seeker find competitive employment in an integrated work environment working 10 hours per week, if enrolled in school, or up to 20 hours per week if not enrolled in school.

Encore hopes to create more partnerships with small businesses who can be advocates in the community for hiring individuals with disabilities.

2. Provide a status update on the implementation plan. If tasks have not been met by your deadline, provide explanation on what changes were or will be made.

The new Beacon Encore Employment Specialist (BES) completed the ACRE certification process through Griffin-Hammis on March 24, 2021.

Due to the pandemic, the BG Encore Team continues to encounter challenges with receiving referrals and having Informational Interview requests accommodated. The BES maintains contact with referral sources and continues to request Informational Interviews from locally owned businesses.

In addition, the pandemic has caused some of our job seekers to be hesitant to meet in person with the BES, as well as being willing to engage in the Informational Interview process. To mitigate this, the BES shows empathy and encourages job seekers to continue proactive safety measures such as wearing masks, social distancing, maintaining awareness of surroundings and to get vaccinated.

As the pandemic stabilizes, job seekers, parents and teachers are becoming more comfortable with engaging in the CE process.

1) Evaluation Update:

a. What types of sources are used to collect data? (surveys, focus groups, interviews, etc.)

The BES records a note for each job seeker's appointment and notable conversations outside of scheduled appointments, for example, conversations with job seeker's parents. These notes capture detailed information to include date, time, location, job seeker behavior/attitude/level of engagement/progress and barriers. The notes are then entered into an electronic database, called Client Management System (CMS).

b. Who is collecting and analyzing data?

The Beacon Encore Project Manager and the Beacon Encore Employment Specialist are responsible for collecting and analyzing the data.

c. What does the data that has been collected to date, tell you about the project?

The data being collected tells us how each job seeker is progressing throughout the process. It illustrates the evolution of BES and job seeker's relationship. As well as the relationship with the job seeker's support team member.

It also tells us how well CE theory is accepted by the job seeker, their parents, teachers, siblings and other.

The data reveals a job seeker's interests, skills and needs. This information proves that the "Discovery" phase of CE, is an efficient and effective strategy.

The data illustrates how the COVID barrier is beginning to stabilize resulting in job seekers becoming more comfortable with "in person" meetings with BES, as well as business owners becoming more comfortable with scheduling informational interviews.

2) In any type of format that is easy to update and read, provide the following data points for each reporting period. Use first name of participants or alias name. Other information can be included if necessary.

- Number of high schools participating in the Encore program

The following schools have expressed interest in providing job seeker referrals: Amphi, Catalina Foothills, Flowing Wells and Marana:

- Number of high schools providing referrals:

Flowing Wells has been the primary source of our referrals. To date, Flowing Wells has provided 4 referrals. Of those 4, 3 qualified for the program. The one that did not qualify was due to being too old for the program.

BES has recently developed dialogue with Marana School District to resurrect the recruiting process.

- Number of employers contacted:

Based on our job seeker's vocational themes from the Discovery phase, the following employers have been contacted: Mostly Books, Computer Revival, Beacon IT department, Tropical Kingdom, Central Pet, Pima County Animal Control.

- Types of businesses contacted:

In alignment with Griffin Hammis CE Training and additional guidance from Griffin Hammis instructor, BES is focusing primarily on locally owned and operated businesses. The reasoning behind this strategy is due to the fact these companies have greater flexibility with their hiring process. The types of industries being contacted are retail pet stores, pet lodging, computer repair, IT support and bookstores.

- Number of employers who have hired participants:

BG Encore team has not had any new hires since the start of year two. Root cause of this is due to the pandemic. The good news is that business are beginning to accommodate informational interviews due to the incremental stabilization of the pandemic.

- In a chart, include information on each participant’s age, job interests, if/when graduated from high school, interest in attending college, number of hours worked and pay rate:

Status	Mason Spitzer	Mariam Shahnooshi	Miguel (Marquis) Luzunaris	Brandon Hermsillo	Luis Alcaraz	Henry Sanchez	Key	
birthday	10/17/2000	8/17/1992	9/9/1996	1/1/1999	4/21/1997	1/18/2001	ASD	Autism Spectrum Disorder
Age	20	28	24	22	24	20	SMI	Serious Mental Illness
Ethnicity	White	White	Hispanic	Hispanic	Hispanic	Hispanic	LD	Learning Disability
Graduated High School	Yes	Yes	Yes	Yes	Yes	2021	SMI	Serious Mental Illness
Interest in continuing education (College or Trade School)	No	No	Eventually	Yes	No	TBD	ID/DD	Intellectual Disability/Developmental Disability
Intake date	3/2020	7/2020	3/19/2021	06/2018	Formal intake scheduled 06/30/21	04/21/21	VI	Visual Impairment
Disability	ASD, LD	HI, ID/DD	ASD	ASD	VI, BH	LD	CP	Cerebral Palsy
Career Streets	Art/culture, Technology, and philosophy	Navigation, animals/wildlife, social	Technology, social curiosity, baking	Culinary, YouTube, Fitness	NA	In Discovery phase	ADHD	Attention Deficit Hypertension Disorder
Discovery/ Informational Interview collective time	47.22+	51.31+	14.16+	6.1+	Previously on COVID hold- Was scheduled for reactivation in early April- job seeker postponed until he received is second vaccine.	8+	HI	Hearing Impairment
Time to placement	N/A	NA	N/A	NA		N/A	BH	Behavioral Health
Hours Worked	0	0	0	0	0	0	0	
Wage	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

5. Describe any unintended barriers encountered and what was done to address them.

- Transportation
 - Solution
 - BES willing to pick job seekers up at school or home as needed
 - Establish geographic boundaries with parents in terms of how far they are reasonably able to provide transportation
 - Discuss public transportation options
 - Discuss Uber or Lyft transportation options
- Pandemic
 - Solution
 - Empathize with job seeker to validate their concerns
 - Promote use of PPE

- Promote getting vaccinated (Beacon was extending vaccination as benefit of program prior to vaccinations being opened to public)
 - Suggest meeting in sparsely populated areas, such as park
 - Educate job seeker's natural supports and encourage their participation in quelling job seekers anxiety
 - Maintain consistent communication with potential businesses for informational interview regarding stabilization of pandemic
 - Maintain consistent communication with potential referral sources regarding stabilization of pandemic
- Job seeker indecisiveness
 - Solution
 - Be patient with job seeker
 - Empathize with job seeker to validate their concerns
 - Assist job seeker with analyzing their concerns to identify root cause of their wavering commitment
 - Assist job seeker with identifying benefits of making decision(s)

6. If applicable during each reporting period, provide any success or personal stories from the target group, the schools or from the business that are all participating in this project. (What was learned, how is this making an impact on their life, teaching or business, what can be shared going forward).

Mimi Lawton is a Special Education Teacher at Flowing Wells High School. BES contacted her in March. Since then, Mimi has sent four referrals to the Encore Project, of which, 3 were accepted into the program (one was declined due to being way outside of the defined age bracket). Mimi has taken an active role in introducing BES to parents, students and colleagues at Flowing Wells. She gave BES a tour of the school's work program locations for special-ED students.

7. Are there any contract amendments to request?

There are no contract amendment requests.

8. Are financial expenses, including match, on track for the quarter?

BG Encore team continues to be behind in spending due to the decrease in referrals to date. Due to lack of hires, employer incentives have not been utilized.

