




Building Organizational Capacity to Accomplish Mission

Talk Time with The Able Trust
June 30, 2020



The views and opinions expressed here today are those of the thought-leaders and do not necessarily reflect the policy or position of any of the agencies or The Able Trust.





**Building Organizational
Capacity to Accomplish
Mission**

- **Community Organizations**
- **Vocational Rehabilitation**
- **Councils & Associations**
- **School Districts**
- **Businesses**
- **Foundations & other funders**
- **Individuals**



... If I look back at myself, just five years ago, I would love to tell that self this is where I would be in five years ...

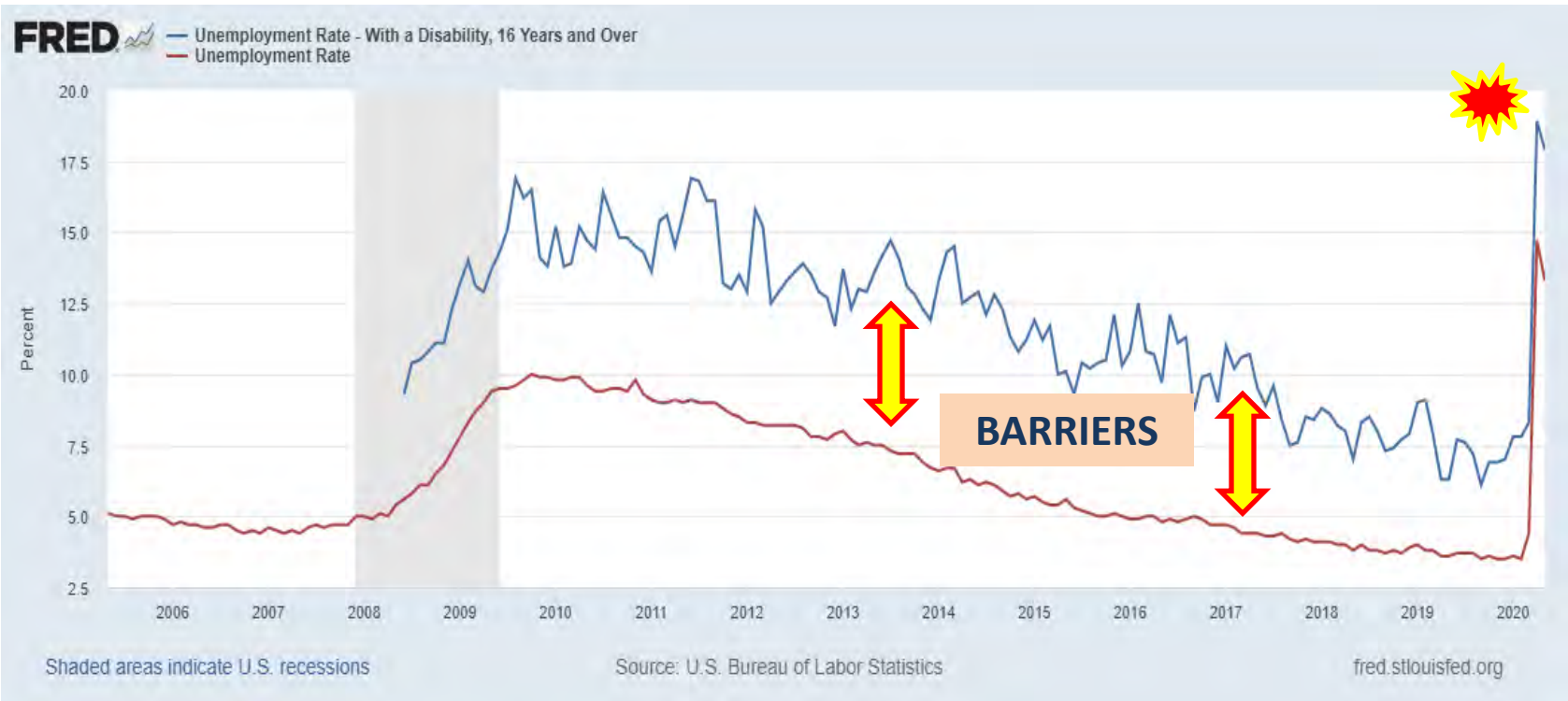
<https://blog.aboutamazon.com/working-at-amazon/open-to-interpretation>



**How do we push
What we do?
What is possible?
How we operate?**

**So that the people
we work alongside,
that we promote,
that we believe in,**

**will have success
this year, next, and
the year after?**



Red line, the bottom graph line, Unemployment Rate

Blue line, the top graph line, Unemployment Rate 16+ with disability

Funds

cash on hand, contracts, grants

Networking

collaboration with clients, peers, funders, volunteers

Equipment

what is needed, on-hand or access to

Needs Assessment

current needs & future needs

Human Resources

staff to accomplish

Key Ingredients

Anthony Iannone,
Employment Services Coordinator
CIL Jacksonville <https://www.ciljacksonville.org/>



Networking

How are you connected to clients?

How are you staying in touch with businesses?

How are you continuing to collaborate with peers?

How are you sharing with your funders the success and challenges experienced?

How are you tapping into a volunteer system?

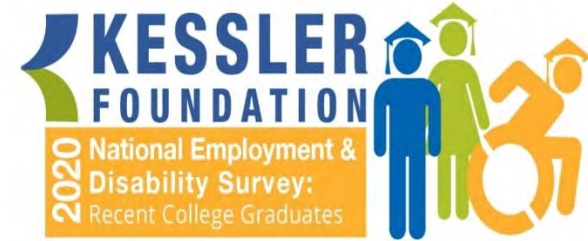
Survey on Experiences of the “**ADA Generation**” in the workplace by looking at recent college graduates

Kessler Foundation’s research targets persistent myths

- “Our 2015 survey showed that the majority of people with disabilities are striving to work, dispelling the myth that they are unwilling or unable to work.
- Our 2017 survey showed that the majority of employers are striving for more inclusive workplaces, dispelling the myth that opportunities are few for jobseekers with disabilities.
- Now, with our 2020 survey, we can lay to rest more myths about people with disabilities – that college isn’t a good choice for them, that they cannot perform as well as their peers, that they won’t find jobs after graduation.”

<https://kesslerfoundation.org/researchcenter-employment-and-disability-researchemployment-and-disability-survey-2020/2020-survey>

Needs Assessments



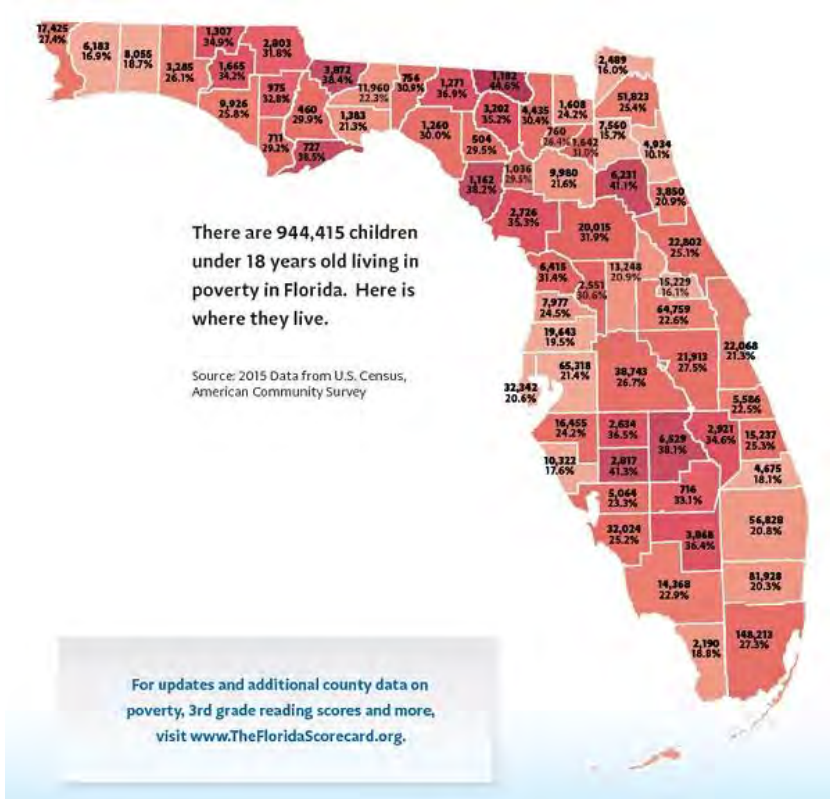
Tony Carvajal, President
& CEO of The Able Trust



Needs Assessments

Poverty Requires a Collaborative Networking Response

- How are we connecting with other groups to respond to the issue?
- How do we find ALL the people with disabilities in communities of poverty and low resources?
- How to bring workforce development training & opportunities
- Are we ready to promote inclusion of these up and coming workers?



<https://www.flchamber.com/research/research-programs/less-poverty-more-prosperity-the-florida-fiscal-cliffs-report/>

Debra Webb,
Executive Director at Key Clubhouse of South Florida
<https://www.keyclubhouse.org>



Putting the Pieces Together over Time

Funds

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To Build or Strength Capacity

COMMUNICATION	SUPPORT SERVICES	STAFF TRAINING	FUNDRAISING & VOLUNTEERS
<p>Messaging to clients, staying connected to employers and HR Managers, keeping the conversation open with business.</p>	<p>Connecting clients to wrap-around services, technology service or upgrades at home, housing, food, health.</p>	<p>Supporting staff in new skills, technology and know-how to be successful now and in the 'New Normal'.</p>	<p>Connecting to volunteers and donors is important and hard to accomplish right now.</p>

Needs Attention

Needs Attention

Critical

Needs Attention

What new program or service has your organization recently made available?

Home Smart Assistance –Home Automation systems

Virtual Services – Due to Covid-19

Virtual Mental Health Counseling- Added Stress of COVID-19

Remote Internships- Shifting workplace internships to remote internships has required more instruction for how to be successful and the organization has created a syllabus to support implementation.

Career Camp- A great means to provide self confidence, learn behavior in a workplace, learn how to act, dress and communicate in a workplace.

Emergency Financial Assistance - It was a service gap and top customer priority need.



Use the Q & A to enter in your Question or Comment

OR

Raise Your Hand, Virtually, to be called on

Allison Chase will unmute your line, share for a minute or two about

What your organization is currently engaged in for capacity building

OR

Share a current challenge and perhaps your peers here on the line can respond back in Q & A

If we don't get a chance to unmute your line, we would still like to hear from you! Connect with us at info@abletrust.org www.abletrust.org



What makes Success?