Improving Economic Security, Economic Mobility & Employment for People with Intellectual and Developmental Disabilities

Advancing independence, integration, and inclusion throughout life
Agenda Flow

• **Part I**: ACL Inclusive Talent Pipeline for American Businesses Challenge Winner - Mentra

• **Part II**: My Transition, My Career: The Kansas Empowerment Project (UCEDD)

• **Part III**: Georgia Transition College Partnership (UCEDD)

• **Part IV**: AoD Disability Employment TA Center – RISE Challenge

• **Part V**: Q&A
Part I—

ACL Inclusive Talent Pipeline for American Businesses Challenge Winner – Mentra

Presenter: Syntychae Jennings, Employer Specialist, Mentra
[Neuro]diversifying the Workforce of Tomorrow
The Mentra Platform

An accessible, anti-bias recruiting platform
A Centralized Ecosystem

We partner with universities, advocacy orgs, & VRs to create the world’s most robust neurodiversity talent pipeline

- We provide **employers** with a competitive advantage in thought diversity
- We provide the **neurodiverse** with economic opportunity

The content of this presentation is proprietary and confidential information of Mentra. It is not intended to be distributed to any third party without the written consent of Mentra.
The Product: An Efficient & Ethical Talent Pipeline

**Gamified Onboarding Assessment**

Integrates with Vanderbilt Frist Center Autism and Innovation psychometric testing

**Holistic Candidate Profiles**

Modelled off Eaton Academy manually created one-page profiles

**Anti-Bias Applicant Screening**

Tell us about your priorities

Skills and Proficiency
Environmental Fit
Strengths
Personality

Nora is a perfect fit! Here’s why:

- Detail oriented
- Collaborative
- Comfortable working remotely

Aptitude-based screening expands to those with non-traditional backgrounds

The content of this presentation is proprietary and confidential information of Mentra. It is not intended to be distributed to any third party without the written consent of Mentra.
Gamified, Research-Based Onboarding

Gamified interface and Digital mentorship to incentivize demoralized job seekers in their job search

Built upon research with the Eaton Academy about what characteristics can make or break a job fit

Robust skills assessments to evaluate sensory, cognitive and executive functioning differences

Strengths and Personality

Tell us about your strengths so we can match you with a job where you'll be your most successful. We want you to answer most accurately, but it's OK to select the answer that is true most of the time.
Profiles That Represent Potential

Our profiles don’t mimic resumes. Instead, they consider the strengths and non-traditional experiences of neurodivergents.

30+ hours saved in Specialisterne pilot

Instant profile generation after onboarding

The content of this presentation is proprietary and confidential information of Mentra. It is not intended to be distributed to any third party without the written consent of Mentra.
Testimonials

**CARD**

“In my 35 years of experience, this is the best platform I’ve ever seen to tackle the neurodiversity unemployment crisis.”

Executive Director, Center for Autism & Related Disorders

---

**UConn Werth Institute**

“I believe Mentra’s technology will measurably improve employment outcomes for neurodivergent job candidates.”

Director, UConn Center for Neurodiversity Employment

---

**Vanderbilt Frist Autism Center**

“Mentra will incorporate Vanderbilt’s novel metrics & assessments within the tool to become an additional input/output for the algorithm.”

Director, Vanderbilt Frist Center for Autism and Innovation

---

**BEACON COLLEGE**

“The profile section is perfect, and can help the algorithm match students to jobs.”

Director of Cooperative Education, Beacon College

---

The content of this presentation is proprietary and confidential information of Mentra. It is not intended to be distributed to any third party without the written consent of Mentra.
Small-Scale Feasibility Pilot

Fortune 100 Employer (NDA in place)

Specialisterne

Mentra

Neurodiversity Hiring Job Positions

Expected Applicants

Candidates Sourced

5

30

152

Post-Hire Success

Initial Headcount of 6, Increased by 50%

9 Converted to Full-Time

100% Retention Rate, 12 Months In

Employer was so satisfied with matches that they increased headcount to 9

Each new hire began in an internship “trial” period, but all 9 converted to full-time

This engagement had a record-setting 100% retention rate in Specialisterne’s U.S. division

The content of this presentation is proprietary and confidential information of Mentra. It is not intended to be distributed to any third party without the written consent of Mentra.
Growth Metrics

- 4X talent pool growth in just 8 weeks
- 5X more qualified candidates than our client expected
- 30 states represented driven by 100% organic growth
Industries We’ve Made an Impact In

Operations
- BI Analyst; QA Analyst
- Software Engineer; Electrical Engineer
- UX Designer; Graphic Designer
- Risk Analyst; Financial Advisor

Technology

Design

Finance

Expanding towards:
- Customer Service
- Legal & Notarization
- Recreational Services
- Inventory Fulfillment
- Marketing

Our Model mined data across 2600 Unique Skills and 260 Occupations from ONET.

Our AI Model was leveraged to make matches for Deloitte, Boeing, and Booze Allen through Specialisterne.

The content of this presentation is proprietary and confidential information of Mentra. It is not intended to be distributed to any third party without the written consent of Mentra.
Early Adopters

Live Partnerships
- Vanderbilt University
- UConn University of Connecticut
- CAI
- Microsoft
- Specialistere

Closing Negotiations
- Rising Tide Car Wash
- Ernie ELS ELS for Autism
- University of Miami
- Center for Autism & Related Disorders

Awaiting Buy-In
- REI Co-op
- Georgia Tech
- DMIDation
- Ventures ATL
- Auticon
- Kimberly-Clark

The content of this presentation is proprietary and confidential information of Mentra. It is not intended to be distributed to any third party without the written consent of Mentra.
Mentra is now **LIVE**!

How does Mentra work for neurodiverse job seekers?

- Candidates sign up and take a 30 minute Onboarding Form
- A profile is instantly generated; highlighting natural talents & skills
- Candidates are matched with jobs that meet individual needs
- Mentra Provides digital mentorship & guidance to support job readiness

---

Why should job-seekers use the Mentra Platform?

- **FREE**
  - For neurodiverse job-seekers

- **100% retention**
  - To date for all neurodivergent hires

- **1 application**
  - To get in front of inclusive employers

---

[www.mentra.me](http://www.mentra.me)
Product Demo

Link to Video
Part II –

My Transition, My Career: The Kansas Empowerment Project

Presenters: Brad Linnenkamp and Evan Dean, Kansas Center on Developmental Disabilities (UCEDD)
Our Leadership Team

Sheida Raley
Sean Swindler
Evan Dean
Brad Linnenkamp
Jenn Bumble
Karrie Shogren
WHAT WE FOUND IN PLANNING YEAR

Need a Coordinated System of Supports

Need to Explore and Focus on Student Transition Goals

Need to Raise Student Expectations for Transition Outcomes
## PURPOSE

| Conduct a landscape analysis to identify needs in unserved and/or underserved communities and ensure resources are responsive to community needs | Implement the pilot project in one underserved and rural community and develop a sustainable infrastructure for supporting other communities |
| Implement a sustainable community-based transition pilot for youth and adults with intellectual and developmental disabilities (ID/DD) |
| Expand the pilot project to three additional unserved and/or underserved Kansas communities each year | Support sustainability by disseminating information and findings in plain language and multiple languages |
# My Transition, My Career Pilot

<table>
<thead>
<tr>
<th>Engage Local Communities</th>
<th>Facilitate Problem Solving and Goal Setting</th>
<th>Educate Communities on Evidence Based Practices</th>
<th>Support Implementation of Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Mentor Self-Advocates and Family Members to Lead</td>
<td>• Asset Mapping</td>
<td>• Self-Determined Learning Model of Instruction</td>
<td>• Focus groups and surveys to understand stakeholder experiences</td>
</tr>
<tr>
<td>• Engage Marginalized Communities</td>
<td>• Policy and Process Mapping</td>
<td>• Deciding My Future</td>
<td></td>
</tr>
<tr>
<td>• Recruit Schools and Community Support</td>
<td>• Network Mapping</td>
<td>• Family Education and Awareness on Transition</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Coordination and Collaboration</td>
<td></td>
</tr>
</tbody>
</table>
Conclusion

• The focus of this project is to enhance economic community inclusion for people with disabilities through:

1. Enhancing the communication and collaboration of employment and transition focused services and supports
2. Empowering youth and families to lead community teams through peer support and increasing opportunities and supports for self-determination
3. Engaging and empowering families from marginalized communities
Part III –

Georgia Transition College Partnership

Presenter: Zolinda Stoneman, Institute on Human Development & Disability, University of Georgia (UCEDD)
Georgia College Transition Partnership

• Community Based Transition Pilot and Implementation grants funded by the Administration on Community Living

• Funded to Georgia’s two University Centers for Excellence in Developmental Disabilities (UCEDDs)
   - Institute on Human Development & Disability, University of Georgia
   - Center for Leadership in Disability, Georgia State University

• Initial year-long planning grant to develop the model was just completed
The Issue Being Addressed

• Autistic college graduates are often unemployed, or underemployed, working in jobs not related to their college majors, or working fewer hours than desired.

• University career centers and disability resource centers have limited resources and training related to autistic students and are often not effective in supporting these students toward their career objectives.
The goal of the Partnership is to use a collective impact process to develop and implement a model for a sustainable, culturally competent, innovative pilot project focused on providing supports for young autistic adults that result in their successfully transitioning from college to employment or graduate school.
Georgia College Transition Partnership

- The pilot was shaped in large part by the lived experience of the autistic members of the partnership.

- Self advocates will be involved in all aspects of implementing the pilot.

- The pilot will be implemented at Emory University, led by the Emory Autism Center

- In the third year of funding, components of the model will be implemented at UGA and GSU
Part IV–

AoD Disability Employment TA Center RISE Challenge

Presenter: Serena Lowe, Senior Advisor TASH
Background

• In September 2020, the Administration on Disabilities (AoD) within the Administration for Community Living (ACL), awarded The Lewin Group and TASH (Lewin/TASH) a five-year contract to support the establishment of the Disability Employment Technical Assistance Center.

• The TA Center provides evidence-based technical assistance (TA) related to promoting systems change to improve the employment outcomes and economic advancement of individuals with disabilities.

• The TA Center provides support to the following AoD grantees:
  – Federally-funded Centers for Independent Living (CIL)
  – State Councils on Developmental Disabilities (Council)
  – University Centers for Excellence in Developmental Disabilities in Education, Research, and Services (UCEDD)
  – State Protection and Advocacy Systems (P&A)
  – Traumatic Brain Injury State Partnership Programs (TBI Grantee)
  – Projects of National Significance (PNS)
FOCUS

- **Systems Change**: Build the competencies of professionals at all levels within AoD grantee entities through applied learning techniques, e-learning communities, skills-development TA, peer-to-peer mentoring, and resource development.

- **Innovation**: Build the AoD grantee network capacity to focus on CIE and economic advancement strategies through identification, development, scalability, and sustainability of evidence-based practices.

- **Collaboration**: Leverage the unique talents and contributions of the AoD grantee network through strategic partnership development that leads to substantial improvements in CIE and economic advancement outcomes at an individual and systems level.

PROPOSED OUTCOME

Demonstrable improvements in CIE and economic outcomes for individuals with an array of abilities directly in connection with efforts by the AoD grantees.
Results and Innovation in Systems Excellence (RISE): Structure

- **TIME-LIMITED, OUTCOME ORIENTED VIRTUAL E-LEARNING COMMUNITIES**
- **PARTICIPATING ENTITIES MUST COMMIT LEADERSHIP SUPPORT AND TIME**
- **HYBRID TA MODEL: SMALL GROUP + 1:1 TA**
- **ACTION-ORIENTED: PLANNING, PREPARATION, PROCESSING**
- **2 SUBJECT MATTER CO-FACILITATORS + PEER COACHES FROM THE AOD GRANTEE NETWORK**
Results and Innovation in Systems Excellence (RISE): Topics

• 2021 Topics
  – Elevating Employment Systems-Change in DD Council 5-Year Strategic Plans
  – Walking the Walk: Prioritizing Diversity, Equity, and Inclusion in Organizational Culture & Programming to Support People

• 2022 Topics
  – Assistive Technology & Employment
  – Employer Engagement
  – Financial Wellness
Join Our Work!

• Disability Employment TA Center Website
  – https://aoddisabilityemploymenttacenter.com/

• Learning Management System:
  – https://aoddisabilityemploymenttacenter.com/lms-portal/

• Email us at: aodemploymentta@gmail.com
Part V–

*Question and Answer* –

*Let’s Have a Dialogue*