



**“Far and
away
the best
prize that
life has
to offer
is the
chance to
work hard
at work
worth doing.”**

Teddy Roosevelt

if not now, when?

Few things can have such a discouraging effect as lack of employment. With the election on the horizon, employment continues to be a hot topic in our country. What is not discussed however, are the employment challenges faced by adults with developmental and intellectual disabilities. This topic is not on the candidates radar, and most people know very little about the difficulties facing these adults who have a sincere desire to work — but few opportunities are offered to them.

The issues regarding employment for adults with disabilities is complicated. To be fair, many well-meaning managers and business owners have seen their willingness and generosity fade to apprehension after a few bad experiences. It is true that adults with disabilities can create more work for management. It is true that these adults can require different supports from their coworkers in order to be successful. But it is also true that the advantages they can bring to a business and it's customers, can far exceed any drawbacks. In an article titled, "The Advantages of Hiring Disabled People in a Company" Chris Joseph of Demand media explains. "First off hiring disabled workers can offer a number of important tax benefits — hiring disabled workers can create a more positive image for your business. If you operate in a small community, you can quickly establish a reputation as a company that offers a more diverse workforce." But the most compelling reason to hire a special needs adult is one we can all relate to, opportunity. We are who we are today largely in part because someone took a chance on us. Before we had mastered a skill or completed a degree, someone allowed us to show what we were capable of. It is the same for adults with disabilities. More than lacking a skill set or ability, they often are missing the opportunity they need to show what they are capable of.

Casa's Vocational Coordinator, Trina Scherenberg, has secured seven new opportunities for meaningful work in the past ten months. And while that is an amazing accomplishment there is still more to do. We have recently hired a part time Job Coach, Margaret Figur, to assist in coaching and administrative work to support the new opportunities. When asked about her recent job developing Trina stated, "For every resident, job developing is different. Nonetheless, the main component is building trust and communication. The most important aspect of finding a "good" job is finding an environment that best suits residents' interests, supporting their skill level and needs." Trina then shared her thoughts on why it is important for a business to hire disabled adults and how she addresses their apprehension to do so. "Adults with disabilities may be more effective on the job than adults without disabilities. Their dedication to their job is out of this world and having a job is of utmost importance to them. They will get the job done, rarely complain, and do what is asked. Why not hire someone with such qualities? The lack of experience of working with adults with disabilities seems to be the biggest obstacle I face when talking to new business prospects. Educating them on a resident's abilities, along with conveying a positive message about Casa de Amma's support to help a resident succeed, often results in businesses being more inclined to hire adults with disabilities. They have fears that our residents with disabilities will not live up to their expectations, but in the end they see them exceed their expectations with my help and the support of management at Casa."



Trina Scherenberg
Vocational Coordinator

We need your help in securing employment for our residents, to find partners in the community who will give them a chance. We are looking for those who agree with our philosophy that hiring an adult with disabilities isn't an act of charity, who believe if the placement is appropriate, this person can be a valuable employee.

If you, or someone you know might open their door to one of our residents, please contact Trina at tscherenberg@casadeamma.org or call her at (949) 496-9001.

our thankful heart!

We want to recognize and thank these employers of Casa de Amma residents. Unfortunately there is a mistaken perception that adults with disabilities are incapable of being a valued and important employee, capable of earning a fair wage. However these employers have shown that with the right support, adults with special needs are indeed, contributing members in their workplace!

Casa residents are proud of their jobs and some have advanced to higher positions as the result of their hard work and dedication!

To these employers we want to give a heartfelt **THANK YOU!**

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|--------------------------------------|--------------------|
| ■ Albertson's | ■ Montage |
| ■ Dave and Busters | ■ Pet Suite's |
| ■ Goodwill Store and Donation Center | ■ Ralph's |
| ■ La Tienda Thrift Store | ■ Salt Creek Grill |
| ■ Macaroni Grill | ■ Target |
| ■ Marshalls | ■ TJ Maxx |
| ■ Michaels Craft Store | ■ US Storage |
| | ■ Von's |



The first annual Independent Apartment Community Symposium is just a couple of months away! This event is a great opportunity for anyone who wants to learn more about the unique IAC model and for families and professionals interested in creating an IAC.

Are you, or someone you know concerned about where their adult son or daughter with disabilities will live? If so, spread the word and plan to attend the IAC Symposium on May 11th at Casa de Amma. Learn how to start an IAC, meet others from similar programs and network with families facing a similar struggle of identifying the best long-term home with the right level of support for their loved one.

RSVP by emailing Aaron Vorell at avorell@casadeamma.org and the save-the-date information is on our website at casadeamma.org

2016
Join Us For Our
Community Dinners
April 27th, July 27th,
September 28th
held at Casa de Amma
27231 Calle Arroyo, San Juan Capistrano
The evening starts at 5:30 pm and includes
a quick program, dinner and dessert.

Save-The-Date!
**1st Annual Independent Apartment
Community Symposium (IAC)**
May 11th at Casa de Amma
(More Information To Come)