



# arcBARKS Dog Treat Company

A Program of The Arc of Greensboro



## The Arc Mission Statement

The Arc of Greensboro is committed to securing for all people with intellectual and developmental disabilities the opportunity to choose and realize their goals of where and how they  
**LEARN....LIVE.....WORK....PLAY**



# A Brief History of The Arc

- Parent groups meet in 1950 to organize The Arc
- First organization to put money into research on intellectual and developmental disabilities
- In the 1960s helped expose link between lead poisoning and brain damage in infants and children
- In the 1980s advocated for the “Education for All Handicapped Children Act”
- Advocated for the creation of Supplemental Security Income
- Helped pass Section 8 Assisted Housing
- Facilitated the creation of Supportive Employment Programs
- Leading advocate for Americans With Disabilities Act

## Challenges Faced by Employment-Seeking Adults with I/DD

- Individuals with I/DD and their families face substantial challenges **when they age out of the supported school system environment to the job market.**
- Recent survey estimates of the **Greater Greensboro area** indicate that there are 42,000 people with a disability and that **13,000 are diagnosed with I/DD.**
- This population has a **significant difficulty** attaining **competitive employment opportunities** in the community.



# Challenges Faced by Employment-Seeking Adults with I/DD

- Guilford County Schools serves more than 10,000 students with special needs (Pre-K to age 22)
- There is a big need for transitional programs for individuals with I/DD as they graduate High School and into the community
  - arcBARKS is one of those programs- focuses on serving people who for various reasons, have limited options for competitive employment.

*Community Supports and personal/social relationships add value to life. The Arc of Greensboro understands the importance of community support and involvement, and how it impacts an individual's quality of life. We help people learn to be more independent and give them the skills to help themselves first. Then, we continue to assist them as they learn and grow and change, always looking for ways to build upon their skills and potential.*

## arcBARKS Purpose

- Provides **workforce development** training
- Provides **in-depth training** for those who are not ready for Vocational Rehabilitation Services
- Helps **prepare** participants who are on-track for VR services
- Provides an **enriching environment** for those who are unable to work in the community
- Provides **support** for parents and care-givers
- Target: Adults with I/DD who have graduated high school



# Where Does arcBARKS Fit In?

- Typical employment-seeking path of an adult with I/DD:



- However, if an individual is **found ineligible, wait-listed, or not ready for VR services**, he or she could benefit from participating in a **vocational training program**, such as arcBARKS.



## Meet Emily

Emily became a part of the program four years ago and is currently our Chef Manager. Emily assists in helping to train new bakers and special projects and leads by example on a daily basis.

She has been a consumer of The Arc of Greensboro since 2007 through their Supported Employment Program and has been employed at Kohl's since 2006.

Through her involvement in arcBARKS, Emily is provided with an encouraging and supportive environment where she can continue to develop her social, customer service, and cash-handling skills.



## Meet Kayla

Kayla joined the program a year ago. She graduated from high school earlier this year and has been learning many transferrable vocational skills that she will be able to use at a job in the community.

Since beginning at arcBARKS, Kayla has been eager to gain as many skills as possible prior to transitioning to Vocational Rehabilitation in the near future, including customer service and working with others to achieve a common goal.



## Meet Addie

Addie has been a part of the program for four years. Through the enriching environment provided at arcBARKS, Addie is able to learn transferable skills that she can utilize in other areas of her life, including communication, adaptiveness, social skills, and following processes and procedures.

As she is learning and practicing these skills, Addie gains a sense of self-worth, confidence, and purpose so that she can live a productive and satisfying life.

# Vocational Training Provided

- **Register** and **cash-handling**
- **Shipping** and **receiving**
- How to **prepare** and **package** the product
- **Professionalism** in the workplace
- How to maintain a **work environment**
- How to **safely** use industrial equipment (e.g. peanut grinder, oven, and mixer)
- **Customer service** (from everyday interactions with customers and various arcBARKS patrons to interactions within the community)
- **Marketing and events** (assisting at community events and learning how to promote a product)



## Supported Employment

- North Carolinians with intellectual and other developmental disabilities (I/DD) struggle to get by, make ends meet, and be part of the economic mainstream.
- Approximately 85% of adults in Guilford County with I/DD are either unemployed or underemployed compared to 30% of nondisabled peers.
- Many individuals with disabilities have never managed a budget, applied for an assistive technology loan or understood how to build assets.
- Approximately 50% of adults with disabilities do not use banking services, and nearly 50% of people with disabilities have no savings.



## Supported Employment

- Our Employment Specialists not only help our consumers to find and maintain employment but assist them to obtain:
  - Transportation for work
  - Clothing for work
  - Setting up Banking accounts
  - Budgeting their money
  - Life skills
  - Work adjustment
  - Childcare
  - Housing
- We provide training for Upward to Financial Stability along with assisting families with budgeting (developed by National Disability Institute & NC Council on Disabilities)



## Supported Employment

- Vocational programs introduced in 1990
- Over past 26 years the program has assisted over 2,500 adults with I/DD
- Currently working with 161 individuals
- Work with over 31 employers in community
- Always looking for new business to hire our consumers with disabilities

# Companies that hire individuals with I/DD

- arcBARKS
- Arc of Greensboro
- Brass Field Theater
- Burger King
- Friends Homes at Guilford
- Friends Homes West
- Harris Teeter
- Guilford College-Dining Hall
- Kneaded Energy
- Kohl's Department Store
- McDonald's Stoney Creek
- Moses Cone Hospital
- Ms. Winner's
- North Carolina A&T-Dining Hall
- Pizza Hut (High Point Rd.)
- Quotescape
- Ruby Tuesday
- Saint Frances Episcopal Preschool
- Sheraton Hotel
- Southeastern Orthopedic
- Starmount Church
- Street Cars Carwash
- UNCG-Dining Hall
- Wal-Mart
- Wesley Long Hospital
- The Barn Dinner Theatre
- The Grand Theatre

## Apex Analytix

- *"Apex fosters a culture of inclusion, because we know that diverse teams produce better solutions. I have had the great pleasure of working with Rebecca DiSandro, over the last few years and I can say "first-hand" the tremendous value employees like her bring to the workplace. When we focus on the possibilities instead of limitations, we can truly inspire one another."*  
— Toni Elliott



# Learn How to Become More Inclusive through Supported Employment



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