

Simmer and Serve:  
An Easy Recipe for Student Success  
and Career Development

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No Spare Marylander Career Workshops for  
Individuals with Disabilities

“There is NO such thing as a  
SPARE MARYLANDER”  
- Maryland Governor Martin O’Malley

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Maryland Data

- 40.6 % of people with disabilities were “employed”
- 5.7 % were classified as “unemployed,” (actively looking for work or laid-off and awaiting return to work)
- 53.8 % were “not in labor force.”

By contrast, 79.3 % of people without disabilities were “employed”, 4.1 % were classified as “unemployed,” and 16.5 % were “not in labor force.”

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### Identified Needs

- Individuals need soft skills, job specific and job seeking skills to gain employment
- Strong need for individuals with disabilities to understand they can work and not jeopardize important benefits

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### Ticket to Work and Work Incentives

- Components included:
  - “tickets” for SSA beneficiaries,
  - funding for WIPA’s—to do benefits counseling,
  - funding for Medicaid Infrastructure Grants, and
  - allowed for creation of Medicaid Buy Ins

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### Intent of No Spare Marylander Workshops (NSM)

- Designed to address deficit based self perceptions views of job seekers with disabilities
- Provide a sense of disability history and pride
- Provide opportunity to share stories
- Most critical, to hear success stories
- THEN followed by job seeking specific skills

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### No Spare Marylanders

- Day long events
- Agenda in your packets
- 20-30 participants
- Morning was designed to move from a position of failure to engagement
- Afternoon : job specific skills, resumes, benefits counseling, mock interviews
- Partners included local One Stop Career Centers

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### Why Higher Education?

- Students tend to exit college without taking advantage of the resources and opportunities so need to capture them earlier
- College has a wealth of resources, beyond what is available post college
- Found there was strong interest from both partners, neither was quite certain how to partner

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### How did we do it?

1. Presented to Maryland Higher Education Network (MDDHEN), a statewide organization of Disability Support Services professionals.
2. 11 Campuses volunteered to serve as pilots.
3. Selected 2 campuses to pursue as pilots.

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### Agenda Options

Option 1:	Option 2:	Option 3:
2 hour session with follow-up CSO appointments	3 hour session including resume review and interviewing	Multiple hour-long sessions
Topics: - Disability Employment History - Self-Advocacy - Benefits - Schedule A	Topics: - Disability Employment History - Self-Advocacy - Benefits - Schedule A	Topics: - Disability Employment History - Self-Advocacy - Benefits -Schedule A
Appointments for resume review and interviewing skills with Career Services	One hour for resume review and interviewing skills with staff from Career Services	Final session or appointments with Career Services for resume review and interviewing skills

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### Marketing and Registration

Marketing: Disability Support Services and Career Services utilize their networks and existing mechanisms to promote and distribute registration forms.

Registration: MDOD created registration form that was distributed by DSS and CSO with all forms being returned to coordinator.

- Forms asked about career interests, benefits, and accommodations.
- Set the deadline for 2 weeks out to ensure accurate head count for refreshments.
- Students sent in a copy of their resume as part of registration.

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### Event Planning Notes

- Created folders with fact sheets to give to students.
- Resumes were loaded onto flash drives to facilitate easy review and replication.
- On-campus staff reserved room.
- Arranged for refreshments through campus catering.

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## Funding

MDOD using federal grant monies to produce materials, fact sheets, pay for refreshments, etc.

Replication: Event would be cosponsored by Disability Support Services and Career Services and we have provided you with many of the materials lessening the financial impact on both.

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## What went wrong?

Lost one pilot campus:

- Struggles with registration and commuter student population.
- Difficulty establishing commitment between DSS and CSO.

Snow:

- Baltimore, which averages 18.2 inches of snow a year, saw between 77 and 82 inches. 49.5 inches fell in February – the month the workshops were planned for.
- Rescheduled workshops for beginning of March.

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## McDaniel College



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**Agenda:**

Selected multi-day format based on class schedules and campus culture.  
Career Services presented on interviewing and did resume review.

**Marketing and Registration:**

Distributed by Student Academic Support Services (SASS) staff.  
Posted on CSO website.  
Received 5 registrations.

**Event Planning Notes:**

SASS reserved the room.  
MDOD arranged refreshments.  
Emails sent to registrants on the morning of each workshop.

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**Takeaways**

Portfolios: Included fact sheets on Disclosure, Rights & Responsibilities, Career Options, Employment Options, Assistive Technology, and Benefits

Flash Drives: Included resume and resources for job searches, interviewing, and resume writing

Fun: Flyers, Water Bottles, Mini Sharpies, Etch-a-Sketch Key Chains, and Movie Cards

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**Evaluations**

Completed by the students at the end of the last session.  
- All positive.  
- Appreciated the topics and the focus on students with disabilities.

**Follow Up**

1 Week Out: Email with resources and encouragement to stay involved with CSO.

End of School Year: Email to touch base and stay in contact.  
- 1 Student graduated and is looking for a job in DC.  
- 1 Student is taking additional classes this summer.  
- 1 Student secured an internship for the summer.

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### What MDOD is Working On...

#### Program Revision

- Increase focus on job and internship search techniques for college students.
- Shift emphasis of benefits presentation to health insurance more broadly.
- More of a general focus on federal employment with Schedule A included.

#### Expansion

- Regional Programs: Drawing students from multiple campuses for a larger, day-long event utilizing resources from each campus and the community.
- Campus Programs: Packaging information about how campuses can replicate the program with less involvement from MDOD.

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### Replication

#### How do you build a bridge between Disability Support Services and Career Services?

1. Initiate dialogue. DSS reaches out about how to encourage students with disabilities to engage effectively with CSO.
2. What can your offices offer each other? CSO is looking for participants and utilization of their program. A working relationship with DSS offers more focused outreach.
3. Continue to be a resource. Provide information to CSO about Entry Point!, Emerging Leaders, WRP, etc. Be able to guide CSO to JAN, ODEP, and other state and national resources.

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### Replication

#### Keys to Success:

1. Committed, working relationship between Disability Support Services and Career Services.
2. Designate lead individual to coordinate event details and registration.
3. Flexibility.
4. Agenda: Choose your agenda based on campus culture, typical student schedule, and student population.

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## Replication

### Resources:

1. Career Services: Almost all Career Services Offices have existing presentations and handouts on topics covered in these workshops – job & internship search techniques, resume review, interviewing skills, etc.
2. Disability Employment Policy and Self-Advocacy: We've provided the "Jeopardy" game that we used as a kick-off and ice-breaker.
3. Federal Employment: Does your campus or region have a student ambassador from the Partnership for Public Service? Or simply a student that had an internship in the federal sector?
4. Takeaways: Look to Career Services for handouts on employment topics. Utilize resources like ODEP, JAN, and state agencies for additional materials.

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## Replication

### Funding:

Co-sponsorship between Disability Support Services and Career Services

### Expenses:

Refreshments  
 Material Compilation (Copies, Folders, etc)  
 SWAG – Pens, Cups, Bags, etc

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## Questions? www.mdeid.org

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