

Presentation Talking Points for DMD Mentee Recruitment

Audience: Counselors working with consumers

Presenter: DMD Mentee Recruitment Committee Member

Tools: DMD Mentee Application, DMD Flyer, Sign Up Sheet for Counselors

Note: Presentations, typically last 10 to 15 minutes, with an additional 10 to 15 minutes of questions and answer time allotted.

DMD Falls on Wednesday October 17th and is an all day event with a “kick off” breakfast and a portion of the day spent with an employer in the mentees area of career interest - ending with an evening reception and employer networking event held at Citi Bank Headquarters.

It is not commonly known that DMD is more than just a “one day” event with some mentees experiencing multiple matches with different employers during the month of October. Also there are a number of workshops and seminars from May to October leading up to 10/17/12 DMD.

Typical activities that employers provide for mentees on DMD include:

- Breakfast and or lunch
- Job shadowing/job demonstrations
- Employer career presentations
- Tour of the facility and meetings with staff
- Interviews with HR staff
- Informational interviews with assigned mentors
- Exchange of contact information and resume with employers and mentors

1) Give background Information as it relates to the community at large:

The American Association of People with Disabilities (AAPD), in partnership with the NYC Mayor’s Office for People with Disabilities will host Disability Mentoring Day (DMD) on 10/17/12. Disability Mentoring Day is one of the highlights of National Disability Employment Awareness Month each October. This year, AAPD has designated NYC DMD as national host for DMD, Wednesday, October 17, 2012. This initiative also falls under Diversity Employment Events and Community Diversity Services on the part of participating employers and service providers.

2) Provide some numbers and statistics as background information:

Over 70 employers in the NYC area, also participate in DMD, encompassing approximately 150 departments hosting over 350 mentees across many job industries. The NYC DMD initiative boasts a 95% career interest match rate of mentee to mentor. Unique and typically difficult to match job interests are welcome. Last year approximately 18% of mentees obtained internships or jobs as a result of participating. Give examples of unique (radio DJ) and common mentee to mentor job matches (food service). For students laboratory research, law, business, design.

3) How Counselors and agencies can participate:

- 1) As a mentor site (employer)
- 2) As a mentee referring agency (referring job ready vocational clients)
- 3) As a MOPD DMD member agency - volunteering expertise and resources on the Mayor’s Committee (January through November) to help the initiative achieve its goals.

- 4) Explain purpose of DMD (emphasize that a job or job interview is not guaranteed):
- 1) Increase internship and employment opportunities for people with disabilities, especially students with disabilities who may not have had an internship or enough job experience.
 - 2) Dispel employers' fears about hiring people with disabilities.
 - 3) Promote disability as a central part of diversity recruitment for a more inclusive workforce.
 - 4) Serve as a launching point for year round efforts to foster career oriented mentoring opportunities for students and job seekers with disabilities.

- 5) Explain opportunities provided to mentees:
- Learn firsthand about internship and job opportunities.
 - Develop lasting mentor relationships.
 - Target career skills for improvement.
 - Explore possible career paths.
 - Demonstrate their skills to potential employers.
 - Work closely with someone working in their desired career field.
 - Understand the vital connection between school and work.
 - Gain greater confidence in their employability.

6) Potential mentees can also participate in workshops and seminars, which take place during the time leading up to DMD and on the day itself. You do not have to become a mentee in order to attend any of the workshops or seminars. Mentees can sign up at any point before the application deadline - which is on Friday August 24th this year.

7) All job seekers with disabilities in the community are welcome to participate: including Veterans, college students, high school juniors and seniors with disabilities.

8) We are asking vocational rehabilitation programs to please distribute this information and assist with inviting "experience ready" job seekers and students with disabilities in registering for DMD.

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To learn more about DMD visit: www.nyc.gov/html/mopd/home.html
For the NYC DMD Tool Kit Visit: <https://www.nyceda.org/nyc-mopd-dmd-2012/>