

2018

WORKFORCE,
WORKPLACE
DISABILITY AWARE
PROFESSIONAL
DEVELOPMENT

**COURSE
CATALOG**



Starkloff
Disability Institute

The workforce, workplace disability advisor.



“OUR PARTNERSHIP WITH
STARKLOFF HELPS OUR
TEAM IMPROVE ITS
SKILLS AT RECRUITING,
INTERVIEWING, AND ON-
BOARDING EMPLOYEES
WITH DISABILITIES.”

Steve Degnan
Chief Human Resource Officer
Nestlé Purina, Role Model Participant

MESSAGE FROM THE BOARD CHAIR

Steve Degnan, Board Chair



Like most corporate leaders, business owners and human resources and hiring professionals, you're faced with finding skilled and talented professionals to add to your team. And like many of your peers, you know the impact of recruiting people with disabilities but you may not feel your staff understand the unique dynamics of recruiting them; your company may not be as ready as it can be to welcome them.

That's what the courses in Starkloff Disability Institute's professional development and consultation products address – giving you, your leadership, your team and your company, the training, tools and resources it needs to effectively recruit, promote, and retain, people with disabilities in its workforce, and workplace.

AS THE WORKFORCE, WORKPLACE DISABILITY ADVISOR, no other organization in our region, perhaps in the United States, has the experience and expertise to help you and your company give you the training you'll need to help meet your company's employment needs with highly skilled, highly qualified candidates are also people with disabilities.



As you'll read on page five, Starkloff will have a Spring and Fall course that will address key issues around recruiting and hiring people with disabilities. Beginning on page six, Starkloff has developed a series of training programs for companies. You simply identify the programs you feel your company would benefit from the most – whether that's one of the programs or every one of the programs. These training consultations are conducted with your team and scheduled to meet your team's availability.

Let's work together to raise awareness, raise our voices and raise the bar in St. Louis to create workforces and workplaces that represent all of us.

Sincerely,

A handwritten signature in dark ink that reads "Steve Degnan". The signature is fluid and cursive, written in a professional style.

Steve Degnan, Board Chair



ABOUT STARKLOFF DISABILITY INSTITUTE

The Starkloff Disability Institute is a 501(c)(3) nonprofit organization whose mission is to prepare the disabled workforce for a professional career and prepare the workplaces that employ them.

Founded in 2003 by Max & Colleen Starkloff and David Newburger, the Starkloff Disability Institute works with job candidates who have a disability to prepare them to compete in the marketplace. Most of this preparation is done with candidates who participate in The Starkloff Career Academy. Starkloff also advises corporations on a wide array of disability-welcoming topics from recruitment of candidates with a disability to interviewing and onboarding. In addition, Starkloff helps corporate leaders and work teams with the skills and information needed to assure a person with a disability can make an immediate, positive impact in their work environment and culture.

Starkloff also connects disabled candidates with job opportunities in a variety of ways, including its highly recognized "Dream Big" program. Dream Big bridges the gap for high school students with disabilities as they transition to higher education and then on to mainstream competitive employment. A highlight of the Dream Big initiative is a one week Career Camp that gives participants in the camp a firsthand look at the career opportunities available to them at St. Louis' leading corporations that they would not have otherwise considered.





2018 SPRING AND FALL PROFESSIONAL DEVELOPMENT COURSES

SPRING, 2018

WORKING TOGETHER: DEAF AND HEARING PEOPLE

April 12, 2018

8 am – 10 am

Location: Centene Corporation

Centene Plaza • 7700 Forsyth Blvd.

St. Louis, MO 63105

**\$75 Registration includes continental
breakfast and free parking.**

Register by April 1, 2018

Working Together: Deaf and Hearing People is an interactive, experiential workshop conducted by professionals from the National Technical Institute for the Deaf Center on Employment, in Rochester, NY. It helps create a workplace environment for deaf, hard of hearing, and hearing employees that encourages communication and helps foster all employees realizing their full potential.



FALL, 2018

WELCOMING PEOPLE WITH DISABILITIES INTO YOUR WORKPLACE: 10 BEST PRACTICES FOR EVERY COMPANY

October 11, 2018

8 am – 10 am

Location: To be announced

**\$75 Registration includes continental
breakfast and free parking**

Register by October 1, 2018

Starkloff Disability Institute shares **10 Best Practices** for welcoming people with disabilities into the workplace. This session will provide insights on creating a disability-welcoming workforce and workplace from interviewing people with disabilities to onboarding them.

WORKFORCE/WORKPLACE TRAINING AND CONSULTING

As the Workforce, Workplace Disability Advisor, Starkloff has developed proven workshops and seminars that help companies be more effective in recruiting people with disabilities, help them successfully onboard people with disabilities including the training of their current work teams, and, help employees and companies make sure they are creating a disability-welcoming environment. The workshops and consulting sessions detailed on the following pages are done on location. **All of the workshops and/or consulting sessions are led by Starkloff staff – all of whom have a disability.**

SCHEDULING

To schedule one, or more, of these workshops and consulting sessions at your company, contact:

David Newburger
dnewburger@starkloff.org
or
Colleen Starkloff
cstarkloff@starkloff.org
or
call 314-588-7090

SOME OF THE ST. LOUIS AREA COMPANIES THAT HAVE ENGAGED WITH STARKLOFF:

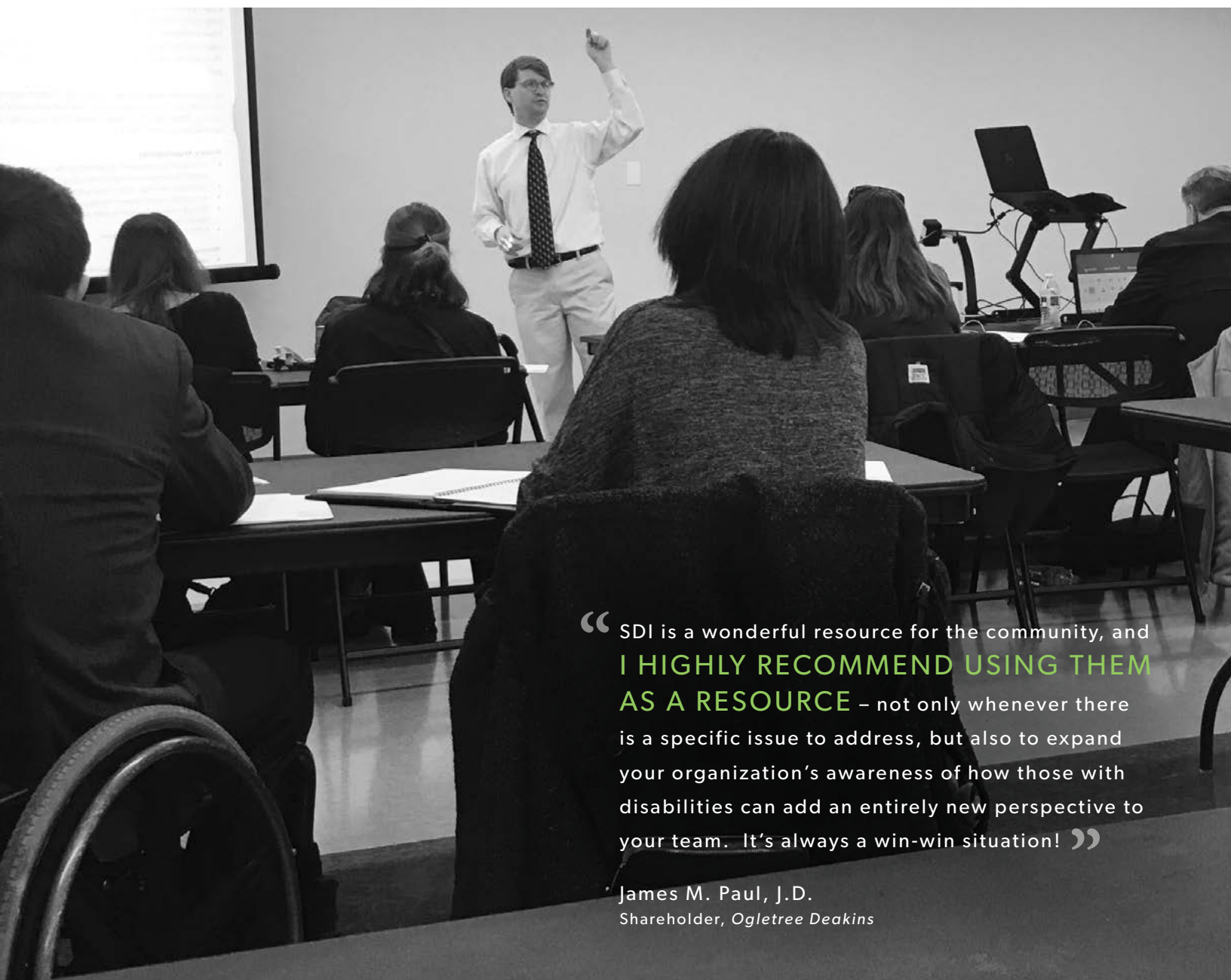




“ Unfortunately a lot of people feel uncomfortable around people with disabilities because they may not know how to interact with them. **I FEEL THAT THIS TRAINING WAS VERY BENEFICIAL BECAUSE IT BROADENS PEOPLE’S KNOWLEDGE OF WHAT A DISABILITY IS.** ”

Participant, Hiring Manager Training
Enterprise Rent-A-Car

2018 COURSE DESCRIPTIONS



“SDI is a wonderful resource for the community, and **I HIGHLY RECOMMEND USING THEM AS A RESOURCE** – not only whenever there is a specific issue to address, but also to expand your organization’s awareness of how those with disabilities can add an entirely new perspective to your team. It’s always a win-win situation!”

James M. Paul, J.D.
Shareholder, *Ogletree Deakins*

“THIS IS AN ORGANIZATION THAT TRULY VALUES THE DIVERSE ABILITIES OF EVERYONE

and works very hard to ensure inclusion and equality in the workforce in this local business community and beyond.”

Delight Deloney

HR Career Foundation Program Participant, Boeing



SIMULATION EXPERIENCE

Can be combined with Assistive Technology at reduced rate.

DESCRIPTION

Onsite simulation exercises in which each participant learns how a person with a disability functions within the workplace. Each participant is partnered with an individual who has the disability being simulated.

Includes simulations that show how people who have mobility disabilities, are blind or have limited vision, and are deaf or have hearing loss. Accommodates up to 60 people.

WHO BENEFITS?

Everyone, but especially senior executives, recruiters, hiring managers, HR personnel, and co-workers.

WHAT ARE THE BENEFITS?

Employees learn firsthand from trainers with disabilities how they go about their day: communication strategies, mobility strategies, and how they build relationships with fellow employees. This simulation makes real for trainees that people with disabilities use assistive technology and accessible spaces, or reasonable accommodations to easily perform ordinary jobs. Many participants see that using this equipment does not reduce productivity.

PRICE

\$11,000

ASSISTIVE TECHNOLOGY DEMONSTRATION

Can be combined with Simulation Experience at reduced rate.

DESCRIPTION

Demonstration of how several people with various disabilities use technology as an accommodation to perform their day-to-day jobs. SDI brings this technology demonstration to your campus. Work stations, used by people with disabilities, are set up and staffed by professionals with disabilities who demonstrate how they use technology to perform their jobs. Trainees can visit each workstation and observe trainers using the technology and ask questions about the various tech products being demonstrated. Accommodates up to 60 people.

WHO BENEFITS?

Everyone, but especially senior executives, recruiters, hiring managers, HR personnel, and co-workers.

WHAT ARE THE BENEFITS?

Participants see how people with various disabilities can use their assistive technology as an accommodation, allowing them to be as productive as anyone else. Participants learn that the costs of this technology are none, low, or moderate, particularly when compared to disabled employee's productivity.

PRICE

\$8,000



“ Starkloff Disability Institute has been a valuable resource to Express Scripts in **PROMOTING AN INCLUSIVE WORKPLACE ENVIRONMENT AND CULTURE**. Partnering with them on our PossAbility Expo provided employees the opportunity to learn how people with disabilities experience daily life and use adaptive technology. ”

Ron Maurer
Director, Diversity & Inclusion, *Express Scripts*

MANAGEMENT COACHING SEMINAR

DESCRIPTION

This 2-hour panel discussion addresses a company's specific questions/issues about employing people with disabilities, and how to appropriately respond to these questions. Accommodates 50 people; ideal for company and work team/department leaders. Facilitated by people with disabilities.

WHO BENEFITS/WHO ATTENDS?

Department leaders, managers at all levels

WHAT ARE THE BENEFITS?

Participants are asked to submit questions that they want to ask and are afraid they may be doing something wrong. For example, who walks a service dog? May a manager ask a disabled employee to repeat what the manager has just asked or said? How can a manager discipline or terminate a disabled employee? May a manager talk with an employee about how s/he became disabled? Panelists who respond to questions offer practical solutions and leave the technical stuff for the lawyers. The names of people who submit questions are kept confidential.

PRICE

\$5,000

INTERACTIVE WORKSHOP

DESCRIPTION

This 3.5 hour, interactive workshop reveals to recruiting or hiring managers how hiring people with disabilities can improve team productivity and contribute to the bottom line. Can accommodate up to 24 employees; ideal for recruiters, hiring managers, company and department leaders. Facilitated by people with disabilities.

WHO BENEFITS/WHO ATTENDS?

Department leaders, recruiters, hiring managers, teams that are onboarding new disabled employees.

WHAT ARE THE BENEFITS?

Participants get to know people with disabilities individually and in small groups, which consistently allows them to become comfortable working with employees with disabilities. Participants can get back to appropriate business work without worrying that a disabled employee may not be able to work as effectively as all employees ... often better.

PRICE

\$7,500





WORKFORCE TEAM TRAINING/E-LEARNING

"Benefits of Hiring Disabled Workers"

DESCRIPTION

E-Learning available for company-wide distribution; pricing based on number of licenses.

WHO BENEFITS/WHO ATTENDS?

Department leaders; hiring managers; teams with new disabled employee; whole company.

WHAT ARE THE BENEFITS?

This e-Learning makes the case that employers should become comfortable with having disabled employees. It is an overview. It is ideal for corporate training program libraries or training events.

PRICE (FOR 1 YEAR)

100 user license	\$5,000	(\$50/user)
250 user license.....	\$7,000	(\$28/user)
500 user license.....	\$10,000	(\$20/user)
1,000 user license	\$14,000	(\$14/user)
10,000 user license	\$37,500	(\$3.75/user)

More users and more time for the license are negotiable.

INDIVIDUAL CONSULTATION

DESCRIPTION

Provides one-on-one consultation with company leadership, HR professionals, and/or employees on topics and issues related to creating a workforce and workplace culture that is disability-welcoming. Available in 20-hour blocks.

WHO BENEFITS/WHO ATTENDS?

The company and it's various constituencies – managers, investors, employees, public communications section, and many other parts of the organization

WHAT ARE THE BENEFITS?

The company develops a workforce and workplace culture that allows it to draw upon the vast pool of qualified disabled people to fill difficult gaps in the workforce.

PRICE

\$5,000 + expenses



“ We at Boeing, are proud to partner and support SDI **TO ENSURE THAT PEOPLE WITH DISABILITIES PLAY A PROMINENT ROLE IN THE FUTURE OF OUR ORGANIZATION AS WELL AS OUR BUSINESS COMMUNITY.**

This is why we support SDI on programs such as, “Dream Big.” Boeing is always thrilled at the opportunity to host students and SDI to share what we do, help them understand how their skills can contribute to the success of our company while at the same time, for Boeing to identify our future leaders. ”

Quincy Jones

Global Talent, Diversity & Inclusion Enterprise Strategist, *Boeing*

ONBOARDING NEW TEAM MEMBERS WITH DISABILITIES

DESCRIPTION

This training supports the inclusion of a newly hired team member with a disability into a work team/department. Starkloff will work with companies and participants to help determine needed reasonable accommodations. Starkloff will also facilitate a question/answer session with the team with whom the new hire has been assigned to assure a smooth onboarding process. Accommodates work teams/departments up to 24 people;

WHO BENEFITS?

Teams onboarding a newly hired disabled team member, senior Human Resources personnel.

WHAT ARE THE BENEFITS?

A new employee with a disability is able to quickly assimilate with a team and become as productive as other newly hired employees.

PRICE

\$2,000

COLLEEN STARKLOFF TALKS DISABILITY

DESCRIPTION

Colleen Kelly Starkloff will customize a keynote address on current and/or emerging topics related to recruiting, welcoming, retaining and accommodating people with disabilities in the work place. Ideal for Diversity and Inclusion conferences, sales meetings, and training sessions.

WHO ATTENDS?

Department leaders; HR; recruiters; hiring managers; teams with new disabled employees; marketing/communications/PR, compliance teams

WHAT ARE THE BENEFITS?

Instills in attendees the inspiration that people with disabilities can be valuable employees.

PRICE

\$2,500





DREAM BIG PARTNERSHIPS

Can be combined with Simulation Experience at reduced rate.

DESCRIPTION

This is a sponsorship opportunity to participate in SDI's "DREAM BIG" program that provides high school students with disabilities with the inspiration to dream big about their futures. It includes personal development of each student's leadership, disability pride and future planning potential. Students will learn about career opportunities and will network with Corporate Partners through summer Career Camps, mentoring days, job shadowing days and internships.

WHO BENEFITS?

The company and prospective future employees with disabilities

WHAT ARE THE BENEFITS?

The company has contact with high school and younger children with disabilities whom they can nurture and can introduce to valuable career paths. The company also reaps highly visible public relations benefits.

PRICE

\$2,500

EXCLUSIVE JOB ANNOUNCEMENT BOARD

DESCRIPTION

Participating in an exclusive job board on which companies can post open positions on www.starkloff.org to reach individuals seeking employment.

WHO BENEFITS?

The company

WHAT ARE THE BENEFITS?

The company gets a direct path to recruit individuals with disabilities.

PRICE

\$150 per job posting





“ Attending the Work-Ability Summit was a fun and interactive learning experience, plus it introduced me to the partnership available through Starkloff Disability Institute. Knowing the SDI team gives me confidence as an employer that through our relationship we have access to resources, quality candidates, and support in **UNDERSTANDING HOW TO PROVIDE A WORKPLACE THAT IS INCLUSIVE AND SUPPORTIVE FOR ALL OF OUR EMPLOYEES AND PROSPECTIVE EMPLOYEES.** ”

Ashleigh Leenerts
Assistant Vice President
Human Resources
Royal Banks of Missouri





The workforce, workplace disability advisor.

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