



Get Involved in Mentoring

- Host or attend a one-to-one job shadow experience
- Attend or speak/exhibit at a career fair or workshop
- Host or attend an industry worksite group tour

Community Liaisons are based throughout Florida. They host events and connect employer mentors with appropriate students, jobseekers, and veterans with disabilities for a job shadowing experience.

You can visit the Florida DEAM/DMD website to find a Community Liaison near you! www.floridadmd.org For questions, corporate sponsorships, and other state level opportunities, contact The Able Trust at (850) 224-4493, or info@abletrust.org.

Mentors

- Spend a day with a person with a disability who is interested in your career field
- Demonstrate corporate leadership in your community
- Share your career path experiences with someone
- Help others build confidence about their employability
- Develop a lasting mentoring relationship
- Gain access to a pool of emerging talent
- Recruit interns, volunteers, or long term employees

Mentees

- Spend "a day in the life of" your dream job!
- Explore possible career paths and education options
- Evaluate your personal goals
- Find your areas of strength
- Target skills that need improvement
- Share your interest in volunteering or completing an internship
- Gain a new mentor & friend

"I liked the opportunity to share my job experience with a mentee. It was a very positive experience. It was a lot of fun too!"

Camille Somers,
WKTK/WSKY

"I liked sharing our 'real world' work life with the future."

Rebecca Neville,
Best Western Sales

"My day with Dr. Jordan and Dr. Purvois could not have been better! I got to see surgery on a dog that had a broken leg. I found it to be exciting because I want to be a veterinarian. At the end of the day they offered me a summer internship and I can't wait to go for another day just to shadow them!"

Kehli,
DMD Mentee

2011 Corporate Financial Supporters



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DISPELLING MYTHS

Barriers often keep people with disabilities from being hired, such as employers' lack of knowledge about the resources available to them or the misconceptions about costs involved to make accommodations.

With programs such as Disability Employment Awareness Month and Disability Mentoring Day, businesses can help break down these barriers and take the first step to learn more about working with persons with disabilities. Whether it dispels myths previously experienced by employers or helps mentees make better, more informed decisions about their careers, the outcome mentoring and job shadowing has on all participants is truly positive.

DID YOU KNOW?

- Seventy-one percent of Fortune 500 companies have mentoring programs, & view mentoring as an integral employee development tool (2007, University of Miami).
- One company's research found that employees who serve as mentors are promoted six times more often than non-mentors (2006, Gartner Technology Research for Sun Microsystems).
- Mentees with certain types of disabilities report that mentoring has increased their knowledge about their disability, enhanced their overall quality of life, and increased their ability to cope with depression (2002, Journal of Head Injury Rehabilitation).
- Research has shown that young people who have a mentor are less likely to be involved in criminal activity, gain more positive support from parents, teachers, and peers, and show more interest in attending college (2000, Big Brothers, Big Sisters).

HISTORY OF DEAM/DMD

Since 1945, Congress has designated each October as a month in which state and national organizations work together to increase the public's awareness of the contributions and skills of American workers with disabilities. Various programs take place throughout the month and highlight the specific employment barriers that still need to be addressed. Disability Mentoring Day (DMD) is one of those programs. National Disability Employment Awareness Month (NDEAM) is led by the efforts of the Office of Disability Employment Policy, US Department of Labor (ODEP/DOL).

Disability Mentoring Day is sponsored nationally by the American Association of People with Disabilities (AAPD). It began in 1999 as part of a White House effort to increase the profile of National Disability Employment Awareness Month. DMD connects 20,000 job-seekers with disabilities with thousands of employers in hundreds of locations in every U.S. State and Territory, and in 24 countries worldwide each year.

Florida DEAM/DMD is supported by The Able Trust and other public state - level organizations, corporate sponsors, and local community liaison planning committees who work one-to-one with employers and mentees in every region across the state.

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MENTORING MATTERS. GET ONE... BE ONE



www.floridadmd.org