



COMMUNITY MAPPING: TOOLS FOR IMPLEMENTING COMMUNITY EMPLOYMENT

*Presented by:
Partners for Employment*

OUR GOALS FOR THIS TRAINING:

- Learn Community Mapping principles.
- Learn how to use Community Mapping principles and tools for a Person-Centered approach towards employment aspirations.



ABOUT US:



Monica Elsbrock
Program Manager

- NM Local
- Passionate about accessibility for everyone
- 30+ years in the field
- Enjoys cooking



Amanda Cowan
Training & Development Consultation

- Passionate about working in NM
- Background in Intercultural Communications and pedagogy to inform instructional design
- Enjoys embroidery, reading and making friends with crows.



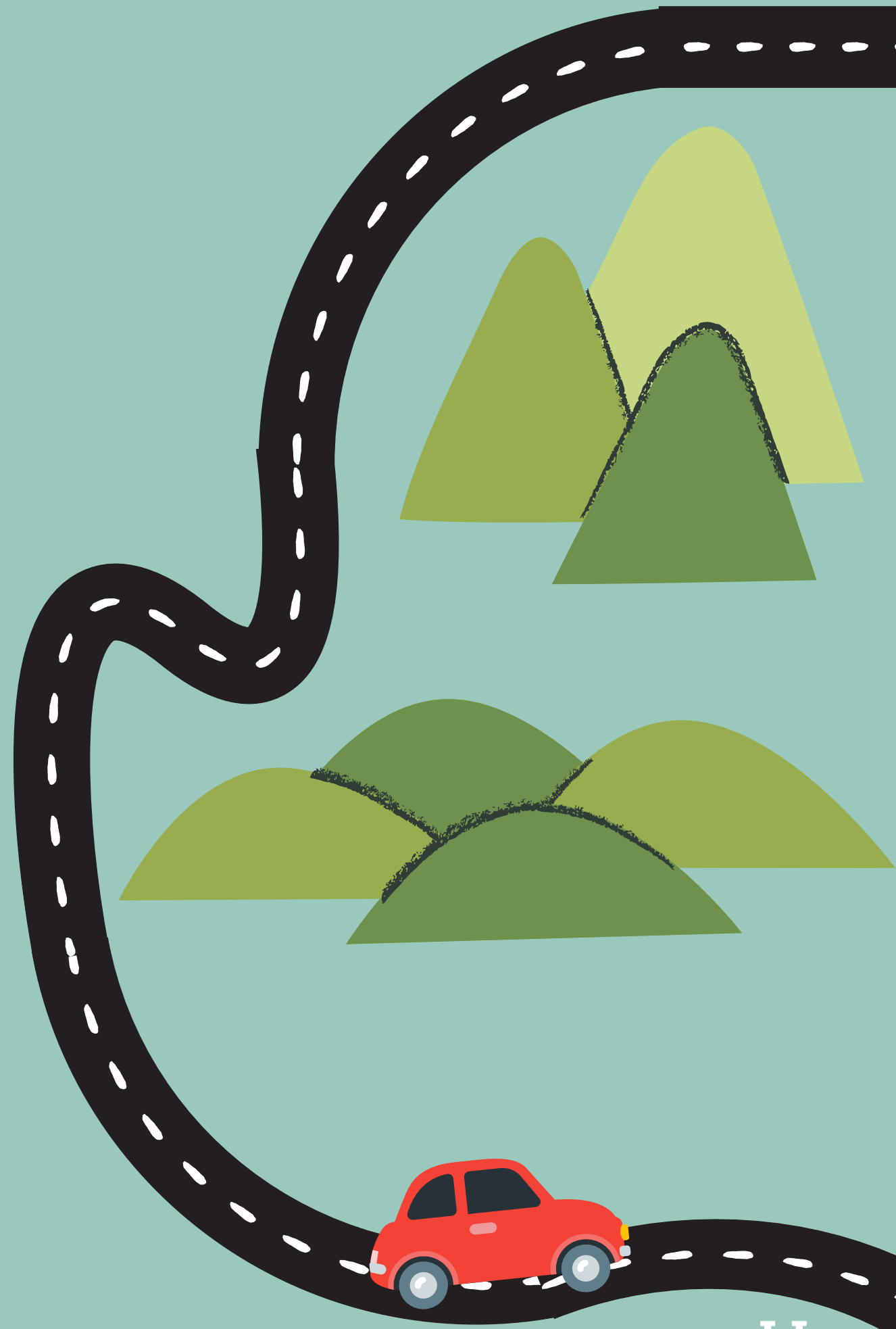
Alma Gamboa
Education Specialist

- Background in Special Education and Voc Rehab
- Passionate about training and sharing and learning resources
- Enjoys reading, spending time outdoors and trying new foods



Deborah Lassiter
Education Specialist

- Passionate about training best practices in employment.
- GG (GREAT Grandma!)
- Passionate Homesteader
- Outdoors enthusiast
- 25+ years in the field



PART 1: COMMUNITY MAPPING



WHAT IS COMMUNITY MAPPING?

- A Discovery tool used in Person-Centered Planning.
- A way of pinpointing what exists in the community.
- Uses close and distant social ties to identify potential connections.
- Used to identify, organize and connect local resources, relationships and opportunities.
- It includes a visual map of what exists in the community.



WHY DISCOVERY?

A FOCUSED TOOL FOR DEVELOPING A PERSON-CENTERED PLAN

- Person-centered approach
- Information gathering
- Informed choice
- Each person is an expert on themselves
- Opportunities for exploration are encouraged and provided



ABOUT YOU: A DISCOVERY ACTIVITY

Name: _____ Date: _____

DISCOVERY ACTIVITY
circle all of the images that represent you

The activity sheet contains a grid of 100 small black-and-white line drawings. The icons are organized into 10 rows and 10 columns. The subjects represented include: animals (lion, tiger, snake, fish, whale, rabbit, turtle, swan, elephant, bird, dog, cat, parrot, mouse); nature (city buildings, mountains, tent, sailboat, beach, sunset, trees, heart, family, religious symbols, person with wheelchair, person with cane); professions and activities (teacher, scientist, musician, chef, photographer, scientist, chef, teacher, person with wheelchair, person with cane); sports and hobbies (person with wheelchair, person with cane, person with wheelchair, person with cane, person with wheelchair, person with cane); and other (person with wheelchair, person with cane, person with wheelchair, person with cane, person with wheelchair, person with cane).



PART 1: COMMUNITY MAPPING PRINCIPLES



PRINCIPLES:

Person-Centered

**Individualized &
Customized**

Strength-Based

**Relationship-
Focused**

**Community-
First**



PERSON-CENTERED:

Individualized supports for each job seeker.

- Honoring the whole person
- Interests
- Relationships
- Lifestyle
- Dreams/goals/vision
- Dignity of risk and right to failure
- Contributions
- Culture, identity and values
- Support and access needs



INDIVIDUALIZED & CUSTOMIZED

Based on discovering the person.

- Using observation and interviewing
- Developing opportunities around the person's preferences
- Recognizing culture and identity
- Daily rhythms and schedules
- Social dynamics
- Establishing what matters to the person



STRENGTH-BASED:

Focuses on what the job seeker can offer.

- Interests
- Talents
- Skills
- Abilities
- Preferences
- Conditions for employment



RELATIONSHIP-FOCUSED:

Building lasting community relationships.

- Friendships
- Natural supports
- Shared-interest connections in the community
- Community leaders
- Community businesses with unmet needs



COMMUNITY-FIRST

Look beyond disability-specific services by identifying:

- Local businesses
- Clubs and social groups
- Volunteer opportunities
- Faith communities
- Recreation programs
- Informal gathering places
- Educational settings
- Community leaders
- Neighborhood resources



PART 2: HOW TO MAP OUT COMMUNITY EMPLOYMENT



1

Begin with an online search of your community.

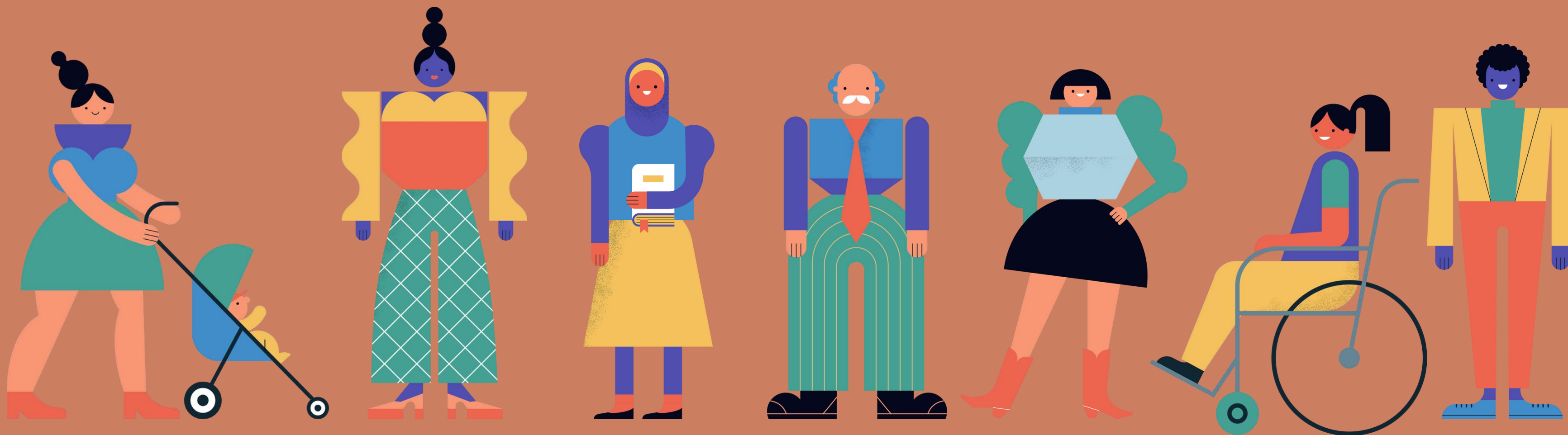
2

Choose a neighborhood location.

3

Choose a focus area-businesses, recreation, educational institutions, etc.

PART 3: COMMUNITY MAPPING & EMPLOYMENT IN ACTION



A CASE STUDY: MICHAEL



- **Age: 20**
- **Education: Currently attending DACC Career and Life Skills Academy**
- **Hobbies:**
 - **Drawing and animating comic books**
 - **Hanging Out With Friends**
 - **Going to car shows with his dad**
 - **Going to museums**
- **Goals:**
 - **Obtain a certificate in computer literacy**
 - **Explore potential jobs around interests**
 - **Enroll in Creative Media Technology**
 - **Live outside of home with support**

LET'S TRY IT: COMMUNITY MAPPING IN ACTION



- 1 Apply what you have learned to Michael.
- 2 Think about the community mapping principles for this activity.
- 3 Break up into groups
- 4 Using what you know about Michael, the resources and an online search, find some potential job matches for Michael.

LET'S TRY IT: COMMUNITY MAPPING IN ACTION



1

What are some areas you would research related to Michael's interests?

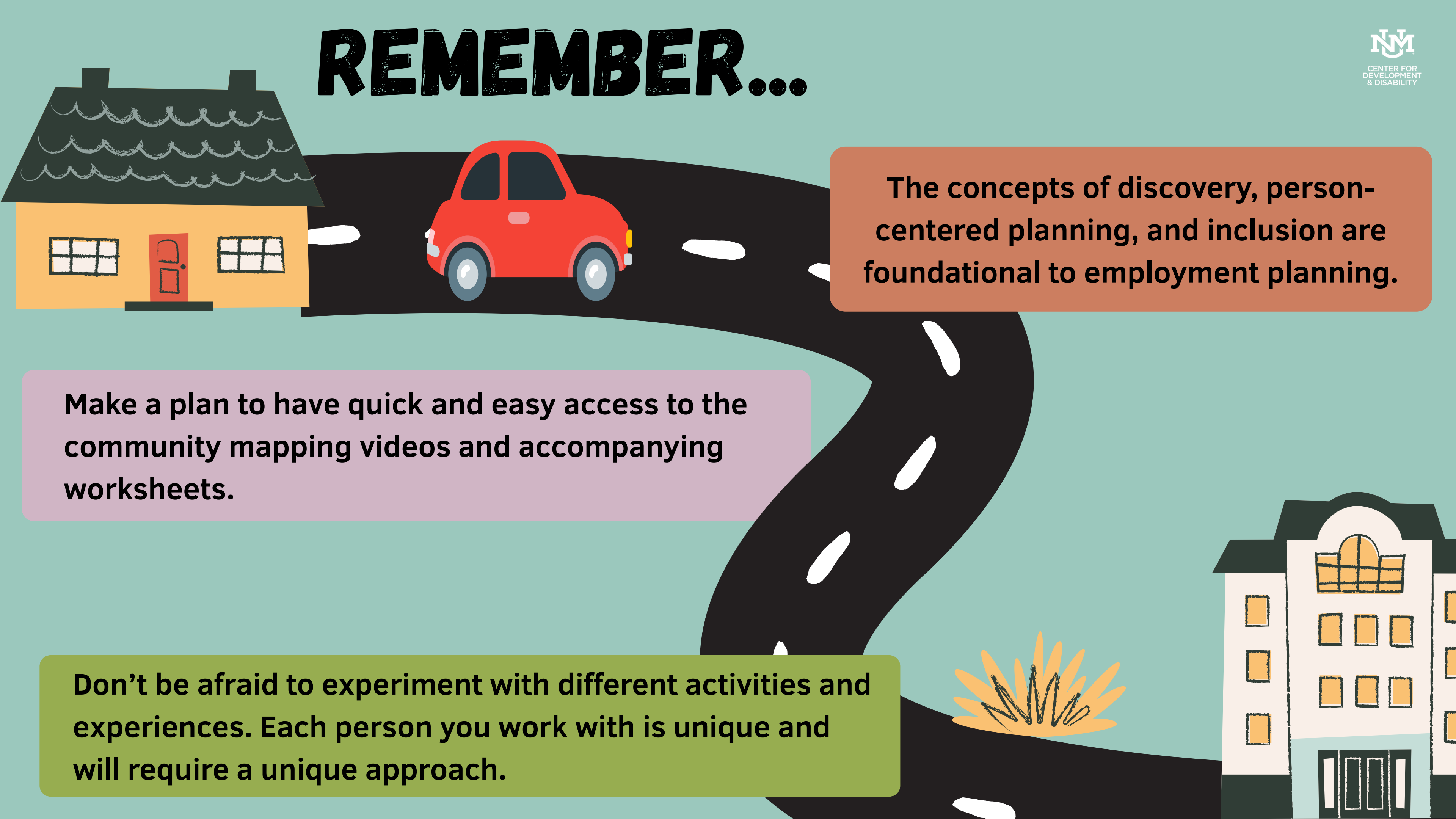
2

What are some locations you would call or visit for further information?

3

What potential job matches did you find?

REMEMBER...



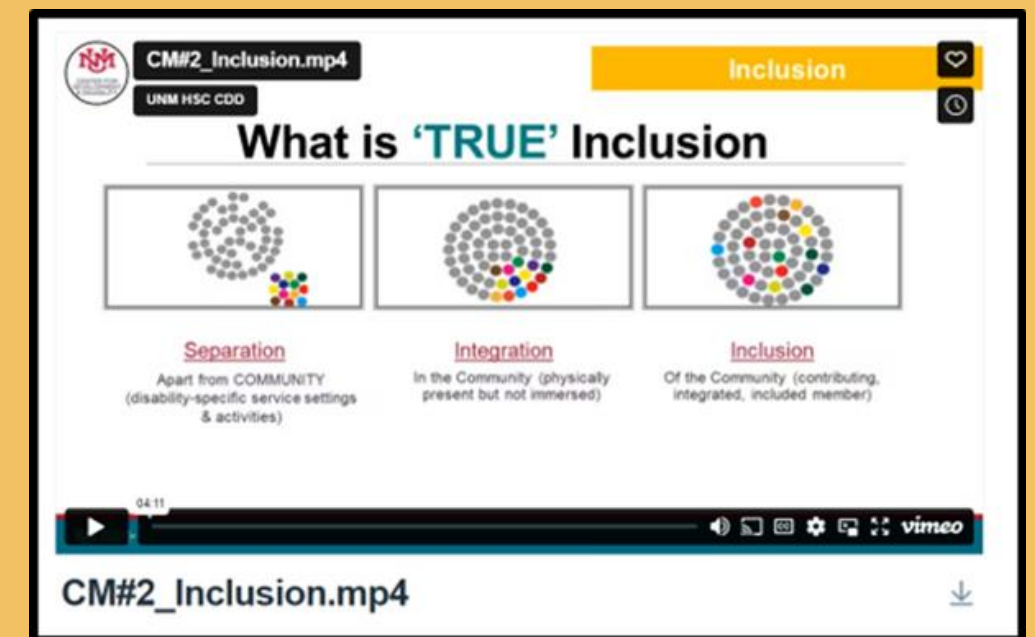
The concepts of discovery, person-centered planning, and inclusion are foundational to employment planning.

Make a plan to have quick and easy access to the community mapping videos and accompanying worksheets.

Don't be afraid to experiment with different activities and experiences. Each person you work with is unique and will require a unique approach.

PFE COMMUNITY MAPPING TRAINING VIDEOS:

- A set of 10 micro-training videos that explain the components of community mapping.
- Each video is no longer than 12 minutes long.
- The videos can be viewed in sequential order in one sitting (approximately 60 minutes in length) or you can view each training separately at your own pace and in any order.
- Additional worksheets accompany the videos to use for your practice.
- Register online at our website to access the trainings and earn 1.5 continuing education hours.



ACCESSING THE TRAINING VIDEOS:



1. Visit the PFE Website

2. Click on Trainings &
Technical Assistance

3. Select Community
Mapping Training Series

4. Register for the
Training Series on
Learning Stream

THE TRAINING VIDEO TOPICS:

Person-
Centered
Planning

Inclusion

What is a
Community
Map?

Basic Web
Search

Concentric
Circles

Organizing
Your
Information

Planning an
Introductory
Phone Call

Researching
for an
Informational
Interview

Hosting an
Informational
Interview

Employer
Education

RESOURCES:

PFE: <https://unmhealth.org/services/development-disabilities/programs/other-disability-programs/partners-for-employment/>

UNM Center for Development and Disabilities- <https://unmhealth.org/services/development-disabilities/programs/autism-programs/>

National Disability Institute: <https://www.nationaldisabilityinstitute.org/employment/discovery-and-customized-employment/>

Division of Vocational Rehabilitation: <https://www.dvr.state.nm.us/>

Health Care Authority-Developmental Disabilities Support Division:
<https://www.hca.nm.gov/developmental-disabilities-supports-division/>

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THANK YOU!