**PRIDE Provider/Peer Mentor Online Training Orientation**

Transcript

Hello and welcome to the orientation to PRIDE’s online training modules for providers and peer mentors on disability awareness and resources for supporting refugees with disabilities in their employment goals. This orientation provides background about the PRIDE project and an overview of PRIDE’s training programs.

What is PRIDE? PRIDE stands for Partners of Refugees in Illinois Disability Employment. It is a project housed at the Department of Disability and Human Development at the University of Illinois at Chicago, or UIC. PRIDE works in collaboration with a wide range of community partners, including government and non-profit agencies and organizations, as well as self-advocates with disabilities.

PRIDE is a federally-funded project. It received a three-year development grant from the National Institute on Disability, Independent Living, and Rehabilitation Research, or NIDILRR, which is part of the U.S. Department of Health and Human Services, or DHHS, Administration for Community Living, or ACL.

In collaboration with its many partners, PRIDE’s mission is to support job-seeking refugees with disabilities in Illinois to navigate employment resources and services in order to achieve their desired employment goals using culturally- and linguistically-appropriate approaches.

Why is PRIDE focused on refugees who have disabilities? There are several reasons. Refugees sustain disabilities at a higher rate than other groups as a result of turbulent migrations, war injuries, and trauma. Employment gaps exist between refugees without disabilities and those with disabilities. There is a lack of evidence on employment needs of refugees with disabilities in the U.S. Unfortunately, the potential that refugees with disabilities have to contribute to the workforce is not always recognized. Refugees with disabilities are often channeled toward Social Security benefits rather than into employment and career opportunities. There could be various reasons for this, including lack of awareness of resources available to support employment of refugees with disabilities. PRIDE seeks to address these gaps with its programs for refugees with disabilities, service providers, and peer mentors.

What are PRIDE’s objectives? PRIDE’s first objective is to build capacity of service providers and peer mentors to support employment pathways of refugees with disabilities. The second objective of the project is to deliver bilingual employment training to 50 job-seeking refugees with disabilities across 5 language groups. Third, PRIDE aims to improve connectivity among disabled refugees, service providers, and potential employers.

PRIDE has developed two training programs based on input from its partners and existing research. The first is an employment training and support program for refugees, and the second is a series of online disability awareness modules for service providers and peer mentors. First, we’ll go over the refugee intervention.

PRIDE’s refugee employment training program has three phases. The first phase, which will last between 3 to 4 weeks, is an employment training including a comprehensive vocational assessment. The employment training consists of group sessions staggered with individual sessions. There are 3 group sessions and one person-centered planning session. The comprehensive vocational assessment takes place in the individual sessions. After the participants complete the individual and group training sessions, they will enter Phase 2. This phase will involve opening cases with PRIDE’s core partners to connect participants to employment-related resources. In Phase 3, participants will connect to additional resources and employers, depending on their individual employment pathways. The duration of Phases 2 and 3 will vary depending on the individual participant. PRIDE has created an online progress tracking tool for participants to monitor their progression through the 3 phases of the program. Providers who refer participants can also use the tool to track the progress of those participants.

Through the 3 phases of the program, PRIDE’s key outcome is to support job-seeking refugees with disabilities to achieve their desired employment goal or career path.

In order to achieve this key outcome, PRIDE has incorporated culturally- and linguistically-relevant approaches into its refugee employment program. One very important approach is working in collaboration with refugee-serving agencies that have connections to refugee communities. These partners can refer participants to PRIDE. The training sessions PRIDE has developed are in both group and individual formats and are intended to be held in the community at places familiar to participants. The program also welcomes participation of family, community, and spiritual networks. Each participant can bring a support person to the group trainings and can invite additional members of their support network to the person-centered planning session. The group sessions incorporate case study examples and refugee stories throughout. PRIDE also provides language translation and interpretation support. 5 high-need language groups will be served, with the first being Arabic speakers. Possibilities for subsequent cohorts include Rohingya, Burmese, Congolese, French, Bhutanese, Eritrean, and Ukrainian.

Who is eligible to participate in this intervention? First, participants must be either refugees or asylum seekers. They must have authorization to work in the U.S. or be in the process of obtaining work authorization. Participants must also be at least 18 years old and have a diagnosis, condition, or disability that prevents or limits them from participating in their desired employment. As the program is employment-focused, it is crucial that participants are interested in attaining employment or changing their employment situation. PRIDE desires to be as inclusive as possible while providing a targeted intervention.

The first cohort of refugee participants will begin the program in Summer 2018. Tentatively, the second will begin in Fall 2018, the third in Winter 2018, the fourth in Spring 2019, and the fifth and final cohort in Summer 2019.

In order to support refugee service providers and peer mentors to build capacity to serve job-seeking refugees with disabilities, PRIDE has developed online modules that cover topics identified by service providers from partner organizations. Now we will provide an introduction to these online disability awareness modules.

Who is eligible to participate in PRIDE as a service provider? In order to enroll in PRIDE’s provider training, participants must be service providers with a formal connection to an organization that supports immigrants and refugees, including those with disabilities. Some examples are: case managers, including medical case managers; healthcare providers, including mental health professionals; employment and housing specialists; educators, including English as a Second Language instructors; providers who support clients in attaining citizenship; administrators, including marketing and communications staff; program directors and board members; and other staff members who support refugees.

Who is eligible to be a PRIDE peer mentor? In order to enroll in the program as a peer mentor, participants must be 18 years of age or older; be bilingual in English and one of the languages spoken by PRIDE refugee participants; be a person with a disability; have a refugee and/or immigrant background; be willing to guide and support job-seeking refugees with disabilities; and have a few hours per week to support refugees with disabilities on their paths to employment.

What are some features of the PRIDE training for providers and peer mentors? The training is composed of 8 online modules that introduce providers and peer mentors to a wide range of local employment, disability, and refugee information and resources. Each module features narration by a PRIDE partner with expertise in the topic. The modules range from 15 to 40 minutes each, for a total of about 3 1/2 hours. They may be completed flexibly, at your own pace. Each module contains relevant case studies of refugees with disabilities highlighting the information and usage of resources featured in the module. To assess the effectiveness of the training, there are five pre-questions and five post-questions for each module. There is a satisfaction question at the end of each module and two satisfaction questions at the end of the training.

There are 8 modules that make up the PRIDE training for refugee service providers and peer mentors. They are designed to be completed in order. The first four modules cover the following topics: Defining Disability, Disability Rights, Stigma, and Disclosure in the U.S.; Social Security, Work Incentives, and Benefits Counseling; The Division of Rehabilitation Services – Vocational Rehabilitation (DRS-VR); and Workplace Accommodations and Assistive Technology.

The remaining modules cover the following topics: Transportation Options and Resources for Refugees with Disabilities Working in Chicago; Centers for Independent Living (CILs); Self-Employment for Refugees with Disabilities; and Connecting with Businesses, Employers, and Chambers of Commerce.

Provider/Peer Mentor Disability Awareness Training Module Components. Each module has four parts: the 5 pre-questions are followed by learning content in multiple formats, including a narrated video with closed captions, PowerPoint slides, PDF slides, and a video transcript. Following the learning content, there are 5 post-questions. They are the same as the pre-questions and are intended to assess the effectiveness of the training. Finally, there is one satisfaction question at the end of each module that asks about the usefulness of the content.

Contact information. PRIDE is based at UIC, the University of Illinois at Chicago. It is housed within the Department of Disability and Human Development at 1640 West Roosevelt Road, Chicago, Illinois, zip code 60608. The phone number is 312-413-0416. The email address is prideteam@uic.edu, and the website is pride.ahslabs.uic.edu

The PRIDE team at UIC includes Principal Investigator Dr. Rooshey Hasnain, Co-Principal Investigator Dr. Mansha Mirza, Project Coordinator Kathryn Duke, Senior Research Associate Sumithra Murthy, and IT Staff members Aman Khan and Kelly Cloninger. You can email any of the team members at prideteam@uic.edu

Thank you for completing this orientation presentation. We are excited to have you participate in the training.