



**New York State
Honors Employers during
National Disability Employment Awareness Month
- October 2015 -**

NOMINATION FOR EMPLOYER RECOGNITION

DUE JUNE 12, 2015Friday**

Nominee Data

NOMINEE'S BUSINESS OR CORPORATE NAME
(If nominee is an individual, include title, such as Mr., Ms., Dr.)
XYZ FAMILY PHARMACY

STREET ADDRESS (As appropriate, include building name, room or suite number, or mail stop)
ANY STREET, SUITE ABC

COUNTY, CITY, STATE, ZIP CODE plus ZIP4
ALBANY, NEW YORK, 12205 (ALBANY COUNTY)

CONTACT PERSON FOR NOMINEE AREA CODE/TELEPHONE NUMBER FACSIMILE NUMBER E-MAIL ADDRESS
MS. DFG/518-XXX-XXXX/FAX: 518-ZZZ-ZZZZ MSDFG@.....

FEDERAL IDENTIFICATION NUMBER - *This is a nine-digit number.*
It must be included for the nomination to be reviewed and considered.
XX-XXXXXXX

Nominator Information

PERSON SUBMITTING THIS NOMINATION: **MR. MRS. XXXX, JOB DEVELOPER**
ORGANIZATION: **NOT FOR PROFIT AGENCY**
DATE: **DATE SUBMITTED**
AREA CODE & TELEPHONE NUMBER: **518-XXX-XXXX**
E-MAIL ADDRESS: **MSJD@YAHOO.COM**

Nomination Category

Employer with 500 or more employees <u>Working at Site</u> <input type="checkbox"/>	Employer with 100 to 499 employees <u>Working at Site</u> <input type="checkbox"/>	Employer with 25 to 99 employees <u>Working at Site</u> <input type="checkbox"/>	Employer with 24 or fewer employees <u>Working at Site</u> X	Entrepreneur with a disability <input type="checkbox"/>
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Selection Criteria

The selection criteria below are based on:

- Local review by a variety of teams made up of Adult Career and Continuing Education Services-Vocational Rehabilitation, Commission for the Blind, New York State Department of Labor, Empire State Development, and other partners. This local review identifies local winners and screens nominations for regional awards and forwarding to the statewide committee.
- The Statewide committee is made up of members from Commission for the Blind, New York State Justice Center, New York State Department of Labor, Empire State Development and Adult Career and Continuing Education Services-Vocational Rehabilitation. The statewide committee identifies one statewide winner in each category. These winners receive a signed certificate from the Governor and the Chancellor of the Board of Regents.

Your justification must provide outstanding** [see rubric for examples] efforts made by the employer to hire qualified applicants including details about numbers employed, description of innovations made by the business, types of and/or the high level of commitment demonstrated in providing accommodations and career advancement opportunities provided over time. Describe how this employer has gone above and beyond what is required by law. For an entrepreneur, the nomination should describe the achievements of the individual and the impact on the business community, etc. Regional Award winners will be in competition with other Regional winners in each nomination category for Statewide Awards.

The Write Up Must Clearly Include and Define the Following Information:

1. Clearly articulates the relationship between the nominator and nominee
2. Clearly articulates the timeframe of that relationship whatever it might be.
3. Clearly articulates the action or actions taken by the nominee that separates them from other employers in your region. These actions could be, but are not limited to:
 - proactively recruiting individuals with disabilities for employment
 - proactive involvement with job clubs/job fairs/placement consortiums/publicly endorsing and advocating fellow business owners to see the value of recruitment, retention, and promotion of individuals with disabilities
 - providing internships, mentoring opportunities or training for adults or transitioning students that are customized to meet the individuals and business need
 - developing accessible diversity programs and settings for screening and hiring persons with disabilities
 - unique and or “out of the box” methods of recruitment of youth, younger workers, ex-offenders, most significantly disabled, etc.
 - ENTREPRENEURS ONLY – Individuals with a disability who have achieved demonstrated success in their chosen career field

**This list is not meant to be a complete listing of the activity, only a guideline.

- Clearly articulates the number of employees hired by the entity nominated and any promotions which occurred. Even if it is only one individual that was hard to place, the nomination clearly articulates how this employer went above and beyond others to make the employment outcome work.

Please note: It is not the length of the narrative that gets evaluated...it is the quality of the descriptor that provides insight into what action or actions the nominee did, continues to do or what outreach they have made to encourage others to expand their vision for employment of persons with disabilities. The narrative develops the significance of the claim. Uses insightful textual support that indicates the action taken and makes compelling coherent argument to support the claim(s).

Nominations must be submitted by COB June 12, 2015 to your local designated ACCES-VR contact below:

Long Island & Queens

Ella Craanen

Regional Workforce Development
Coordinator
ACCES-VR
Garden City District Office
711 Steward Avenue, Suite 4
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New York City

Arnold Dorin

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Southern Tier

Dorothy Marinaccio

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Mohawk Valley

Patti Williams

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Lower Hudson Valley

Michele Green

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15 Perlman Dr., 2nd Floor
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Capital Region

Bryan Baszczuk

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Finger Lakes

Dennis Martinez

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Mid Hudson Valley

Al Sindone

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Central New York

Barry Tatters

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Western New York

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SAMPLE WRITE UP WITH DETAILS THAT ALLOW FOR A PROPER RUBRIC REVIEW SAMPLE

Category: 500 + Employees XYZ Family Pharmacy

Not for Profit agency would like to nominate XYZ Family Pharmacy as an exemplary “employment partner” in providing employment opportunities for individuals with disabilities and for providing employer feedback above and beyond just hiring individuals with disabilities. XYZ FAMILY PHARMACY is a regional chain pharmacy and convenience store that has shown dedication and support to individuals with disabilities who enter the workforce.

XYZ FAMILY PHARMACY management has gone above and beyond the customary to accommodate and ensure a supportive environment for their employees with disabilities. XYZ FAMILY PHARMACY is able to provide supports because they are committed to a work environment dedicated to service to “all” and have a corporate culture of “ALL OF US TOGETHER” can make it happen. XYZ FAMILY PHARMACY has been

instrumental in educating the network of agencies in the upstate Albany region about their staffing needs. Accordingly, they have employed numerous (20 to 30) individuals in various departments throughout their pharmacies. The management has consistently participated in various partnerships with business advisory committees, ACCES-VR's Statewide Workforce Development Council and consortium.

Eight individuals from NOT FOR PROFIT SERVICES have been employed for the past year in various positions, and seven are presently employed. The longest employee has been working for thirteen months. The different positions held by these individuals are facing, stock, light maintenance, and cashier.

After several months of employment some of these individuals were given additional responsibilities as they impressed their supervisors with their productivity and their desire to do more. Within a short period of time they were a part of the XYZ FAMILY PHARMACY team.

Another testament of XYZ FAMILY PHARMACY'S dedication is their willingness to address workplace issues in a patient and professional manner as well as provide a flexible work schedule to accommodate individual needs, medical appointments, and transportation issues. Some of these accommodations are:

- The East Greenbush store manager agreed to hire two individuals for one shift to accommodate the needs of these individuals.
- The Troy store manager has worked out a flexible schedule for an individual who works part time at the store and also attends GED program
- The Guilderland store manager worked with the individual and her job coach to address her anxiety issues while at work and effectively problem solve in order to improve her work skills.
- A similar situation occurred at the Colonie store where another individual was experiencing difficulty with his tasks and thus was able to work with the manager in trying different methods. For this individual, a flexible schedule was worked out to accommodate his transportation needs.
- At the Latham store, one individual has been offered a promotional opportunity and is now being trained to work as a cashier after completing one year of employment.

As the relationship between NOT FOR PROFIT AGENCY and XYZ FAMILY PHARMACY has developed there continues to be an equal exchange of expected standards. XYZ FAMILY PHARMACY has advocated for quality job coaching knowing the value of their work to their company and the value of the work experience for the individuals. This has resulted in consistent, successful employment for the individuals as well as satisfaction for the employer.

Through their efforts, cooperation and patience, XYZ FAMILY PHARMACY has demonstrated an understanding of the importance of vocational rehabilitation for individuals with disabilities and is worthy of recognition for their commitment.