Tempe’s BEST Program

2019 IHD Evidence for Success Disability Conference

Tempe
Making waves in the desert
Presenters

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Life Quest Consulting and Training, LLC

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Tempe’s BEST Program Coordinator

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Tempe’s ADA Compliance Specialist
Tempe’s BEST Program

Building
Employment
Supports
Training
What is Tempe’s BEST Program?

- **Building** – change city culture, increase linguistic competency and develop municipal hiring model
- **Employment** - hire six qualified applicants with Developmental Disabilities in the city of Tempe
- **Supports** - increase employment supports, accommodations, and strategies for success
- **Training** – provide all employees, workgroups, and BEST employees the training needed for success
# Tempe’s BEST Program Model

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So that was the initial model

- That model opened the door to a $125,000 grant from ADDPC, matched 100% by Tempe in cash and in-kind.
- So now - let's talk reality, getting from:

  to:
So that is the initial model

- How do you grow an employment model from a seed to fruition?
SEED:

- Idea
- Seed Money
SOIL:

- Fertile culture for planting
- Strong against weeds
- Deep enough to be protected
TIME:

• Patience
• Planning
• Waiting…
WATER:

• Funding
• Don’t assume it’ll rain
• Prepare for alternatives
FERTILIZER:

• Resistance and challenges
• Those who say it can’t be done
• This can push us to become better
ROOTS:

• Water, protection and some crap help the seed take root
• Buy-in from the top down
SUNSHINE:

• Not too much or too little... like stakeholders watching over the program
**STAKES:**

- Support to help the young tree stay up under the pressure of wind but loose enough to allow it to become stronger
WIND:

- Adversity helps us grow stronger
- It roots us deeper
- Sometimes it helps shake off the bugs and remove dead leaves
TRUNK:

- Only time will help thicken and strengthen the trunk
- Fruit is never produced immediately
GRAFTING:

• Diversity in fruit that can self-pollenate...
• Partnerships with other organizations makes us better
BRANCHES:

- Off of each main or grafted branch are the people who will make this work
- Sometimes pruning is needed
LEAVES:

• Some help protect the growing buds that start to form when the tree is preparing to produce fruit
FRUIT:

• BEST participants who can use this experience to continue producing through increased independence, networking, etc.
FRUITFULNESS:

• It’s more than how many apples grow...
• It’s how many seeds are in the apples, to grow more.
READY TO PLANT:

- Learn from our experience
- Good rootstock can be built upon
# Current Status

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Green – Complete  
Yellow – In progress  
Red – To be completed in 4th quarter or beyond
Questions?
Funding for this project

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For more information

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