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Opening Doors for People with Intellectual Disabilities to Attain Meaningful Credentials

Eileen Hoffman Hafer U_Matter Program



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After today's webinar you will be able to...

- Identify available industry-recognized credentials
- Determine how to match credentials with the employment needs of the surrounding community
- Examine credentials of interest to determine best credentials for your students and your IHE
- Develop relationships with businesses in the credential area to expand employment opportunities for students
- Develop a plan for expanding meaningful credential offerings at your IPSE



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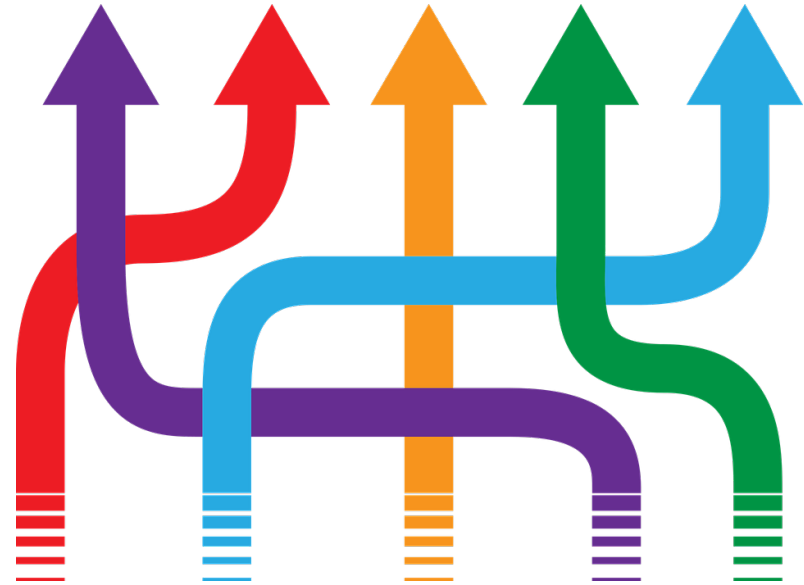
The Eileen Hoffman Hafer U_Matter Approach

Employment Needs in the Tampa Bay Area

- The major occupational groups in the area are: Trade, transportation, and utilities; Professional and business services; Education and health services; Leisure and hospitality; and Government ([Tampa, FL, Area Economic Summary \(bls.gov\)](#)).
- The leisure and hospitality ranks as the highest growth in employment from April 2021 to April 2022 [Tampa, FL, Area Economic Summary \(bls.gov\)](#)).
- Currently, the Tampa Bay area has a shortage of workers in education, health services, customer services, and hospitality.

UMatter Career Pathways:

- Early Childhood
- Hospitality/Customer Service
- Leadership
- Business and Entrepreneurship
- Art
- Technology
- Independent Study (Customizable track depending on student's career focus)



UMatter Program of Study



- Academic courses are intentionally selected
- U Matter staff are committed to providing students with career development and personal leadership opportunities

UMatter Program of Study

- Students will earn:
- A noncredit certificate of completion issued by USF's Division of Innovative Education
- Credentials related to their selected career pathway



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Interactive Activity

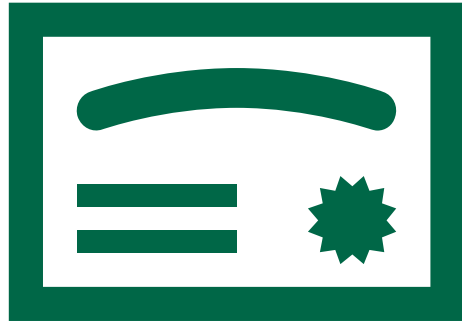
Credentials

Our Goal: Develop the eight essential skills employers look for when hiring new employees



- Career Management
- Communications
- Critical Thinking
- Global Citizenship
- Leadership
- Professionalism
- Teamwork
- Technology

Specialized based on Student's Program of Study



Hospitality

- Workplace Readiness
- Customer Service
- ServeSafe

Early Childhood

- Workplace Readiness
- 0-5 Child Care Credential

Independent Study

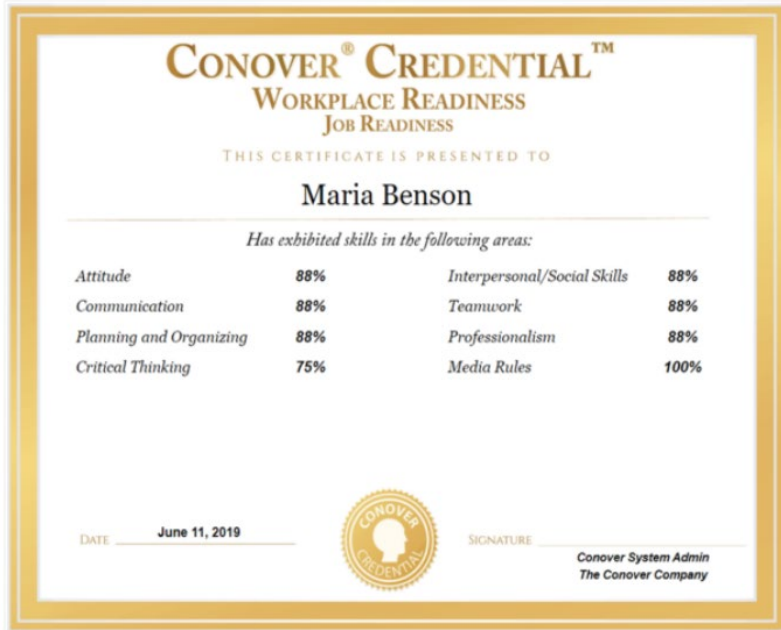
- Workplace Readiness
- Sailing Certifications
- Coaching Certifications

Initial Focus on “Soft Skills”

- Soft skills are among the top skills employers seek.
- Soft skills are non-technical skills that relate to **how** you work.
- Having strong soft skills can lead to advancement.



Conover Workplace Readiness



- **Job Readiness Series**
 - Communications
 - Critical Thinking
 - Professionalism
 - Teamwork
 - Technology
- **Job Seeking Series**
 - Career Management
 - Technology
 - Professionalism
- **Job Keeping Series**
 - Career Management
 - Communication
 - Leadership
 - Global Citizenship



Interactive Activity

Self-paced vs. Teacher-led



- While self-paced programs have some advantages, our initial experience is that our students need more support than some programs provide.
- A hybrid approach may be the best option.

On-going Partnership with Local Business



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- U Matter Business Advisory Council
- Partnerships with local providers and businesses

Things to Consider

- What is required to earn the credential?
- Is instruction teacher-led or self-paced?
- If instruction is teacher-led, who delivers the instruction (IPSE program staff or an outside provider)?
- How long do students have to complete the credential?
- What is the cost?
- If a student needs to re-take the assessment, is there an additional cost?
- Are accommodations available and, if so, how are they accessed?
- How will graduates share their credentials with potential employers?



Interactive Activity



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Resources

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Resources

FLORIDA ready to work



Safe Sport, 9/26/2022
Small Boat Instructor Level 1 Instructor, 6/6/2025
Small Boat Level 1 Instructor Online Course Completion
Teaching and Coaching Fundamentals Online,





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