



JOHNSON SCHOLARSHIP
Foundation



Pearson

Career Focused Agenda

Partnership for Success



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Presenters:

- **Bea Awoniyi, Director, JSF**
 - **Elizabeth Delf, Esq, Pearson, Inc.**
 - **Lady Hereford, Staff, JSF**
 - **Malcom Macleod, President, JSF**
 - **Sharon Wood, Staff, JSF**
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Employment Status of the Civilian Noninstitutional Population by Disability Status and Age, 2016 and 2017 Annual Averages [numbers in thousands]

Characteristic	2016			2017		
	Total, 16 years and over	16 to 64 years	65 years and over	Total, 16 years and over	16 to 64 years	65 years and over
PERSONS WITH A DISABILITY						
Civilian noninstitutional population	29,971	15,746	14,225	30,351	15,697	14,654
Civilian labor force	6,005	4,919	1,086	6,245	5,117	1,129
Participation rate	20.0	31.2	7.6	20.6	32.6	7.7
Employed	5,372	4,356	1,016	5,670	4,603	1,066
Employment-population ratio	17.9	27.7	7.1	18.7	29.3	7.3
Unemployed	633	564	70	576	514	62
Unemployment rate	10.5	11.5	6.4	9.2	10.0	5.5
Not in labor force	23,965	10,827	13,139	24,106	10,580	13,526
PERSONS WITH NO DISABILITY						
Civilian non-institutional population	223,567	189,757	33,810	224,728	189,840	34,887
Civilian labor force	153,182	144,996	8,185	154,074	145,626	8,449
Participation rate	68.5	76.4	24.2	68.6	76.7	24.2
Employed	146,064	138,164	7,900	147,668	139,500	8,168
Employment-population ratio	65.3	72.8	23.4	65.7	73.5	23.4
Unemployed	7,118	6,832	285	6,407	6,126	281
Unemployment rate	4.6	4.7	3.5	4.2	4.2	3.3
Not in labor force	70,385	44,761	25,624	70,653	44,215	26,439
NOTE: Updated population controls are introduced annually with the release of January data.						

Source: <https://www.bls.gov/news.release/disabl.a.htm> U.S. Bureau of Labor Statistics.

12 STATE

University Partners



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Florida Statute 1009.74:

The Theodore R. and Vivian M. Johnson Scholarship Program

- (1) There is established the Theodore R. and Vivian M. Johnson Scholarship Program to be administered by the Department of Education. The program shall provide scholarships to students attending a state university. The program shall be funded by contributions from the Theodore R. and Vivian M. Johnson Scholarship Foundation and from state matching funds to be allocated from the University Major Gifts Program.
 - (2) The amount to be allocated to the program shall be on the basis of a 50-percent match of funds from the University Major Gifts Program for each contribution received from the Theodore R. and Vivian M. Johnson Scholarship Foundation. The funds allocated to the program, including the corpus and interest income, shall be expended for scholarships to benefit disabled students attending a state university.
 - (3) Students eligible for receipt of scholarship funds shall provide documentation of a disability and shall have a demonstrated financial need for the funds.
 - (4) Funding for the program shall be as provided in the General Appropriations Act.
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History of SUSF Program Funding since 1992

- More than **\$11 million** in funding by Johnson Scholarship Foundation
 - Over **\$4 million** matched by the State of Florida
 - Over **\$1 million** raised in matching contributions by the universities
 - A total of **5,027** scholarships awarded
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The Secret Sauce

By “secret sauce” we mean non-monetary support, which we wrap around the scholarship. This support includes

- mentoring that prepares a disadvantaged student for post-secondary education*
- academic support and tutoring*
- follow up and counselling after the student has made the transition to college*
- most important, it includes the act of faith implicit in the granting of a Johnson scholarship*
- “Secret sauce” also helps the institutions which serve our scholarship recipients*

www.jsf.bz/news-views/secret-sauce

Secret Sauce



This month's cover features Eric Fisher, a Johnson Scholar who came to our dinner and spoke to the Grant Program Committee. His appearance and remarks resonated with a lesson that we have learned. The greater value of our scholarships is not in the money but in the “secret sauce” that goes with them.

That is not to downplay the importance of money. Without it we have no mission and no scholarships. Money is assuredly the main course. But it is the “secret sauce” that enables students to sit down and stay for dinner. And it is the “secret sauce” that students remember long afterward.

By “secret sauce” we mean non-monetary support, which we wrap around the scholarship. This support includes mentoring that prepares a disadvantaged student for post-secondary education. It includes academic support and tutoring. It includes follow up and counselling after the student has made the transition to college. Most importantly, it includes the act of faith implicit in the granting of a Johnson scholarship.

The Foundation's show of faith helps our students through difficult moments when they think that they cannot succeed. It lights their way forward when they feel like quitting. Hope and faith instilled by the Foundation's scholarship was the theme of Eric's remarks and he repeatedly stressed that this helped him much more than the money.

“Secret sauce” also helps the institutions, which serve our scholarship recipients. For example our SUSF scholarships are managed by the Disability Service Offices on each of the 12 campuses. These offices run the committees, take the applications and award the scholarships. Their ownership of this process, and the implicit show of faith in them, enhances the status of the Disability Service Offices in the eyes of the people who work there, other offices on campus and, most important, the eyes of the students they serve.

We have a limited supply of money and we do a good job of getting leverage. Continuing with the SUSF example, it attracts a 50% match from the Florida Legislature and we offer a supplement, which each campus must fully match. Most of our scholarship programs have a matching component.

We also leverage our “secret sauce” by attending events and meeting with students and faculty, by regularly convening meetings of our grantees, by writing to students and issuing certificates to them, and by raising the Foundation's profile and bulking its brand. We can do a better job and we continue to explore ways of doing so, within the bounds of thrift.

There are simple things like developing letters and brochures to go with the scholarships. Presently, the Palm Beach Johnson Scholars get a letter from the President. In other scholarship programs it depends upon the local management. We will look more closely at this and develop additional materials where appropriate. We have prided ourselves on awarding scholarships to everyone, even those with relatively low marks. However, Eric Fisher made the point that some academic rigor would improve the non-monetary value of Johnson scholarships.

The largest potential for leverage comes from our communication initiative, particularly social media. As the Foundation becomes better known its brand will grow and so will the value of its “secret sauce.”

Merry Christmas! Happy New Year!



FIU and Mitchell College



Pearson Disability Career Mentoring Program



Elizabeth Delfs, Esq.
Director

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In 20 minutes, you will know...

- what the Pearson Corporate Disability Mentoring Program is all about
- why it exists
- how the program addresses under and unemployment
- does it work?
- how you and your students can access it.

“The ADA Won’t Get You a Job”. Paul Hippolitus, former director, DSS, U/Cal Berkeley and national expert on employment preparation

- The Needle Hasn’t Moved.
- College drop out rate exceeds 50%
- 3 out of 5 college grads with disabilities are unemployed.
- “Many lawyers with disabilities will end up where they always were, channeled toward government work, advocacy organizations or solo and small firm employment, often with disability-related practices.”

The Bright Spot

“It Takes a Village: Influences on Former SSI/SSDI Beneficiaries Who Transitioned to Employment.”

(2014, Journal of Rehabilitation)

A common factor that resulted in successful employment for college graduates with disabilities was mentoring and positive messages of encouragement from someone, even if just one person.

WHAT IF...

- Someone from Legal could be that Someone...
- Pearson could channel its vast corporate resources to facilitate exposure to different or more ambitious directions for young adults?
- Pearson employees could learn more about the capabilities, dreams, challenges facing young adults with disabilities and see the importance of accessibility??
- The “Story” Pitch + Haben Girma

What Does the Program Do?

- Recruitment Criteria
- Minimum Three Month Duration
- Meet 1/week
- Virtual
- NFB Partnership
- Goal Focused
- Use Existing Pearson Resources

Internship Development

- NOT PART OF INITIAL STRATEGY!
- MENTOR/MENTEE DRIVEN
- FINANCE AND LEGAL

PROGRAM DESCRIPTION

Who are the Mentees?

- 18-28 years old
- First Cohort - Blind, Deaf/Blind.
- Status:
 - Undergraduate: 10
 - Graduate: 5
 - Employed: 2
 - Unemployed: 2

The Mentors

- Lawyers, paralegals, contracts professionals
- Why Lawyers Make Good Mentors
- SuperMentors
- Training and Supervision

Suspending PreConceptions: What a Miniature Donkey and 2 Horses Taught Me and 20 Lawyers About Mentoring



The Matching Process

- CHOICE!
- Questionnaires
- “Story Behind Your Story”

Question 4: What Happened?

- Evaluation Goal
 - Gain an understanding of the impacts of mentoring program on participants perceptions and practices related to career development and confidence
 - Methodology:
 - Pre and Post Questionnaires
 - In-depth interviews with Mentors and Mentees Who Were Together at End of Three Month Period
 - Spontaneous Responses to Open Ended Questions

What Happened

- 100% cited increased perception of empowerment
- 100% cited connection and commitment from mentor as critical factors
- 60% cited Network

Tangible Achievements Occurring During 3-month Mentoring Period

- Applied & successfully transferred to Harvard Law School
- Applied to a Ph.D. program
- Promoted to full time position with increased responsibilities at Apple
- Pursued and obtained position at public health agency
- Applied to law school
- Identified new career goal in international business law
- Successfully completed finance internship at Pearson
- Legal Internship Ongoing
- Expanded current success in public speaking and advocacy to new consulting avenues
- Turned vague goal of “I Want to be A Writer” into a paid writing position

The Mentor Perspective



Mentor Perception Themes

- Awareness: “I saw the polarization and isolation and limited expectations”. “I learned about the challenges of just getting there.”
- Identify. “I identified some of the same challenges in myself.”
- Made a Difference. “He said that he never had anyone encourage him like this.”
- Rewarding. “This has been one of the most rewarding experiences of my professional life.”
- Technology is a fixable barrier

Question 5: What Are We Learning

- Relationship Trumps Transactional
- Affirmative Act
- The Spread Effect
- Corporations are an untapped resource in need of a structure

What's Next?

- Advisory Council
- Expand within Pearson
- Expand beyond blindness
- Expand to other corporations

How You Can Become Involved

- Refer Potential Mentees
- Identify Super Mentors
- Advice to Advisory Council Member and
AHEAD Exec. Director Stephen Smith



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Questions?



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Contact Information

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