

VITAE

STEVE ZIVOLICH, M.A.

Integrated Resources Institute
23172 Plaza Pointe, #110, Laguna Hills, CA 92603

Email: steve@irioc.org

Phone: 949.232.1172

Website: IRIoc.org

PROFESSIONAL EXPERIENCE

NON-PROFIT LEADERSHIP:

1984-Present: Founder & CEO, Integrated Resources Institute, Irvine, California

Board of directors leadership responsibilities for a non-profit corporation that delivers local, national and international technical assistance to clients with disabilities, families, businesses, schools and government agencies developing innovative inclusive education, community, transition and employment efforts for youth and adults with significant disabilities.

- Founded Integrated Resources Institute in 1989 and established non-profit status.
- Director of the MentorWorks integrated work program, currently the largest customized employment effort for persons with significant disabilities in California.
- Author and project director of federal, state, local and corporate contracts with funding in excess of \$30 million dollars.
- Project director of Jobs Plus™, TeamWorks, and Universal Access, the largest corporate employment initiatives for persons with significant disabilities in the U.S.
- Integrated employment efforts have facilitated over 20,000 career placements for culturally diverse persons with significant disabilities in the United States and Australia.
- Coordinator of the Integration Institute Conference, which provided seminar training for over 4,500 professional educators, rehabilitation counselors, consumers and parents.

UNIVERSITY:

2007-2008: Adjunct Professor, California State University, Fullerton
1996-2002: Adjunct Professor, California State University, Fullerton
1982-1990: Adjunct Professor, University of California, Irvine
1979-1982: Adjunct Professor, California State University, Pomona
1978-1979: Associate Professor, California Lutheran University
1977-1978: Adjunct Professor, California State University, Northridge

SPECIAL EDUCATION:

1972-1975: TEACHER, Los Angeles City Schools.

Classroom and community based instruction for special education students ages 13 to 22.

1975-1979: PROGRAM SPECIALIST, Los Angeles County Schools.

Curriculum and methods consultation to classroom teachers serving students with significant disabilities. Expertise included: crisis intervention, positive behavior support, instructional strategies and discrete trial methodologies.

1979-1981: PROGRAM COORDINATOR, Los Angeles County Schools.

Consultation for special education school management, teachers and parents in administration, planning, program development, instruction, curriculum, integration and evaluation. Implemented vocational training project for 250 students with severe disabilities. Results included the districts' first integrated paid work placements.

1981-1984: FACILITATOR, California State Department of Education.

Collaborated in the development and implementation of an innovative state-wide staff development project. Provided extensive training in the Individual Critical Skills Model (ICSM) for over 500 education professionals representing over 35 school districts. Training strategies and materials have been disseminated at the local, state and national level.

AWARDS

Distinguished Service Award, California Governor's Committee for the Employment of Disabled Persons, "For extraordinary contributions to the employment of persons with disabilities." 1990.

Bill Rosenberg Memorial Award, CAL-TASH, "For demonstrating outstanding leadership in promoting the inclusion of persons with disabilities." 2010.

Autism Employer Superstar Award. California Senate Select Committee on Autism, 2011.

ACADEMIC BACKGROUND:

1970-1971	CALIFORNIA STATE UNIVERSITY, LOS ANGELES Master's Degree, Special Education Federal Graduate Fellowship Award
1968-1970	Bachelor of Arts Degree

EDUCATIONAL CREDENTIALS AND CERTIFICATIONS:

Service Credential	ADMINISTRATION
Specialist Credential	SEVERELY HANDICAPPED
Specialist Credential	LEARNING HANDICAPPED
Restricted Credential	ORTHOPEDICALLY HANDICAPPED
Standard Credential	ELEMENTARY and SECONDARY

GRANTS AND PROJECTS

1998-Present: MentorWorks, Laguna Hills, California.

Founded and implemented MentorWorks a natural support employment system in coordination with the Regional Center of Orange County. Program results have included over 200 placements for transition age and adults with disabilities in non-profits, private industry and local government positions. Annual operating budget exceeds \$1.75 million.

2002-2006: Full Inclusion Pre-School Project, Costa Mesa, California.

Co-author and co-director of the Full Inclusion Pre-School Project (FIPP) Healthy Start grant awarded at \$3.5 million. Grant activities resulted in over 100 children with significant disabilities integration into typical pre-schools in Orange County, California. Program results have included long term inclusion of students in public school programs.

1992-1996: California's Natural Support Project, Irvine, California.

Certo, N., Pumpian, I. & Zivolich, S. Awarded by Office of the Assistant Secretary for Planning and Evaluation, U. S. Department of Health and Human Services. Provided training and consultation to California school districts and regional center to transition graduating students into integrated work at graduation.

1985-1999: Jobs Plus., Irvine, CA., funded by Pizza Hut Inc, Brinker International, and the U.S. Department of Education, Washington, D.C.

Provided management consultation for the development and implementation of nationwide employment and ADA compliance within Pizza Hut, Inc. Outcomes included 18,000 placements, as well as the establishment of the only corporate 800 ADA hotline phone number for customers with disabilities. The national effort called "JOBS PLUS" was the largest corporate employment effort for persons with severe disabilities in the U.S, corporate and federal awards exceeded \$15 million.

1994-1995: Universal Access, Universal City, California., funded by Universal Studios and the U.S. Department of Education, Washington, D.C.

Implemented a natural support employment system in coordination with the human resource managers at Universal Studios. Projected results included 80 natural support placements in a variety of entertainment positions, award exceeded \$1.5 million.

1998-1999: Natural Support Demonstration Grant, funded by the California Department of Rehabilitation

Project Manager for a demonstration placement for persons with learning disabilities and other significant disabilities in Orange County. Project efforts resulted in placements for 15 persons with disabilities in a variety of positions from entry level to professional, award \$50 thousand.

1997-1998: Self Advocacy Grant, funded by the Orange County Regional Center

Project Manager for a demonstration self-advocacy program for adults with learning disabilities and other significant disabilities in Orange County. Project efforts resulted in training for 18 persons with disabilities in self-advocacy skills, award \$50 thousand.

1997-1999: Seamless Transition Grant, funded by the U.S. Department of Education, Washington, D.C.

Co-Principal Investigator for federally funded research regarding employer support strategies for youth with disabilities. In coordination with SDSU and SFSU developed 20 integrated work placements for transitioning students with severe disabilities in Orange County. CA.

GRANTS AND PROJECTS CONT.

1993-1998: Projects With Industry Grant, funded by the U.S. Department of Education, Washington, D.C.

Project Director for a national Projects With Industry Grant to employ 4,000 persons with severe disabilities in 44 states and the District of Columbia. Project results included 14,000 integrated job placements in private industry, award exceeded \$3 million.

1992-1997: Natural Supports Demonstration Grant, funded by the Health and Human Services Administration, Washington D.C.

Co-Principal Investigator for federally funded research regarding natural employer support strategies for youth with disabilities. Project efforts include marketing and training for 200 employers participating in grant efforts. Outcomes included over 200 natural support job placements for youth with disabilities, award exceeded \$1 million.

1990-1996: TeamWorks, funded by Brinker International, Dallas, Texas.

Coordinating the national "TEAMWORKS" employment and ADA compliance efforts with Brinker International. Services include management training for corporate staff in ten states to support employment placement and accommodation efforts for 350 workers with disabilities, corporate funding exceeded \$100 thousand.

1990-1994: Jobs Plus, funded by Restaurant Management Company, Wichita, Kansas.

Developed national employment implementation program for 10 states with RMC units. Efforts include internal company planning and training material for management staff. Program results provided for 175 job placements for persons with severe disabilities, corporate funding exceeded \$50,000.

1993-1996: Orange County Mentor Project, funded by the U.S. Department of Education

Project Director for a Transition Research Grant, to investigate the efficacy of national supports for employment outcomes. The research effort targeted natural support employment for 300 post secondary students with physical disabilities, traumatic brain Injury, and serious emotional disturbance, award exceeded \$300 thousand.

1992-1995: AIDS Hotline, funded by DAKA International, Boston, Massachusetts.

Implemented a national HIV/AIDS phone hotline for employees and families of DAKA personnel. Implemented pilot employment effort for Fuddrucker's restaurants for 10 persons with disabilities in California and Arizona.

1991-1994: Natural Support Model Project, funded by the California Department of Vocational Rehabilitation

Project Director for a natural support model project \$50 thousand grant for vocational rehabilitation consumers. The project placed and researched the cost-benefits of natural supports for 12 participants throughout California.

1992-1994: OK Natural Support Project, funded by the Oklahoma Department of Vocational Rehabilitation, Tulsa, Oklahoma.

Project Director for a demonstration grant for natural supports and corporate initiative efforts for persons with severe disabilities. The project demonstrated the effectiveness of an internal job coach model with a national corporation.

GRANTS AND PROJECTS CONT.

1990-1992: Natural Support Corporate Initiative, funded by the Florida Association of Rehabilitation Agencies, Tulsa, Florida.

Project Director for a demonstration grant for natural supports and corporate initiative efforts for persons with severe disabilities. The project demonstrated the effectiveness of an internal job coach model with a national corporation.

1989-1991: Natural Support Cost Benefit Project, funded by the Social Security Administration Grant.

Authored, and administered a two year, \$300 thousand research grant. Project research activities determined the cost benefit of private sector natural support strategies for 300 persons with disabilities receiving SSI benefits.

1988-1991: Project with Industry, funded by the U.S. Department of Education

Author and manager \$ 1 million Project With Industry Grant. Outcomes included 1,600 employment placements in 23 states for persons with severe disabilities with Pizza Hut, Inc.

1989-1992: Supported Employment Training Grant, funded by the U.S. Department of Education

Author and Project Director for a three year long-term training \$1 million grant. Project goals include comprehensive staff development for 1,000 professionals in supported employment implementation in eight regional center areas in California.

1987-1988: Employment Outcome Project, funded by the Association of Regional Center Agencies.

Authored and managed a \$20,000 contract award from the California Department of Development Services. Activities included an outcome evaluation protocol for integration, employment, and state-wide coordination of training ,for over 2,000 rehabilitation professionals.

1984-1992: Systems Change Project, funded by the Regional Center, Orange County, California.

Coordinated service delivery change efforts for the development of integrated employment opportunities for persons with severe disabilities. Results included 700 job placements, which represented a 1600% increase in the employment rate over a seven-year period.

PUBLICATIONS

Journal Articles:

Weiner, J., Zivolich, S. (2003). A longitudinal report for three employees in a training consultant model of natural support, *Journal of Vocational Rehabilitation*, 18 (3), 199-202.

Weiner, J. S. & Zivolich, S. M. (1998). Universal access: A natural support corporate initiative at Universal Studios Hollywood. An entertainment corporation's initiative to employ people with disabilities in a union environment. *Journal of Vocational Rehabilitation*, 10 (1), 5-14.

Weiner, J. S. & Zivolich, S. M., (Eds.), (1998). *Journal of Vocational Rehabilitation*, 10, (1).

Zivolich, S., Shueman, S., Weiner, J. (1997). An Exploratory Cost-Benefit Analysis of Natural Support Strategies in the Employment on People with Severe Disabilities, *Journal of Vocational Rehabilitation*, 8 (3), 211-221.

Zivolich, S. M., & Weiner, J. S. (1997). A national corporate employment initiative for persons with severe disabilities: A ten year perspective. *Journal of Vocational Rehabilitation*, 8, (1), 75-87.

Zivolich, S., Weiner, J. (1996). The Impact of Targeted Jobs Tax Credit Program on Employment Opportunities For Persons With Disabilities, *Journal of Vocational Rehabilitation*, 6, 303-310.

Zivolich, S., Weiner, J. (1996). If Not Now, When?: The Case Against Waiting for Sheltered Workshop Change Over, *Journal of The Association For Persons With Severe Handicaps*, 20, 4.

Lee, M., Storey, K., Anderson, J.L., Goetz, L., and Zivolich, S., (1996). The effect of mentoring versus job coach instruction on integration in supported employment settings. *Journal of the Association of Persons with Severe Handicaps*, 22(3), 151-158.

Zivolich, S., Bamberg, E. (1986). Regional Center Strategies for Modifying Current Activity Center Programs to Include Integrated Work and Community-Based Programming for Persons With Developmental Disabilities, *California Regional Centers Journal*, pp. 27-29.

Monographs and Serials:

Weiner, J., Zivolich, S. (2014). Employment Coach Evaluation, Integrated Resources Institute, Irvine, CA.

Zivolich, S. (2012). Written Comment to the National Council on Disability Council's Ad Hoc Committee on Sub-minimum Wage, TASH, http://tash.org/wp-content/uploads/2012/07/NCD6_12Comment.doc.

Zivolich, S. (2012). New Jobs Bill Expected to Boost Hiring Persons With Disabilities, <http://pressexposure.com/New> Jobs Bill Expected to Boost Hiring Persons With Disabilities.

Zivolich, S. (1996). The Impact of Targeted Jobs Tax Credit Program on Employment Opportunities For Persons With Disabilities, In *Targeted Jobs Tax Credit, Hearing Before the Committee on Ways and Means House of Representatives*, U.S. Government Printing Office, Washington D.C.

PUBLICATIONS CONT:

Zivolich, S., (1995). Statement of Steve Zivolich, M.A., Executive Director Integrated Resources Institute, Irvine, CA, In Targeted Jobs Tax Credit, Hearing Before the Committee on Ways and Means House of Representatives, U.S. Government Printing Office, Washington D.C.

Zivolich, S., (1995). The Critical Impact of Targeted Jobs Tax Credit Program on Employment Opportunities For Persons With Significant Disabilities, In Targeted Jobs Tax Credit, Hearing Before the Committee on Ways and Means House of Representatives, U.S. Government Printing Office, Washington D.C.

Zivolich, S., (1994), Employment, Out of the Boxes, In 1994 Conference Monograph, Association for Disability Employment, Sydney, Australia.

Verstegen, D., Nietupski, J., Zivolich, S., et. al., (1994). Increasing Employment Opportunities for Individuals with Disabilities Through Economic Development: Creating Business and Corporate Initiatives, Virginia Commonwealth University, Richmond, Virginia.

Zivolich, S. (1993). The Americans With Disabilities Act: Implementation Guide for California Restaurants, California Restaurant Association, Los Angeles, California.

Zivolich, S. (1992). ADA, All You Need To Know: Pizza Hut and the ADA, Pizza Hut Inc., Wichita, Kansas.

Zivolich, S., Bamberg, E. (1991). Free Market Strategies for Improving Employment Services: Transitioning Segregated Day Activity Programs to Integrated Employment Services, Journal of Vocational Rehabilitation, October 1991.

Zivolich, S., Millard, R. (1990). Jobs Plus: Pizza Hut's Corporate Initiative to Employ 3,000 Workers With Disabilities, Journal of Staffing and Recruitment, Spring 1990.

Zivolich, S. (1990). Quality Standards Integrated Work Services, Integrated Resources Institute, Irvine, California.

Zivolich, S. (1990). Quality Assurance: Integrated Work Services, An Implementation Guide, Integrated Resources Institute, Irvine, California.

Zivolich, S. (1990). Mentor Skills Workbook, Integrated Resources Institute Irvine, California.

Zivolich, S., Hartwell, N. (1990). Resource Guide Developmental Disabilities Center, Vended Adult Program Providers, Developmental Disabilities Center, Orange California.

Zivolich, S. (1990). Resource Guide: Integrated Work and Community-Based Services, Developmental Disabilities Center, Orange, California.

Zivolich, S. (1989). Four Year Outcome Report, Progress Toward Integrated Work and Full Employment, Developmental Disabilities Center, Orange, California.

Zivolich, S. (1989). Effectiveness of Employment Services for California Citizens with Severe Disabilities, California State Council on Developmental Disabilities, Sacramento, California.

PUBLICATIONS CONT:

Zivolich, S. (1989). Effectiveness of Day Programs for California Citizens with Disabilities, California Senate Subcommittee of Mental Health, Developmental Disabilities and Genetic Diseases, Sacramento, California.

Zivolich, S. (1988). Summary Report Quality Assurance Developmental Disabilities Center Adult Program Providers, Year 2, Developmental Disabilities Center, Orange, California.

Zivolich, S. (1988). Orange County Full Employment Initiative for Persons With Severe Disabilities, 1 Year Outcome Report, Integrated Resources Institute, Irvine California.

Zivolich, S. (1988). Pizza Hut Integrated Work Resource Guide, Integrated Resources Institute, Irvine, California.

Zivolich, S. (1988). Quality Indicators, Checklist for Supported Work Providers, Integrated Resources Institute, Irvine California.

Zivolich, S. (1988). Integrated Work Process Evaluation, An Implementation Guide Developed for California Regional Centers, Association of Regional Center Agencies, Sacramento, California.

Zivolich, S., Rosenberg, B., DeCilla, N. (1988). Reliability Training for Integrated Outcome System, Instructors Workbook, Association of Regional Center Agencies, Sacramento, California.

Zivolich, S. (1987). A Full Employment Initiative for Persons With Severe Disabilities, Developmental Disabilities Center, Orange, California.

Zivolich, S. (1987). Process Evaluation and Resource Guide for Integrated Work and Community Based Programs, Developmental Disabilities Center, Orange California.

Zivolich, S. (1986). Characteristics of School Programs That Place Disabled Graduates in Non-Sheltered Employment, Working Together, California Institute of Human Services, Sonoma State University.

Zivolich, S. (1985). Integrated Work Outcome Evaluation, Developmental Disabilities Center, Orange, California.

Zivolich, S. (1984). Individual Consumer Checklist for Documentation of Appropriate Volunteer Work Placement, Developmental Disabilities Center, Orange, California.

Falvey, M., Smithey, L., & Zivolich, S. (1984). Development and Implementation of Community Based Programs. Unpublished manuscript, California State University, Los Angeles.

PROFESSIONAL PAPERS AND PRESENTATIONS

Zivolich, S. (2015). Invited Presentation, Employment First Transition of Day Programs, North Bay Regional Center, Napa, CA.

White, J., O'Neil, L., Seppala L., Nacario, J., Zivolich, S. (2014). Invited Presentation, Employment First, Policy, Preparation, and Practice., Workability Conference, Dana Point, CA.

Zivolich, S., Nacario J., Weiner, J., Bisogno, S., Yoo, J., (2014). Invited Presentation, Day Program Change to Completely Integrated Work Provider, a Comprehensive Stakeholder Guide. 31st. Annual CAL-TASH Conference, San Francisco, CA.

Weiner, J., Zivolich, S., Nacario J., Bisogno, S., Yoo, J., (2014). Use of Reflective Practice to Train and Supervise Job Coaches. 31st..Annual CAL-TASH Conference, San Francisco, CA.

Zivolich, S., Nacario, J., Culp, M., Weiner J., (2012). 30 Years of Systems Change to Evidence-Based Practice for an Integrated Work Organization. 37th Annual TASH Conference, Long Beach, CA.

Zivolich, S. (2012). Comment to the National Council on Disability Council's Ad Hoc Committee on Sub-minimum Wage and Sheltered Workshops, Public Quarterly Meeting, Los Angeles, CA

Zivolich, S., Nacario J., (2011). Integrated Employment Strategies in Difficult Economic Times. 29th.Annual CAL-TASH Conference, Irvine, CA.

Zivolich, S., Weiner J., (2010). Everybody Works: Integrated Work Strategies in Tough Economic Times. 35th.Annual TASH Conference, Denver, CO.

Zivolich, S., Nacario J., Weiner J., (2010). Everybody Works: Employment Strategies in Difficult Economic Times. 28th. Annual CAL-TASH Conference, San Francisco, CA.

Zivolich, S. (2009). Integrated Employment, a Two Decade Perspective. 27th Annual CAL-TASH Conference, Manhattan Beach, CA.

Weiner, J., Zivolich, S. (2008). LRE Impact on Transitional Employment for Students with Significant Disabilities. 33rd. Annual TASH International Conference, Seattle, WA.

Weiner, J., Zivolich, S. (2008). Special Education, Is it Justified for Students with Significant Disabilities. 26th Annual CALTASH Conference, San Francisco, CA.

Weiner, J., Zivolich, S. (2008). Transitional Employment for Students with Significant Disabilities. 24th.. Annual Pacific Rim Conference, Honolulu, Hawaii.

Weiner, J., Zivolich, S. (2007). Community Training Impact on Transitional Employment for Students with Significant Disabilities. 23th.. Annual Pacific Rim Conference, Honolulu, Hawaii.

Weiner, J., Zivolich, S. (2007). LRE Impact on Transitional Employment for Students with Significant Disabilities. 25th. Annual CAL-TASH Conference, Manhattan Beach, California.

Zivolich, S., (2006). Invited Presentation, Integrated Employment Outcomes in Orange County, OC Transition Team Meeting, Sponsored by Irvine City Schools, Irvine, California.

PROFESSIONAL PAPERS AND PRESENTATIONS CONT.

Zivolich, S., (2006). Invited Presentation, Employment Advocacy, Advocacy 101: Ability or Disability Forum, Sponsored by the Special Needs Commission of Jewish Family Service of Orange County, Irvine, California.

Zivolich, S., (2004). Implementing Natural Supports in the Workplace, Invited Presentation, Western Washington University Tele-conference, Sponsored by the Center for Continuing Education in Rehabilitation, Mt. Lake Terrace, Washington.

Zivolich, S., (1997). A Corporate Initiative at Universal Studios, Invited Presentation, 12th. Annual Integration Institute, Anaheim, California.

Zivolich, S., (1996). Getting and Keeping Integrated Jobs for Persons with Significant Disabilities, Invited Presentation, Sponsored by The National Autism Society, Los Angeles, California.

Zivolich, S., (1996). Corporate Initiative Strategies, Invited Presentation, Sponsored by The California Association for Supported Employment, Palm Springs, California.

Zivolich, S., (1995). A National Corporate Employment Initiative for Persons with Severe Disabilities: A Ten Year Perspective, Invited Presentation, Sponsored by The Association for Persons With Severe Handicaps, San Francisco, California.

Zivolich, S., (1995). Marketing and Job Development for Natural Supports, Association for Disability Employment, National Seminar Tour: Sydney, Melbourne, Adelaide, Perth, Brisbane, Newcastle; Australia.

Zivolich, S., (1995). Hiring People With Disabilities: Good Business Sense, Invited Keynote, The Arc of New Mexico Conference, Albuquerque, New Mexico.

Zivolich, S., (1995). Job Development In Tough Economic Times, Invited Presentation, The Arc of New Mexico Conference, Albuquerque, New Mexico.

Zivolich, S., Perry R., (1994) Natural Supports: California Pilot Outcomes, Invited Presentation, Supported Life Institute, Sacramento, California.

Zivolich, S., (1994), Employment, Out of the Boxes, Keynote Presentation, Association for Disability Employment, Sydney, Australia.

Zivolich, S., (1994), Employment, Out of the Boxes, National Speaking Tour, Association for Disability Employment, Adelaide, Newcastle, Melbourne, Canteberry, Australia.

Zivolich, S., (1994). The Critical Impact of Targeted Jobs Tax Credit Program on Employment Opportunities For Persons With Significant Disabilities, Invited Testimony, Hearing Before the Committee on Ways and Means House of Representatives,

Zivolich, S., (1994), Hiring People with Disabilities is not a Charitable Gesture: The American Experience, Invited Presentation, Association for Disability Employment, Sydney, Australia.

Zivolich, S., (1994), Effective Employment Strategies for Persons with Disabilities in the United States, Keynote Presentation, Japanese Food Service Association, San Francisco, California.

Zivolich, S., (1994), Supported Employment Achievements in the United States,

PROFESSIONAL PAPERS AND PRESENTATIONS CONT.

Invited Presentation, (1994), Taiwan Social Welfare Conference, Sponsored by California State University Long Beach, Orange, California.

Zivolich, S., (1994), Using Targeted Jobs Tax Credit in the Hiring of Persons with Disabilities, Colorado Employment Summit, Sponsored by the National Employment Opportunities Network, Denver, Colorado.

Zivolich, S., (1994), Job Development and Marketing in Tough Economic Times, Invited Workshop, San Diego Seminar By the Bay Training Consortium, San Diego, California.

Zivolich, S., Davis, J., (1993), Employer Support Strategies to Facilitate Work Force Integration, Invited Presentation, Sponsored by The President's Committee on Employment of People With Disabilities, Americans With Disabilities Act: A Forum on the Progress of Implementation, Washington, D.C.

Zivolich, S., (1993), Corporate Initiatives: The Bottom Line Outcomes, Keynote Presentation, Sponsored by The Department of Human Services, Governor's Conference on Developmental Disabilities, Employment: The Final Frontier, Oklahoma City, Oklahoma.

Zivolich, S., (1993), Transitional School Employment Programs, Factors For Success, Invited Presentation, National Down Syndrome Congress, 21st Annual convention, Anaheim, California.

Zivolich, S., Davis, J., Seppala, L. (1993), Natural Support Strategies, Invited Workshop, CAL-TASH State Conference, Sponsored by The Association for Persons With Severe Handicaps. Burbank, California.

Zivolich, S., Davis, J., (1992), Natural Supports Workshop, Invited Workshop, Sponsored by The Oregon Rehabilitation Association, Changeover Forum, Salem, Oregon.

Zivolich, S., (1992), The Pizza Hut Experience: Making It Work, Keynote Presentation, Sponsored by The Association for Supported Employment, Tulsa, Oklahoma.

Zivolich, S., Davis, J., (1992), The Americans With Disability Act: Challenge and Opportunity, Invited Presentation, Western Restaurant Show, Sponsored by the California Restaurant Association, San Francisco, California.

Zivolich, S. (1992). ADA, Benefits to Employers, Community, and Persons with Disabilities, Invited Presentation, 2nd Annual Integration Institute, Sponsored by Integrated Resources Institute, Irvine California.

Zivolich, S. (1992). Corporate Natural Support Models, Invited Presentation, CAL-TASH State Conference, Sponsored by The Association for Persons With Severe Handicaps. Irvine, California.

Zivolich, S. (1991). Cost-Benefit Analysis of Natural Support Strategies, Invited Presentation, International TASH Conference, Sponsored by The Association for Persons with Severe Handicaps.

Zivolich, S. (1990). A Corporate Commitment to Hire People With Disabilities, Invited Keynote, Quality of Life: Visions for the 1990's, Sponsored by ARC Colorado, Lakewood, Colorado.

Zivolich, S., Nakao, G., LaMar, K., Mainini, R. (1990). Regional Center Strategies for Developing Integrated Work Opportunities, Panel Presentation, Beyond Disability Conference, Sponsored by California Department of Rehabilitation, Sacramento, California.

PROFESSIONAL PAPERS AND PRESENTATIONS CONT.

Zivolich, S., Pronschinske, R. (1990). A National Corporate Perspective on Supported Employment, Panel Presentation, Beyond Disability Conference, Sponsored by California Department of Rehabilitation, Sacramento, California.

Zivolich, S., Pronschinske, R., Fiorini, N., Davis, J. (1990). Mentoring in the Workplace, Supported Life Conference, Sacramento, California.

Zivolich, S. (1990). Determining Quality Standards for Supported Employment Services, Invited Presentation, Rehabilitation, Creating Opportunities, Sponsored by National Rehabilitation Association, Minneapolis, Minnesota.

Zivolich, S., Barker, J., Kaucic, L. (1990). Supported Employment - Is It Competitive Employment?, Invited Presentation, Rehabilitation, Creating Opportunities, Sponsored by National Rehabilitation Association, Minneapolis, Minnesota.

Zivolich, S. (1989). Employment for the Disabled, Radio Interview KEZY, Anaheim, California.

Zivolich, S., Lambert, J., Moore, K. (1989). Pizza Hut Delivers on Supported Employment, Invited Presentation, Ensuring Quality of Life, Sponsored by Young Adult Institute, New York, New York.

Zivolich, S., Naeve, L., Shiraga, B. (1989). Transition Programming and Supported Employment, Invited Presentation, Community Integration Solving the Problems, Sponsored by the California Association for Persons with Severe Handicaps, Fresno, California.

Zivolich, S., Sabsiton D. (1989). A Quality Assurance System for Integrated Work Programs, Community Integration Solving the Problems, Sponsored by the California Association for Persons with Severe Handicaps, Fresno, California.

Zivolich, S., Reister, P., Manini, R., Virago, S. (1989). Integrated Work: A Needs Assessment for Regional Centers, Community Integration Solving the Problems, Sponsored by the California Association for Persons with Severe Handicaps, Fresno, California.

Zivolich, S. (1989). Integrated Employment Options, Invited Presentation, The Child is the Reason: Parents and Professionals United, Sponsored by State Department of Education, San Diego, California.

Zivolich, S. (1989). Supported Employment From an Employers Perspective, Invited Keynote, Supported Employment Conference, Sponsored by South Dakota Rehabilitation Association, Sioux Falls, South Dakota.

Zivolich, S. (1989). Marketing Supported Employment: A Sale on Quality, Invited Presentation, Beyond the Classroom, Into the Community, Sponsored by Arizona Department of Education, Phoenix, Arizona.

Peters, J., Orban, A., Nelan, B., Lattuca, F., Zivolich, S. (1989). Responsible Hospitality Creating Employment Opportunities, Invited Presentation, Independent Living Conference 1989, Sponsored by the Research and Training Center on Independent Living, Bethesda, Maryland.

PROFESSIONAL PAPERS AND PRESENTATIONS CONT.

Zivolich, S. (1989). Developing and Maintaining Long-Term Relationships with Employers, Invited Presentation, Building Partnerships that Work, Sponsored by MHO/Programs for Developmental Disabilities, Corvallis, Oregon.

Zivolich, S. (1989). Community-Based Vocational Training For Students with Severe Disabilities, Invited Symposium Lecture, Education Innovation Institute, Sponsored by the California Department of Education, Newport Beach, California.

Zivolich, S., Lyndes, J., Nelson, B., Evans, M., Schuuvam, D. (1989). Supported Work, Panel Presentation, the 1990 Report and Beyond, Sponsored by the Administration on Developmental Disabilities, San Francisco, California.

Zivolich, S. (1989). Never Promise What You Can't Deliver and Always Deliver What You Promise: Corporate Perspectives on Quality Supported Employment, Invited Keynote, Partnership for Transition, Sponsored by State Department of Public Instruction, Bismarck, North Dakota.

Zivolich, S., Butley, D. (1989). Jobs Plus, Invited Presentation, 1989 North Carolina Vocational Alternatives Conference, Sponsored by the University of North Carolina, Durham, North Carolina.

Zivolich, S. (1989). Jobs Plus: Pizza Huts National Employment Project, Invited Presentation, Partnerships for the 1990's, Sponsored by Inter-National Association of Business, Industry and Rehabilitation, Dallas, Texas.

Zivolich, S., Trull, R., Dziad, T. (1989). A National Corporate Commitment to Hiring 2,000 Employees with Severe Disabilities, Invited Presentation, a Working Reality, Community Integration for the 1990's, Sponsored by University of North Texas, San Antonio, Texas.

Zivolich, S., Sabsiton, D. (1989). Job Coaching and Supervision Strategies, Invited Presentation, Supported Life 1989, Sponsored by Area Board III, Sacramento, California

Zivolich, S., Virago, S. (1988). Integrated Service Systems for Persons With Developmental Disabilities, Invited presentation, Back to the Future, annual conference, Sponsored by American Association Mental Retardation, San Jose, California.

Zivolich, S., Shorter, J. (1988). Quality Assurance, How to Ensure that Clients are Well Served, Invited presentation, a conference for Regional Center Board Members, Sponsored by Association of Regional Center Agencies, San Diego, California.

Zivolich, S. (1988). A Full Employment Initiative for Persons With Severe Disabilities, Orange County, Invited presentation, Supported Employment: Working It Out Direction In Policy and Practice, Sponsored by Syracuse University, Syracuse, New York.

Zivolich, S. (1988). A Full Employment Initiative for Persons With Severe Disabilities, Invited presentation, Supported Life '88, Sponsored by Sacramento Area Board, Sacramento, California.

Zivolich, S. (1988). Integrated Service Systems, Invited presentation, Sponsored by Association of Area Boards, Sacramento, California.

Zivolich, S. (1988). Developing Integrated Work Options, Invited presentation, Sponsored by California Developmental Disabilities Council, Ontario, California.

PROFESSIONAL PAPERS AND PRESENTATIONS CONT.

Zivolich, S. (1988). Pizza Hut Integrated Work Program: Kansas, Invited presentation, Sponsored by Kansas Department of Rehabilitation, Wichita, Kansas.

Zivolich, S., Vinton, B., Logan, M. (1988). Pizza Hut, Inc.: A National Integrated Work Effort, "15th Annual National Conference," Sponsored by The Association for Persons With Severe Handicaps, Washington D.C.

Zivolich, S. (1988). Process Evaluation Procedures for Regional Centers, Invited presentation, Integrated Service Systems Symposium, Sponsored by The Association of Regional Center Agencies, Oakland, California.

Zivolich, S., Allen, J., Blanton, L. (1988). Quality Assurance Strategies for Integrated Work Service Delivery, Collaborative Conference, Sponsored by the California Association for Persons With Severe Handicaps, Oakland, California.

Robinson, R., Lamb, M., Zivolich, S. (1988). Empowering Systems in California, Accomplishments, Strategies and Lessons in Creating Employment Choices for Persons With Severe Disabilities. Employment, Choices and Change Conference, Sponsored by the Association for Persons With Severe Handicaps, Washington, D.C.

Zivolich, S. (1988). Critical Care Provider Support for Integrated Work, Invited Presentation, Sponsored by Society of Care Providers Organization, San Francisco, California.

Zivolich, S. (1987). Quality Indicators for Integrated Work, "14th Annual National Convention," Sponsored by the Association for Persons With Severe Handicaps, Chicago, Illinois.

Zivolich, S. (1987). Effective Management Practices for Supported Employment, Invited Presentation for one day seminar, Sponsored by Helen Keller Technical Assistance Center, Denver, Colorado.

Zivolich, S., Gortz, J., Allen, J. (1987). Long Term Customer Relations, Strategies for Supported Work Programs, Invited Presentation, Sponsored by Westside Regional Center, Los Angeles, California.

Zivolich, S. (1987). Developing Employer Partnerships, Invited keynote address, Supported Work State Advisory Meeting, Sponsored by Wisconsin State Department of Rehabilitation, Madison, Wisconsin.

Zivolich, S. (1987). An Outcome Evaluation System for Integrated Work, Invited presentation for one day workshop, Transition Research Conference, Sponsored by the Educational Transition Center, Oakland, California.

Zivolich, S., Inman, C., Scro, J. (1987). Advocating for Systems Change; Strategies and Impacts, Invited presentation Community Integration in California; A Better Life, A Better Community, Sponsored by Syracuse University Center of Human Policy, Orange, California.

Zivolich, S. (1987). Strategies for Job Development and Facilitating Ongoing Employer Relations, Invited presentation, Community Based Vocational Training for all Ages, It Works, Sponsored by Ventura County Special Education, Ventura, California.

Zivolich, S. (1987). Integrated Work, Developing Program Options, Invited presentation, Sponsored by Mental Health Association, Fresno, California.

PROFESSIONAL PAPERS AND PRESENTATIONS CONT.

Zivolich, S. (1987). Marketing Supported Work to Business, Invited keynote address, Sponsored by Kentucky State Department of Rehabilitation, Frankfort, Kentucky.

Zivolich, S., Bamberg, E. (1987). Quality Assurance Evaluation Process for Integrated Work Programs, Back to the Future: Integration revisited conference, Sponsored by the Association for Persons with Severe Handicaps, Chicago, Illinois.

Zivolich, S. (1987). Converting Activity Centers to Integrated Work Services for Adults with Serve Disabilities, Invited keynote address, Supported Life '87 Expanding Options for Community Integration Conference, Sponsored by Kelso Foundation, Area Board III, Sacramento, California.

Zivolich, S., Blanton, R. (1986). Marketing the Hard to Place Client, Invited presentation, Projects With Industry Training Conference, Los Angeles, California.

Zivolich, S. (1986). How 200 Supported Work Placements Were Made in Orange County in 18 Months, Invited presentation, Employment Conference, Ellensburg IX, Ellensburg, Oregon.

Zivolich, S. (1986). Implementing Integrated Employment for Persons with Severe Disabilities, Invited presentation, California Vocational Education Conference, Sponsored by Industry Education Council, Los Angeles, California.

Zivolich, S. (1986). Integrated Work Program Development for Activity Centers, Paper presented at California Association for Persons with Severe Handicaps Conference, Los Angeles, California.

Zivolich, S. (1986). Enhancing Productivity, Non-Sheltered Work Options for Persons with Severe Handicaps, Invited presentation, sponsored by American Association on Mental Deficiency, Anaheim, California.

Zivolich, S. (1985). Progress of Adult Activity Centers to Integrated Supported Work Models, Analysis of Change, Paper presented to International Conference on the Decade of Disabled: Transition to Work and Life, Las Vegas, Nevada.

Zivolich, S. (1985). Non-Sheltered Work Options, Presentation at the Association for Persons with Severe Handicaps Conference, Boston, Massachusetts.

Zivolich, S. (1985). An Analysis of Current Service Delivery Options for Adults with Severe Handicaps, Paper presented at California Association for Persons with Severe Handicaps Conference, Fresno, California.

Zivolich, S. (1985). Transition From School to Integrated Work, Invited presentation Area Board 10, Integration Conference, Los Angeles, California.

Zivolich, S. (1984). Administrative Strategies for Implementing Integrated and Community Based School Programs, Panel Chair at Association for Persons with Severe Handicaps Conference, Chicago, Illinois.

Zivolich, S., Boyer, L. (1984). Integrated Community Based Programming for Persons with Multiple Handicaps, Panel presentation at California Association for Persons with Sever Handicaps Conference, Sacramento, California.

Zivolich, S., Grainger, C. (1983). Strategies for Community Referenced Curriculum Development, Invited presentation, Nevada Council for Exceptional Children, Reno, Nevada.

PROFESSIONAL PAPERS AND PRESENTATIONS CONT.

Zivolich, S., Thvedt, J. (1983). Staff Development Issues in Management of Assaultive Behavior, Presentation at Council for Exceptional Children Council, Pasadena, California.

Zivolich, S. (1982). Logistics of Community Based Programming, Panel presentation, Association for the Severely Handicapped, Denver, Colorado.

Zivolich, S., Rosenberg, W., Neary, T. (1982). Providing Alternatives in Career Education. Presentation at the Association for the Severely Handicapped Conference, Denver, Colorado.

Zivolich, S. (1982). Strategies for Teaching Community Based Skills, Invited presentation, Endowed Chair in Mental Retardation Conference, sponsored by California State University Los Angeles, Los Angeles, California.

Zivolich, S., Rosenberg, W., Neary, T. (1982). Parents, Educators, and Community Partners in Successful Vocational Planning, Panelist presentation, Council for Exceptional Children Conference, Monterey, California.

Zivolich, S. (1982). Individual Critical Skills Model (ICSM), Seminar presentation to California Association of Professors in Special Education, Monterey, California.

PROFESSIONAL ENDEAVORS

Consultant to North Bay Regional Center, Quality Assurance Division, 2015.

Consultant to the Regional Center of Orange County, Employment First, 2014-2015.

Community Resources Chair, Irvine Spectrum Rotary Club, 2008-2010.

Board of Directors, Irvine Spectrum Rotary Club, 2008-2010.

Paul Harris Fellow, Rotary International, 2007- 2010.

Sebastopol Rotary Club, 2015.

Consultant and expert witness testimony for Disability Rights California, Special Education Transition Fair Hearing, 2010.

Consultant to Kussman and Whitehill Law Firm, Malpractice case, 1996.

Consultant to Newman, Aaraonson and Vanaman Law Firm, Fair Hearing, 1996.

Consultant to Protection and Advocacy Inc., ADA case, 1995.

Consultant to Newman, Aaraonson and Vanaman Law Firm, Fair Hearing and Lawsuit, 1995.

Consultant to Chong and Denove Law Firm, Client evaluation, 1995.

Consultant to Agnew and Brusavich Law Firm, Trustee advisor, 1995.

Consultant to Kussman and Whitehill Law Firm, Malpractice case, 1995.

Consultant of National Association of Protection and Advocacy Systems, Multi-Regional Training, 1994.

Consultant to Heller and Owen Law Firm, Malpractice case, 1994.

Consultant to Kussman and Whitehill Law Firm, Malpractice case, 1994.

Consultant to McKesson Corporation for international corporate implementation of Title I, ADA. Efforts included delivery of trainer of trainers session and follow-up support for participants, 1992.

Consultant to the California Restaurant Association, for the Development and implementation of statewide ADA training workshops for over 100 restaurant companies in California. Provided ongoing consultation and support for CRA local chapters and individual restaurant corporation compliance procedures for Title I and Title III of ADA, 1992.

National Conference Planning Committee, the Association for Persons With Severe Handicaps, 1988-1989.

Legislative Liaison, California for the Association for Persons with Severe Handicaps, 1987-1990.

PROFESSIONAL ENDEAVORS CONT.

Board of Directors, California Association for Persons with Severe Handicaps, 1982-1983, 1986-1990.

Representative of California Regional Center Association to California Department of Rehabilitation Supported Employment Consortium, OSERS Contract #85081702, 1985-1990.

Consultant to ABC Nightly News, September 21, 1989 News Feature on Employment for persons with disabilities.

Advisory Board, Special Education Department, University of California Irvine, 1985-1990

Consultant to Coors Distributors, Orange County, California. Coors supported work program for workers with disabilities, 1985-1990.

Consultant to Century 21, Orange County, California. Expansion of companies initial employment program for workers with severe disabilities, 1986-1989.

Reviewer for the Association for Persons with Severe Handicaps, vocational presentation submissions for international convention, 1987-1989.

Consultant to Jay Nolan Center, employer relations for persons with disabilities, 1988-1992

Consultant to Kansas Department of Rehabilitation, Supported Employment, 1988-1994.

Member California Governor's Sub-Committee on supported employment, 1988-1993.

Consultant to Connecticut Association of Rehabilitation Facilities, employer relations, 1987-1989.

Consultant to University of California Medical Center, Irvine, establishment of supported work program, 1986-1995.

Consultant to North Bay Regional Center, integrated work, 1987-1992

Consultant to Far Northern Regional Center, integrated work, 1987-1992

Consultant to Pacific Club, Newport Beach, vendorization of business as supported work provider, 1987-2002.

Consultant to Vantage Foundation, management training for integrated work development, program evaluation and job development, 1985-1995.

Consultant to Cole Health Services, staff development, job development, evaluation and vendorization, 1985-1995.

Consultant to Systematic Training Employment Program, management training, job development, evaluation and employer relations, 1985-1991.

Consultant to Chong and Denove Law Firm, Malpractice case regarding special education student, 1984-1994.

Consultant to Bostwick Law Firm, Malpractice cases, 1986-1988.

PROFESSIONAL ENDEAVORS CONT.

Consultant to Protection and Advocacy, advocacy regarding special education students and adults with disabilities, 1984-1985.

Consultant to Council of Churches San Francisco, development program for adults with disabilities, 1986-1989.

Consultant to Institute of Disabilities, University of New Hampshire, 1987-1988.

Consultant to Southern California State Diagnostic School. Staff development support for instructors to provide integrated community based strategies for students referred for assessment or instruction, 1981-1988.

Consultant to Firestone, Western United States. Analysis of labor needs and job descriptions to assist in the creation of model employment program proposal for company approval, 1987.

Consultant to Bristol-American Hotel Management Group, Inc., California. Technical assistance to establish initial supported work programs at Ramada Renaissance and Sheraton Hotels, 1987-1988.

Consultant to Syracuse University, Center on Human Policy, technical assistance for supported employment training of New Mexico, State Department Representatives, 1987.

Consultant to Wisconsin Business Authority, employer relations development, 1986-1988.

Consultant to Today Show, development of supported work show segment, 1987.

Consultant to KRON, San Francisco NBC affiliate, development of supported work feature, 1987.

Consultant to California Department of Rehabilitation, marketing and video production; "Steady, Willing and Able," 1986.

Consultant to Alaska Department of Rehabilitation, marketing to employers, 1987-1988.

Consultant to Goodwill Industries Easter Seal Society of Kansas, Inc., job development, 1987-1988.

Consultant to Office of Special Education and Rehabilitation Washington D.C., development of satellite broadcast on supported employment, 1987.

Consultant to Project Work, San Diego State University Foundation, evaluation and job development, 1987-1988.

Consultant to Ventura County Special Education, job development, 1987-1988.

Consultant to Carl's Jr. Restaurant Inc., development of supported employment program, 1987-1988.

Consultant to Fresno State Diagnostic School, staff development, 1987.

Consultant to Central Valley Regional Center, management training in supported employment and evaluation, 1987-1988.

Consultant to California Department of Developmental Disabilities, review of day program standards, residential training and integrated work, 1985-1988.

PROFESSIONAL ENDEAVORS CONT.

Consultant to University of Oregon technical assistance grant for OSER supported work states, 1986-1988.

Consultant to Westside Regional Center, Committee on Supported Work, 1986-1992.

Consultant to Budweiser Distribution, Ventura, to develop integrated work source, 1987.

Consultant to Department of Special Education, University of Wisconsin, Madison, two day workshop on crisis intervention, 1987.

Reviewer for Office of Special Education and Rehabilitation, Grant Applications for State Supported Work Contracts, 1986.

Consultant and expert witness for Mental Health and Advocacy court case on behalf street people with disabilities in Los Angeles County, 1986-1988.

Consultant to Berkeley Planning Associates, development of outcome evaluation for integrated work, 1986.

Consultant to Pasadena Unified School District, staff development in functional curriculum, 1982-1983.

Consultant to Los Angeles City School District, staff development school integration, 1982-1984.

Consultant to Montebello School District, Individual Critical Skills curriculum staff development, 1983-1984.

Consultant to Whittier School District, staff development in community based instruction, 1982-1985.

Consultant to Placentia School District, staff development critical skills and vocational programming, 1983-1985.

Consultant to Fullerton School District, staff development critical skills, 1983-1984.

Consultant to Jay Nolan Center, staff development crisis intervention, community based instruction, 1978-1984.

PROFESSIONAL MEMBERSHIPS

TASH
APSE