

## CURRICULUM VITAE

### JOSEPH J. NACARIO, M.S.

#### ADMINISTRATIVE/SUPERVISORY

##### **2009-Present: PROGRAM DIRECTOR, Integrated Resources Institute, Irvine, California**

Administrative responsibilities for a non-profit corporation and the MentorWorks program that delivers technical assistance and qualified applicants with disabilities referral to businesses, schools, families, professionals and government agencies developing innovative inclusive education and employment efforts for persons with significant disabilities.

- Oversee operations and services of the MentorWorks adult day program throughout Orange County which is 100% community-based with a focus on employment for adults with developmental disabilities.
- Develop Individual Support Plans of the MentorWorks program serving 100 adults with a diversity of developmental disabilities.
- Supervise 90 direct service Employment Coaches.
- Develop and maintain professional relationships within the Orange County community including paid and volunteer employment businesses, community colleges, other non-profit organizations, WorkSource Centers, and government agencies.

##### **2007-2009: DIRECTOR, Jay Nolan Community Services (JNCS) Workforce Solutions, Mission Hills, California**

Administrative responsibilities for a non-profit corporation that provides 100% community-based employment services for over 175 people with Autism and other developmental disabilities funded by the California State Department of Rehabilitation and Department of Developmental Services throughout Los Angeles County.

- Supervise and provide ongoing staff development training to six (6) Managers as well as 90 support service personnel.
- Supervise two program components including Personal Day Service and Supported Employment Programs.
- Organization leader responsible for Three-Year CARF Accreditation 2007
- Development of corporate partnerships with VONS Grocery, Weiser Security, Inc., Target Stores, The Home Depot
- Project Director of Micro-enterprise \$68,000 grant project awarded by the CA State Council of Developmental Disabilities for micro-enterprise and self-employment.
- Have initiated development of nationally acclaimed Project SEARCH with Children's Hospital Los Angeles, Stanford Medical Center, and Northridge Hospital
- Manage annual program budget in excess of \$2,900,000. Programs have increased 20% in past 2 years
- Developed innovative Access to Community Employment (ACE) Program Design, 1:1 Ratio which is the first of its kind in Los Angeles County with a focus on employment

- Developed *Customized Employment* Tool Kit within JNCS based upon trainings of Cary Griffin and Michael Callahan
- Member of California Disabilities Service Association working directly with state legislators on disability issues.

**1999-2007: DIRECTOR, Toward Maximum Independence (TMI) Employment Solutions, San Diego, California**

Administrative responsibilities for a non-profit corporation that provides employment services for over 400 people with disabilities funded by the California State Department of Rehabilitation and Department of Developmental Services throughout San Diego County.

- Supervise and provide ongoing staff development training to 10 Division Managers as well as 75 support service personnel.
- Responsible for three (3) consecutive Three-Year CARF accreditations with exemplary conformance to standards noted.
- Development of corporate partnerships with SeaWorld, VONS Grocery, Pedus Service, Inc., Weiser Security, Inc., WalMart, Job Options, Inc., Target Stores and Sharp HealthCare Hospitals.
- Director of Project SEARCH and \$107,000 grant project awarded by the CA State Council of Developmental Disabilities to place individuals with developmental disabilities in hospital healthcare positions.
- Responsible for Annual Program Evaluation and Outcome Reports with statistical analysis and action plans reported to the Governance Board of Directors.
- Established networks and collaboration of community and other agency resources to meet individual needs of clientele, specific to their disability.
- Vocational assessment, career and personal/social adjustment counseling of clientele.
- Conduct ADA Self Inspections, identifying architectural & attitudinal barriers and plan of action with timelines.
- Manage annual program budget in excess of \$3,200,000. Programs have increased over 60% the past two years.
- Provide ADA and disability awareness training to employers and community members.
- Member of California Rehabilitation Association working directly with state legislators on disability issues.

**1995-1999: PROGRAM DIRECTOR, Integrated Resources Institute, Irvine, California**

Administrative responsibilities for a national non-profit corporation that delivers technical assistance to businesses, schools, families, professionals and government agencies developing innovative inclusive education and employment efforts for persons with significant disabilities.

- Assisted CEO as Coordinator of federal, state, and corporate inclusion and employment grant programs with funding awards in excess of \$7 million.
- Western Regional Coordinator for Jobs Plus™ resulted in the nation's largest corporate employment initiative for persons with disabilities.
- Institute employment efforts have resulted in over 21,000 career placements for culturally

diverse persons with disabilities.

- Assisted CEO as Coordinator of the Integration Institute Conference, which provided training for over 4,500 professional educators, rehabilitation counselors and families.
- Initiated San Diego MENTOR Supported Employment program that had highest productive and job placement outcomes.
- Project Coordinator of the Universal Access program at Universal Studios, which provided job placement and assistance to Human Resources Recruiters while supervising 10 support staff with 60 clients with disabilities.
- ADA Consultant on Title I and III to Universal Studios, California Restaurant Association, San Diego Hospitality Resource Panel, and Pizza Hut Corporation.

### **1989-1995: DIRECTOR OF PROGRAM SERVICES, Foundation for Educational Achievement – Community Options Division, San Diego, California**

Administrative responsibilities for a non-profit corporation with operations in San Diego County as well as the San Francisco Bay area that provides support services for adult students with developmental disabilities in a community-based program, with component emphasis on community skills and employment.

- Promoted from concurrent Community College Instructor/Program Manager to Director of Program Services in 1992.
- Supervised eight Program Managers responsible with 120 direct support service personnel.
- Provided staff development training in San Diego, San Jose, and Santa Cruz Counties.
- Co-author and Project Director of Project Power federal grant which developed a comprehensive Skills and vocational assessment known as the Comprehensive Adult Student Assessment System (CASAS)
- Provided ADA and disability sensitivity training to employers.
- Collaborate with other social service agencies in meeting programmatic and individual client needs.
- Advised and counsel students with disabilities and their families with Social Security benefits.
- Instructor for community college students with disabilities in Living Skills classes for three years as a Program Manager prior to promotion to Director of Program Services in 1992.
- Provided program information annually to high school students with disabilities in preparation for graduation.
- Member of California Rehabilitation Association working directly with state legislators on disability issues.

### **1975-1989: ASSISTANT PROGRAM COORDINATOR, Arc-North Shores Center, San Diego, California**

Provided assistance to Program Coordinator after being promoted from Instructional Aide in 1978 as one of two original staff in 1976. Began in 1975 at Arc-East County as college work-study student.

- Developed and taught several program curriculums for adults with developmental disabilities in the DTAC program with 8:1 ratio.
- Concurrent San Diego Community College Instructor – Adaptive Physical Education
- San Diego and California Special Olympics Volunteer

## **COMMUNITY COLLEGE**

### **1978-1992: INSTRUCTOR, San Diego Community College District, San Diego, California**

Taught Special Education courses for adults with disabilities that included Adaptive Physical Education, Adaptive Music, Basic Education, Living Skills, and Personal/Social Adjustment.

- Development and monitoring of Individual Educational Plans.
- Development of course curriculums.
- Development of course lesson plans.
- Collaboration with San Diego State University Rehabilitation Department for referrals and attainment of adaptive equipment based upon individual student needs.
- Collaboration with licensed and/or certified occupational, recreational, and physical therapists for referral and attainment of services based upon individual need.
- Assessment and development of adaptive physical education activities that addressed visual impairment needs, postural deviations, midline/laterality, gross and fine motor skills, strength and conditioning and weight management.
- Assisted students with referrals to recreational activities and agencies.
- Classroom instruction in remedial mathematics and reading.

## **EDUCATION**

1984-1986	NATIONAL UNIVERSITY, San Diego, California Master of Science Degree, Education Administration Leadership Award
1975-1977	SAN DIEGO STATE UNIVERSITY, San Diego, California Bachelor of Arts Degree, Recreation Rehabilitation
1972-1975	CHABOT COLLEGE, Hayward, California Associate of Arts Degree, Therapeutic Recreation

## **EDUCATIONAL CREDENTIALS AND CERTIFICATIONS**

California Community College Credential	SUPERVISOR
California Community College Credential	INSTRUCTOR - SEVERELY HANDICAPPED
California Community College Certificate	TEACHER – ADULT SPECIAL EDUCATION

## **PROFESSIONAL MEMBERSHIPS**

Orange County Senate Regional Autism Task Force  
California Disability Services Association (CDSA)  
California Inclusion Project – UCLA Tarjan Center  
Association for Persons in Supported Employment (APSE)  
National & California-TASH

## **GRANTS AND PROJECTS**

### **2006-2007: Jay Nolan Community Services and CA State Council on Developmental Disabilities, San Diego, California.**

Project Director of “Micro-enterprise Development” as a state funded grant awarded to JNCS in assisting people with developmental disabilities to assess and develop their own business. Responsible for collaborating with six partnering agencies throughout Los Angeles County for project replication and consultation.

### **2006-2007: Toward Maximum Independence and CA State Council on Developmental Disabilities, San Diego, California.**

Project Director of “Project SEARCH” a state funded grant awarded to TMI, to implement an employment placement program at the Sharp HealthCare Network comprised of seven hospital entities. 35 individuals will be served in the first year. Project SEARCH will be a replication of the award-winning employment program based out of Cincinnati Children’s Hospital and Medical Center and will be one of 14 projects nationally and the first of its kind in the state of California.

### **2003-2004: Toward Maximum Independence and Labor’s Community Services Agency, San Diego, California.**

Project Director of a federal funded grant awarded to the Labor’s Community Services Agency (LCSA), which implemented an employment placement program for targeted disadvantaged demographic groups in collaboration with other social service agencies and community colleges. TMI was lone grant partner that met and exceeded grant benchmark outcomes. Provided ADA consultation and disability awareness training to employers and LCSA Program Advisory Committee.

### **1996-1997: Universal Studios, Universal City, California.**

Coordinator of a federal funded grant that implemented a natural support employment system in coordination with the human resource managers at Universal Studios. Project resulted in over 100 job placements in a variety of entertainment positions. Provided ADA consultation and disability awareness training to Universal Studios employees and supervisors.

### **1995-1999: Pizza Hut, Inc., Dallas, Texas.**

Western Regional Coordinator for the development and implementation of employment and ADA compliance within Pizza Hut, Inc. Outcomes have included over 20,000 job placements throughout the United States, as well as the establishment of the only corporate 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.

### **1995-1998: U.S. Department of Education, Washington, D.C.**

Under the direction of the Project Director, served as a Coordinator for a national Projects With Industry Grant to employ 4,000 persons with severe disabilities in 44 states and the District of Columbia.

**1995-1996: Brinker International, Dallas, Texas.**

Coordinator for the national "TEAMWORKS" employment and ADA compliance efforts with Brinker International. Services include management training for corporate staff in ten states to support employment and accommodation efforts for workers with disabilities. Project efforts resulted in over 500 job placements. Provided ADA consultation and disability awareness training to corporate employees and supervisors.

**1995-1996: California Restaurant Association**

Consultant to the California Restaurant Association, for the development and implementation of statewide ADA training, disability awareness, and employment 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, and job placements for over 500 persons with disabilities.

**1994-1995: U.S. Department of Education, Washington, D.C.**

Co-author and manager of Project POWER (Providing Options for the Workplace, Education, and Rehabilitation) in conducting research, development, and implementation of a comprehensive vocational and employment assessment for people with disabilities. Administered through the Foundation for Educational Achievement by which Project POWER became a major component of the Comprehensive Adult Student Assessment System (CASAS).

## **PROFESSIONAL PRESENTATIONS**

White, J., Zivolich, S., Nacario, J., O'Neal, L., Seppala, L. (2014) Employment First: Policy, Preparation and Practice Invited Presentation, Southern California Workability Conference, Dan Point, CA.

Nacario, J., Seppala, L. (2014) Employment First: Hiring People with Disabilities Is Good Business Invited Presentation, Orange County Adult Transition Task Force, Costa Mesa, CA.

Nacario, J., Zivolich, S., Bisogno, S., Yoo, J. (2014). Day Program Change To Integrated Work: A Stakeholders Guide For Conversion Invited Presentation, California TASH State Conference, Long Beach, CA.

Nacario, J. (2013). Employment First! Everybody Works! Invited Presentation, Orange County Department of Education, Costa Mesa, CA.

Nacario, J., Zivolich, S., Culp, M. (2012). Integrated Work Efforts – Innovative System Change Evidence Based Practice Invited Presentation, California TASH State Conference, Long Beach, CA.

Nacario, J., Zivolich, S., Bishop, F. (2011). Integrated Work Success in Tough Economic Times Invited Presentation, California TASH State Conference, Irvine, CA.

Nacario, J., Zivolich, S., Weiner, J. (2010). Everybody Works!, Invited Presentation, California TASH State Conference, San Francisco, CA.



## PROFESSIONAL PRESENTATIONS (cont'd)

Nacario, J. (2009). Employment Must Be Our Highest Priority in California, Invited Presentation, California TASH State Conference, Manhattan Beach, CA.

Nacario, J. (2009). We Must Do A Better Job with Employment in California, Keynote Speaker, Inland Empire SELPA, Moreno Valley School District, Inland Regional Center, CA State Department of Rehabilitation Annual Meeting, Lake Elsinore

Nacario, J., Lapin, C., and Jones, K. (2008). Best Practices for Individuals with Autism, Invited Presentation, CA Supported Living Network State Conference "Quality of Life", San Diego, CA.

Nacario, J. & Campbell, P. et. al (2007). Employment: Quality of Life Indicator, Invited Panel Presentation, CA Supported Living Network State Conference "Quality of Life", San Diego, CA.

Nacario, J., (2007). Good Business Sense! The Hidden Workforce, Invited Presentation, Association for Regional Center Agencies CA State Conference "A New Day California 2007", San Diego, CA.

Nacario, J., (2007). Employment for Persons with Disabilities and the ADA, Invited Presentation, Sponsored by the Executives Association of San Diego, San Diego, California.

Nacario, J., Pelosi, N. and Ramsey, B., (2006). Hiring People with Disabilities Is Good Business Sense, Invited Presentation, Invited Presentation, Ellensburg National Conference on Employment for People with Disabilities, Sponsored by the Washington Initiative in Supported Employment, Ellensburg, Washington.

Nacario, J., (2005). A Business Approach In Job Development for Persons with Disabilities, Invited Presentation, San Diego Regional Center, San Diego, CA

Nacario, J., Pelosi, N. and Ramsey, B., (2005). Corporate and Small Business Partnerships In Job Development for Persons with Disabilities, Invited Presentation, Ellensburg National Conference on Employment for People with Disabilities, Sponsored by the Washington Initiative in Supported Employment, Ellensburg, Washington.

Nacario, J., (2004). Employment for Persons with Disabilities and the ADA, Invited Presentation, Sponsored by the Labor's Community Service Agency, San Diego, California.

Nacario, J., Ramsey, B., (2001). A Business Approach In Job Development for Persons with Disabilities, Invited Presentation, Sponsored by the California Association for Supported Employment-Statewide Conference, Palm Springs, California.

Nacario, J., (1999). Developing Corporate Initiatives for Hiring People with Disabilities, Invited Presentation, Seminar By The Bay Conference, sponsored by the California Department of Rehabilitation and San Diego Regional Center, San Diego, California.

## **PROFESSIONAL PRESENTATIONS (cont'd)**

Nacario, J., (1999). ADA Title I and Title III For Your Business, Invited Presentation, San Diego Hospitality Resource Panel.

Nacario, J., (1998, 1999). Department of Rehabilitation Services and Employment, Invited Presentation, Graduate Course in Rehabilitation Counseling, San Diego State University, San Diego, California

Nacario, J., Zivolich, S., Seppala, L. (1998). Natural Supports in the Workplace, Invited Presentation, Seminar By The Bay Conference, Sponsored by the California Department of Rehabilitation and San Diego Regional Center, Escondido, California.

Nacario, J., (1998). ADA Risk Assessment – Accessibility and Employment, Invited Presentation, San Diego Hospitality Resource Panel, San Diego, California

Nacario, J., (1997). Marketing and Job Development for People with Disabilities, Invited Presentation, Goodwill Industries National Management Training Conference, Las Vegas, Nevada

Nacario, J., (1996). Employing People with Disabilities is Good Business Sense, Sponsored by The California Restaurant Association, San Diego, California.

Nacario, J., Davis, J., (1996). Employing People with Disabilities Is Good Business Sense, Invited Presentation, Sponsored by The San Diego Food and Beverage Association and California Restaurant Association, El Cajon, California.

Nacario, J., Verstagen, D., Nieptuski, J., (1995). A Guide to Job Development for People with Disabilities, Invited Presentation, Sponsored by The National Association for Persons With Severe Handicaps, San Francisco, California.

## **PROFESSIONAL ENDEAVORS AND AWARDS**

- Member, Orange County Autism Task Force 2010-Present
- Member, Regional Center of Orange County Adult Day Services Coalition, since 2009
- Member, Orange County Employment Advocacy Network (OCEAN), since 2009
- Member, North Los Angeles County Regional Center Vendor Coalition 2007-2009
- Member, Lanterman Regional Center Employment Coalition 2009
- Member, San Diego County Schools Point of Transition Committee, 1999-2007.
- Committee Chair, Ethics Committee of Towards Maximum Independence, 2002-2007.
- Committee Chair, Program Advisory Committee of Towards Maximum Independence Community Employment Services, 1999-2006.
- Member, Program Advisory Committee to the Labor's Community Services Agency, 2003-2004.



## **PROFESSIONAL ENDEAVORS AND AWARDS (cont'd)**

- Committee Member, Staff Development and Training, California Rehabilitation Association, 2004-2005.
- Consultant to Jay Nolan Center, community employment services, 1999.
- Consultant to Toward Maximum Independence, employment incentives for businesses, 1994.
- Consultant to Stein Education Center, positive approaches to managing challenging behaviors, 1993-1995.
- Co-Chair of the San Diego Seminar By The Bay Conference Committee, 1992-1993.
- Top Job Developer, Foundation for Educational Achievement, Community Options Division, 1989-1992.
- Leadership Award, National University, 1984.
- Instructor of the Year – Special Education, San Diego Community College District, 1984.
- Volunteer, California Special Olympics, 1975-1989.
- Member, Program Advisory Committee to the Labor's Community Services Agency, 2003-2004.
- Committee Member, Staff Development and Training, California Rehabilitation Association, 2004-2005.
- Consultant to Jay Nolan Center, community employment services, 1999.
- Consultant to Toward Maximum Independence, employment incentives for businesses, 1994.
- Consultant to Stein Education Center, positive approaches to managing challenging behaviors, 1993-1995.
- Co-Chair of the San Diego Seminar By The Bay Conference Committee, 1992-1993.
- Top Job Developer, Foundation for Educational Achievement, Community Options Division, 1989-1992.
- Leadership Award, National University, 1984.
- Instructor of the Year – Special Education, San Diego Community College District, 1984.
- Volunteer, California Special Olympics, 1975-1989.