

## A Challenge to Human Resource & Rehabilitation Professionals to Put Qualified People to Work in Your Community!

ERN is a partnership between human resource managers in the business community and rehabilitation professionals.

ERN was established to address the diversity issues and labor needs in communities by sharing information, resources, educational opportunities and also creating opportunities to network.

The current projects grew from relationships established by years of collaboration at training events and conferences.

Rehabilitation professionals are participating in the SHRM business meetings to briefly share information about qualified job candidates and to address issues that pertain to diversity and job site accommodations.

A Project of the Aberdeen Area  
Human Resource Association, Division  
of Rehabilitation Services, and  
Freedom to Work Project

<http://ftw.sd-ccd.org/employers>

### Freedom to Work Project

Dan Rounds  
221 South Central Ave  
Pierre, SD 57501  
(605) 224-5336 or (800) -210-0143  
Website: <http://sd-ccd.org/ftw>

### Aberdeen Division of Rehabilitation Services

Kim Crossan  
1707 4<sup>th</sup> Ave SE Ste A  
Aberdeen, SD 57401  
(605) 626-2398

### Aberdeen Area Human Resource Association

Kathy Hassebrook (605) 225-5420  
Website: <http://www.sd-ccd.org/ftw/ern>



A publication of the Freedom To Work Project, affiliated with the Black Hills Special Services Cooperative and South Dakota Coalition of Citizens with Disabilities. Freedom To Work is a program of the State of South Dakota through the Department of Human Services, Division of Rehabilitation Services. Funding is provided through the Centers for Medicare and Medicaid Services. Grant # P-91485/8

# ERN: Your Link to a Competitive Labor Market



Master Artist Terry Redlin and the Redlin Art Center have given their endorsement of the ERN project. Terry Redlin is truly one of the country's most widely collected painters of wildlife and Americana.



## ERN challenges Human Resource Professionals to:

- ✓ Participate in training that address disability etiquette, ADA compliance, proper interviewing techniques and making accommodations.
- ✓ Educate rehabilitation professionals about business and labor needs of the community.
- ✓ Network with business community to develop awareness of people with diverse backgrounds to assist them in obtaining employment opportunities.
- ✓ Participate in community activities that prepare potential employees for the labor force.
- ✓ Network with rehabilitation professionals to help address labor needs of the community.

## Did You Know...

Master Artist Terry Redlin attended art school with the support of South Dakota Vocational Rehabilitation Services?

It is true. At the age of fifteen, Terry was in a devastating motorcycle accident and his badly damaged leg required amputation.

While recovering at his home in Watertown, an official from South Dakota Vocational Rehabilitation Services arrived with a message that Terry was eligible for post-high school tuition as a person with a disability.

In 1947, Terry enrolled in art school at the St. Paul School for Associated Arts. Terry remembers, "When I learned of the high costs for art school, I understood the importance of the State's generous offer of four years before. It gave us a grub stake."

In 1997, Terry and his family opened the Redlin Art Center in their hometown of Watertown. It is their gift back to a caring community, and a "thank you" to the State that offered a helping hand at a critical juncture in the artist's life.



## ERN challenges Rehabilitation Professionals to:

- ✓ Unify by networking and sharing information among peers.
- ✓ Share resources and job leads with peers.
- ✓ Network with the business community and become more aware of its needs.
- ✓ Provide the business community with information about people with diverse backgrounds.
- ✓ Identify qualified consumers for job openings and assist them in preparing to meet the needs of the employer.
- ✓ Be creative in job placement strategies.
- ✓ Participate in the Society for Human Resource Management (SHRM) monthly business meetings.

*"I was in the ninth grade, and this accident really changed my life. If it had not happened, I have no clear idea where I would be today or what I would be doing. My only clue is from my interests at the time. Maybe I would have become a forester, a gunsmith, operated a sports store in town, or run a bait shop at one of the nearby lakes."*

~Terry Redlin