

nTIDE Lunch & Learn
Friday, March 8, 2019
11:30 a.m. – 1:00 p.m. EST
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(Recorded opening.)

>> Welcome to everybody to the National Trends In Disability Employment, nTIDE Lunch & Learn series.

>> A few housekeeping items before we begin.

>> This webinar is being recorded. We will post an archive of each webinar each month on our website at www.researchondisability.org/nTIDE.

>> This site will also provide copies of the presentations, the speakers' bios, full transcripts and other valuable resources.

>> As an attendee of this webinar you are a viewer.

>> To ask questions of the speakers, click on the Q&A box on your webinar screen and type your questions into the box.

>> Speakers will review these questions and provide answers during the last section of the webinar.

>> Some questions may be answered directly in the Q&A box.

>> If you have any questions following this recording, please contact us at disability.statistics@UNH.edu or toll free at (866)538-9521.

>> Thanks for joining us and enjoy today's webinar.

(End of recorded opening.)

>> Andrew Houtenville: Hi, everybody. This is Andrew Houtenville from the University of New Hampshire's Institute on Disability. Welcome to this month's nTIDE webcast. We are going to follow the same format that we usually do. NTIDE is, as you know, perhaps the, occurs at noon on the first Friday of every month. That's when the jobs report is released by the Bureau of Labor Statistics.

NTIDE is also a joint effort with the University of New Hampshire Kessler Foundation and the Association of Universities on Disability at AUCD. The Lunch & Learn is part of the Rehabilitation and Research Training Center on Employment Policy & Measurement funded by the National Institute on Disability, Independent Living, and Rehabilitation Research, also known as NIDILRR.

We will follow the format. Part one we go through the data. Part two, Denise will talk about the news.

We are pleased to have guest speakers Joey Travolta and Able Castillo. They will be talking about Inclusion Films.

We will have Q&A as always at the end and I hope we have a great dialogue. So let's get to the numbers. John, I'm going to turn it over to you.

>> John O'Neill: Good day, everybody. I'm John O'Neill from the Kessler Foundation. And this is the monthly nTIDE report, as Andrew mentioned. We are going to be presenting the numbers from our press release and info graphic that looks at the latest employment statistics.

The data is from the jobs report, which is released by the U.S. Bureau of Labor Statistics usually on the first Friday of each month. Sometimes they release them on the second Friday, and that happened in March.

This is a joint effort between the Kessler Foundation and the University of New Hampshire.

The data source is the BLS's current population survey, which is the source of the unofficial -- or the official, excuse me, unemployment rate, which the press makes so much of.

And it is, the data is generated on civilians, all of those 16 through 64, not living in institutions.

This information has been available since 2008 onward. This was the year that the Census Bureau added the six disability questions to the various federal censuses. The data is not seasonally adjusted as yet, which is why we compare the data to the same month in the last year.

Andrew, I think I turn it over to you at this point to present the numbers.

>> Andrew Houtenville: Okay, great. I gave away the numbers too fast. Thank you, John. So this month was a relatively slow month. Not much change. The employment to population ratio, the percentage of people with disabilities that are working that are employed, it went a little bit down from 30.5 to 30 percent from last year, February of last year.

The people without disabilities, the blue, it went up a little bit from 73.5 to 74.1. And so this is kind of consistent with what we've seen. I'll go over the time trend in a minute. This is kind of a slowing off period, it seems.

We also looked at the labor force participation rate. So this is not just people who are working but also includes people who are looking for work.

This went down slightly, even a little more slightly than the other one. So actually, people with disabilities are -- it actually shows the people with disabilities are actually looking for work more than they are losing work. It went down from 33.6 percent to 33.3 percent. Right on that one-third mark.

For people without disabilities it went slightly up from 76.8 to 77.1, from February to February. And so we really see this as kind of a no result, a no big changes.

Now, let's go back to the percentage employed. So the employment to population ratio. As John said this data goes back to 2008 when they first started collecting these data, which historically was related to one of the last executive orders that Bill Clinton made to ask the Bureau of Labor Statistics to collect employment data for people with disabilities. It took them several years to get that survey questions in place. And so what you see is back, you kind of see the fall from the great recession. The great recession was in 28. You can see that fall.

You see the fall for both people with and without disabilities. For people with disabilities you see the slow rise. From 2010 on you see this slow march upward, right? You really

don't see a big pickup in the last few years with the administration. This is the slow recovery of the employment of all people in the economy.

For people with disabilities, it seemed to slow. You know, that it went down and then kind of stayed relatively low. There is no kind of rebound or recovery. Then in 2006, in 2017, we start seeing a march upward. And we are now seeing a bit of leveling off so far. There's quite a bit of fluctuation in the last few months. And we are kind of just seeing a little bit of a slowdown in this recovery that we were seeing. And so if I snap a trend line in you can see, just the way I snapped it in, it might be starting to decline. For people without disabilities it is continuing a slow upward trend.

So people have asked in did this occur? Probably the biggest thing that I'm investigating, I'm actually looking at data that goes back to the '60s, is that this is one of the few times we've ever seen the percentage of people with disabilities rise, this last few years. It may have been due to full employment. So the economy is so, the labor market is so tight that people are getting jobs and people with disabilities are encouraged to go start looking for jobs.

However, that might not last very long as people with disabilities come out of the labor market, either find jobs or don't find jobs. It might be just a limited time offer, so to speak.

And also if you look at the news today in the overall economy, there's definitely been some slowing in the number of jobs added. There's all kinds of thoughts about why that might have been.

So these are the numbers we have. I will be happy to answer questions at the end of the webinar, but I'm going to turn it over quickly to Denise. Denise, take it away!

>> Denise Rozell: Terrific. Thanks, Andrew. Okay, let's go to the first slide. As all of you know who listened before I generally do a quick federal policy update on anything that is pertinent to what we talked about on employment. Interestingly enough there is very little to tell you today.

Here is the quick stuff. One, we have been talking about Money Follows The Person which as you recall was extended at the end of the last Congress, but only extended for like a three-month period of time. It was really short just to keep the program going. and it was snuck in at the very end as part of the omnibus.

So the empower care act which is the extension of Money Follows The Person has been introduced again. There are the numbers, Senate Bill 548 and House bill 1342. This would extend it through 2023. They have been doing a series of call-in days and asking people to cosponsor and trying to highlight the Money Follows The Person in the last week or two. That is of great importance.

Again, continuing it, since it was such a short continuation from the end of the last Congress into this one, we really need to get it moving again. So Money Follows continues.

Other stuff is only on here to highlight it for you. You heard from me in past months, I don't have updates. Higher education act we still think will be reauthorized this year but there are negotiations going on in the House and Senate. If there are things you are interested in the higher ed act around the inclusive post second dairy programs for students with intellectual disabilities, any of those things, now is the time to reach out to your members and let them know you are interested. But they are in negotiation mode. We don't have anything introduced at this point.

I talked to you briefly last time about these two pieces of employment legislation. Nothing has happened on them yet. One is on competitive integrated employment. One is raise the wage. There are the numbers for that. The other is transformation to competitive integrated employment.

They both impact the 14(c) program. One of them ends it immediately. One of them extends, kind grandfathers transformation to competitive employment. The second bill listed there also provides some funding for providers and states to try to shut down the sheltered workshops and stop using 14(c), et cetera. Again no action particularly, but if you want to look for the bills they are happening right now on employment. Those are the two main ones.

The President's budget is due out shortly. I just got an email about the briefing that will happen when it comes out on the Hill and the briefings that happen at the agencies. It is coming. We will have more information then. Given that there is less discretionary money this year again, based primarily on the fact that the Treasury is taking in less money. There's less money for discretionary programs. We will have to wait and see where the cuts are applied. Don't know yet but keep an eye out.

On other stuff that we've got going on, Andrew ...

>> Andrew Houtenville: I'm trying!

>> Denise Rozell: Okay. I'll look at it from here. There are things coming up that I have a couple things on rural issues. And I thought both of these popped up. They were both really interesting. This is a new resource page. It has all kinds of things listed on it. It is on Workforce GPS which as you remember I started referencing more. It is the web page that has the information for the American jobs centers, basically. It is not disability-specific but much broader than. But obviously the American job centers are supposed to include disability and non-disability specific information. There is a new page on rural issues. Particularly kind of successful practices, programs, services, there's some stuff up there. A link to the RRTC on disability and rural communities at the University of Montana. There's also some disability stuff up there.

I would think -- they say they are going to continue to add links. I say to the people on this call, a couple things. There's great information up there on disability, obviously, because of the RRTC but also on other things, homelessness, career and tech ed, poverty, all of those things.

I would also say for those of you who have things, who have materials that relate to rural issues for people with disabilities, it is never a bad idea to shoot those off to those people. They are going to be adding resources so why not yours? That's the first one. Second one, Andrew next slide.

The second rural thing I got, this is on mental health in rural communities. And it is a new toolkit from the University of Minnesota rural health resource center and it has all kinds of stuff focusing specifically on adult mental health which I thought we don't talk about that enough and there is never enough work being done in that arena. If we can get evidence-based promising models on that with implementation, evaluation, sustainability, all those things. The toolkit I thought looked really interesting for those of you looking at it. This is another one where I would say, you know what? If you have disability-specific -- if you have resources that fit into this, it is never a bad idea to shoot them along. But we all know that mental health issues in rural communities are tough. There's never enough programs and distance is a problem, all of those things that we all know. I thought this one was a really nice slide this month.

Next slide, Andrew. Transition stuff. This is cool. There's a comic. So the NIDILRR funded Pathways RRTC funded by SAMHSA, mental health related for young adults with serious health conditions there are comics. I went and looked at one. They are very cool. So there are three of them up there so far.

>> Andrew Houtenville: You're making me want to click on the link.

>> Denise Rozell: The link is there. They are cool. They surround James and his dog Jarvis are the key characters. There are three scenarios around natural supports, challenging activities, kind of stuff. I thought they were very cool.

The second one from Pathways is a transition training video. Again there are several of them. I think there are three of them out now, 5 to 7 minutes, short. A young adult with mental health care needs, again the same population. Discussion questions, resources, things to go with it.

Again, very usable, user friendly, discussion questions. I thought they were a nice tie-in to the mental health stuff I mentioned a minute ago but also this is -- we've talked a lot and promised people, in the promise grant that I help, one of the TA centers, you than don't reach transition youth and teens in the same way you reach adults. This is a great way to reach young adults and they're doing it. Next slide.

Okay. There you are. Emergency planning toolkit. This is one that is a little bit more tangential to the employment work that most of you do. But on the other hand you all know, depending on where you live, that folks with disabilities are often either the first ones or the last ones, depending on how you want to look at that, left out of the process of emergency planning. If we included them in the process earlier we could actually have better success. This is a capacity building toolkit. I like it was from NACCO, the National Association of County and City Health Officials and the Association of State and Territorial Health Officials in partnership with ACL here in D.C. It talks about increase in planning and resources. How do you do that? How do you get people involved? How do you deal in various situations, whether it's planning, the response, the recovery, the mitigation activities. A nice one.

So that was another pull this month that I found.

Next, Andrew.

This was an international one. I haven't shared an international one with you all lately. This is about disability inclusion in Africa, particularly the African Union policies. Many of those countries have signed on to CRPD, the U.N. Convention on the Rights of People with Disabilities. They looked at that ratification and juxtaposed it to the policies and principles happening in those countries. Very interesting. Looking at it, is this general inclusion or tokenism -- that's their word -- happening. I thought this was interesting. Particularly since we heard in January from the Fellows Program here at AUCD on inclusive employment, I thought it was interesting to bring in this study as well.

Next one. Measure twice, cut once. Mathematica has a series of three briefs out, just came out on using various times of RSA or VR data. I'm the policy geek, not the research or numbers geek, but these look interesting to me. They are by Todd Honeycutt and Purvi Sevak whom we all know.

Next one, Andrew. Transition challenges for Hispanic youth. This is another NIDILRR funded, interviewing, since we had the promise person talk last year about it. How do you, what do caregivers -- again that is their word. I'm not sure I would have used that. Caregivers of transition age Hispanic youth. What do they say about the issues and challenges being faced by the youth, by their youth? What are the strategies that they are using to help combat that?

And I think, Andrew, the last one. I want to make sure I get to Joey.

One more webinar to talk to you about. This is from the VR youth. Friends of ours from the University of Maryland are doing this on March 19. It is about pre-ETS. I have more conversations about pre-employment transition services than anything else. What is working, what is not working, who likes them, who doesn't, how do you measure them? What are the experiences? Are they working all over the country? The answer is no. I have more conversations about that than anything. This is a webinar looking at VR counselor experiences and lessons learned from the field. Addressing the issues out there, outreach, resources. This is another really good one for something that as I say can be tough. There are lots of conversations going on right now about it.

So I really, I'm going to sign on to this one and listen in.

And I commend it to you all.

Okay. Next slide, yup. Our guest speaker, I'm thrilled to be the one who gets to introduce Joey today. Joey Travolta was born into a show business family and began his career as a performer in 1978 as a recording artist and actor. He has directed over 20 films. In 2005 Joey produced the documentary Normal People Scare Me while mentoring a 15-year-old boy with autism who directed the film. Inspired by that Joey developed a program that serves hundreds of film makers. Before making it on the big screen he worked as a special ed teacher in New Jersey. He gets this topic and has clearly done a lot of work on it.

Joey, I'm passing it to you.

>> Joey Travolta: Okay. Thank you. Can you guys hear me?

>> Arthur Frick: Yes.

>> Joey Travolta: You can hear me, okay, great. Is this the camera I'm looking into? Right now?

>> Art Frick: I think you are looking slightly to your left.

>> Joey Travolta: At first I thought this was an intervention for my technical challenges. Now I know I'm speaking because I can see it on the screen.

Anyway, Inclusion Films is a practical film workshop that trains adults with developmental and intellectual disabilities in the field of film making. We started in 2007 and I'm very, very excited about the things that are happening now because it took years to break down the doors.

So basically, at Inclusion Films we developed a short film, 30 minutes usually in length. We use that as the lesson plan. During that course of time they learn camera, they learn writing, they learn editing. They learn everything that goes into film making for the first ten weeks. And then the last ten weeks we actually make a film and apply everything that they've learned. This is repeated each semester.

We also have a production company that I run. And in that production company we do documentaries, we do short films, we do promotional videos, we do PSAs, we do commercials. That's like the Minor Leagues. And I say that like the Minor Leagues of baseball. It's professional, but our folks, they can learn their craft while we are in production and they get paid and they get that experience.

I also run film making camps all over the country. Over the last probably since 2012, I always take at least five or six of our students on the road with us. They get paid. They learn their craft. And they stay in hotels. They get per diem. They get to manage their money. It is those soft skills that you learn through film making. Because the thing that was great, my first film that I ever starred in was a movie called Sunny Side in '78. I got on the set and learned all the film making by having a bird's eye view of what everybody did. Because I was starring in the movie I was on the set every day. I wanted to know what the camera guy did. I wanted to know what a grip did, the electric. There was food involved. Everything that goes into every day life goes into film making.

The skill that excited me most is how everybody became a family. And you became a part of something and it was a learning experience at that time because I learned everything that I learned from being on the set as an actor and I said this is what I want to do.

So I learned it from being there. And my thought was when I started directing many years later, my idea was always to have a group of young folks that when I start the film from the very beginning, breaking the script down, budgeting and scheduling, I take a group of people through the process. And this wasn't directed at special needs people at that time. I was doing films and getting graduates from some of the top film colleges. I was getting them on the set. They didn't know their way around a set. They didn't have that practical experience. I thought it would be cool if we could do this.

After we did Normal People Scare Me and I mentored the young man that directed the film, I started getting calls to do camps. The camps are like a smaller version of the workshop. They are two-week camps. We've done them in ten different cities. And it is the process of making the film where the education takes place. And the dream was to some day make a feature film where most of the people that I train work on that film.

And that just came through. We just wrapped on Friday night. We finished Carol of the Bells. It's our first feature film that we were able to employ 25 adults with different disabilities, or different abilities that have been through the program. It was the dream that I had. It's one thing making a short film, but to make a full length feature and be able to pay everybody and to get them that experience. They get the experience when we do the short films but when you are making a bigger film that has named talent in it

and you're taken through that whole process. My guys, I can't tell you how proud I am of all of the people who worked on that film. We are going to open the Bentonville Film Festival.

On the employment side, it has taken awhile. I mean, it has taken a while to breakdown the doors. I think the breaking down of doors is seeing when we do a production that half the crew, more than half the crew has a different ability and the content works. The content, you're getting professional quality content. The great thing is, all that money goes back to employment and gives our folks these opportunities.

I spend 200 days on the road each year with the camps and the workshops. We have seven different facilities. I have partners, each of them has three facilities. I have my facility in Bakersfield and you'll meet one of our students from the program who has worked on several films this year and is very, I think he's eligible to join the union. That's ground breaking. And making this feature is ground breaking. And I think I'm right at the point -- this around the time that we show the video, ten minutes in?

>> Andrew Houtenville: It depends. Let's go through the slides.

And tell me which slide you want me to be on. Do you want to do the video now?

>> Joey Travolta: This is one of our screenings. One of the things when we do the summer camps, we go off and cut them. Let me go back and say that at Inclusion Films half of our staff has a developmental disability or different ability as I like to say.

What we do the camps, we bring them back to Bakersfield and we have red carpet screenings. The picture you see is one of the screenings, maybe at St. Mary's, the camp we did at that college. The families get to see. The outcome is the film that we made. So we have red carpet screenings for all of the films that we make.

I would say seven to eight of our campers from around the country have attended the film making -- more than that have attended Inclusion Films' film making program and have gone on to work. And Able is one of them.

But if you want to show -- let's take a look at that clip and then we'll bring Able in and open it up for questions.

>> Andrew Houtenville: This clip here?

>> Joey Travolta: That's it.

(Captioning suspended while the captioned video plays.)

>> Joey Travolta: Okay. Am I back on?

>> Andrew Houtenville: Yes, you're back on.

>> Joey Travolta: So that was a picture from the film shot in Georgia. The producers were good friend of mine and it happened to be starring my brother. When my brother saw our guys work, when he does a film they are going to hire more people because they knocked it out of the ballpark. I'm very, very proud of them. Able I know is about to join the union. And one of the other folks on the shoot is very close to being eligible to join the union as well.

But I'm very proud of Able. Able just finished doing second camera on our feature. I'm going to let Able talk a little bit and we'll open it up for questioning.

>> Able Castillo: Hello, everybody. Can everybody hear me?

>> Andrew Houtenville: Yup.

>> Able Castillo: Awesome, awesome.

Yeah, working these two movies.

(Coughing.)

>> Able Castillo: -- sorry about that. Working on the set of The Poison Rose was definitely an experience. I learned so much from there. I learned, like I said on the video, patience is one thing that I definitely learned on set. And that I have learned from Inclusion Films because being on a movie set it is very fast-paced and definitely Carol of the Bells was a fast-paced movie. When I worked The Poison Rose and another movie before the Carol of the Bells, those were all within a month or so roughly. And we have to shoot Carol of the Bells in two weeks. That was definitely much more fast-paced. So patience is something that I said in that video that has helped me and something I'm still going to say, patience is something you very much need on a movie set.

But what else can I say? When it comes to Inclusion, I first got there, I want to say roughly around three years ago. It was about somewhere around there. And I've learned so much in those three years. I've learned everything that Joey and Inclusion does. I learned everything in camera which is one of my favorite aspects of this camera department, something that is definitely a favorite, my favorite department. I've learned

how to edit. I've improved on my writing. I was always a bit of a writer but I definitely improved on it and have a new-found respect for it because of Inclusion.

And I learned a little bit of all that grips and electric and all that stuff.

So these three years have definitely, the past three years have been a whole lot happened for me. Much more than I honestly would have -- a lot more happened in my life in these three years than I thought would, you know, would ever happen for me.

>> Andrew Houtenville: What kinds of things are you working on next?

>> Able Castillo: Next, next I want to definitely, one thing that I have been finding a new found interest in is directing. And it is something that now I have seen all of the departments at work it is something that I want to definitely improve upon, my directing. I guess that is the next thing I kind of want to work on.

>> Andrew Houtenville: Great. All right, Joey, do you have any questions or comments or thoughts?

>> Joey Travolta: I think it's real important that also Able is able to live on his own, have his own apartment. We hate to see him leave the program but he could work anywhere at any time. So many of the people have already hired him, including me because I was the producer and director on Carol of the Bells. I have no problem recommending him to anybody. And you will of the people who worked with him said this guy is a rock star. When you hear that, that means we are doing our job at Inclusion Films. And Dale who runs the program teaches them more than just those skills. He teaches life skills, social skills and being a part of the family.

I hope that Able has that feeling that he is a part of something bigger than film making and transfers that into everyday life and everything that he does.

I'm just really proud of him and proud of what we did with Carol of the Bells in just 12 days. And you are going to be hearing a lot about that as well.

But if anybody else has any questions for Able?

>> Andrew Houtenville: Okay. Why don't we move into the question and answer period and folks who are linked in on the phone can ask questions so Denise and John. Also people can ask questions through the Q&A box on Zoom. I'll read those out. And we can answer those so folks can ask questions through the Q&A box.

>> Joey Travolta: I have one question. How does my hair look?

>> Andrew Houtenville: You're cropped off at the top, so it looks great.

>> Joey Travolta: Oh, am I really?

>> Andrew Houtenville: When you lean in. Your hair looks great, what we can see.

>> Joey Travolta: Okay.

>> Andrew Houtenville: So also one thing, we have one question that came in from Lynn Weintraub. Why is the film called "Normal People Scare Me"?

>> Joey Travolta: The documentary?

>> Andrew Houtenville: Where did it get its name?

>> Joey Travolta: Because at that time normal people scared him. He came up with the name of the documentary. When we did that my daughter Rachel had a film festival. There was an article. She asked me to help her out. I said I'll help you out, get you some publicity. I had my production company. I was doing something called entertainment experience which was teaching neuro typical kids -- not that it was called that. Film making camps and things like that. I sponsored it. And it mentioned in the article that I was a former special ed teacher.

Two parents of children with autism approached me and said would I consider opening acting classes and camps to kids with special needs? I said absolutely! And then the other mother said: Hey, my son wants to make a film. Can he submit it to the film festival? I said absolutely. Give me the film. Let me take a look at it. He said he doesn't know how to make a film. I said that's a problem.

(Chuckles.)

>> Joey Travolta: So I met him. After meeting him, he wanted to make a film about what it was like to be autistic, from an autistic kid's point of view. This is back in 2003-2004. I decided, all right, I will give you a camera man. I will give you an editor. You have to conduct the interviews. You have to find of subjects. Then I will mentor you. And his title was Normal People Scare Me. And that's how that all came about. That's the reason, because normal people do scare him. They scare me too sometimes.

(Chuckles.)

>> Andrew Houtenville: We have a few more questions that came in from around the call. I'm going to ask one before too long.

>> Joey Travolta: Okay.

>> Andrew Houtenville: Where can the films be seen? Are they at various distribution outlets or online?

>> Joey Travolta: Actually, we formed Inclusion Networks last year. It is a subscription-based company called Inclusion Networks. People subscribe and the money goes back into employment.

And it is films from San Diego, San Bernardino, Bakersfield, Livermore, Sacramento. It is the content that we've made and we roll out new films every two weeks a new film comes out.

But the feature, Carol of the Bells is going to premiere at the Bentonville Film Festival in May. May 7 I think it is going to premiere. That will be, we have a lot of interest from distributors. Hopefully it will be on one of the networks come Christmastime. We may even do a small theatrical with it. RJ Mitty is one of our stars of the film, from breaking bad.

>> Andrew Houtenville: Someone asked: I may have missed it but what are the requirements to get into Inclusion Films?

>> Joey Travolta: Well, we are funded through regional centers in California. So if you are -- what do you call it? A member or client of regional center, you are eligible for the program. It is all funneled through the State.

Outside we have had people come in from out-of-state. As a matter of fact there's a young man, we do a camp in Bentonville, Arkansas. We are associated with the Bentonville Film Festival and through the Department of Vocational Rehab in Arkansas we do a camp the week before and one of the young men applied for a scholarship. He wanted to come to Inclusion Films in California. John's Crazy Socks, a business that you may have heard of, offered a scholarship. He won it. It was kind of cool. He is going to be coming. So you can pay privately outside.

>> Andrew Houtenville: Sure.

>> Joey Travolta: It is funded through the State of California.

>> Andrew Houtenville: Okay, great.

Also, where can, someone asks where can we get information on upcoming films, workshops, camps and stuff like that?

>> Joey Travolta: If you go to our website, InclusionFilms.com. The new camps will be posted in the next few days and they usually have updates on information.

>> Andrew Houtenville: So this is another question. How would an individual from Maryland or the District of Columbia apply for the vocational film workshops? Are there any stipends? What are the costs?

>> Joey Travolta: The costs, it varies. Each place it is around -- don't quote me on this. I think it's around 11,000 for five months, 20 weeks. And obviously if you are coming here from out-of-state, you are going to have other costs, housing and such. But most of our clients are local, like Bakersfield, Kern county. If you are coming from another one into it, they will, other regional centers, it's a courtesy vendorship.

Anyway, I'm mainly handling all the production and the employment and stuff like that, but they can call Inclusion Films direct to get more information.

>> Andrew Houtenville: Great. This question comes from Derek shields: How does Inclusion Films help young people create their career vision and then learn to network and support their career objectives? Able, you might be able to chime in on this one.

>> Able Castillo: Okay. The way Inclusion Films helps young people create their career vision and learn to network, the Inclusion is -- the way it worked for me is that at least here in Bakersfield, the teachers are hands-on and they get to know the students and they see what their strengths are and they improve on their strengths, you know? Some people are going to probably be more interested in the camera department. Some are more interested in perhaps the editing department. We have teachers for almost every department.

And they tend to work with those students and they are interested in it quite a lot. As far as learning to network and support the career objectives, if a student shows not only just a great interest but also when we start doing our short films and stuff like that, if the teachers see that they are really striving in their departments, they send them out -- for example, me, on movie sets. Some students here work on the summer camp, as Joey mentioned.

>> Joey Travolta: Yes, again getting back to, we have our own production company. The production company does the camps. You know, we do five, six camps a year.

That is always a couple of week. So employment opportunities. This summer there will be 11 weeks of opportunities for folks on work.

But we also have the promotional videos. We are working with lights, camera, access, doing three jobs for them in the next month and a half. We have done stuff for the state of Arkansas where I took three of our folks on the road and for a week and did a bunch of shooting. Again, they are always paid situations. It gives them an opportunity to cut their teeth, so to speak.

If there is a mistake to be made, it's under my tutelage and they can learn for that. It makes them ready. We are just asking for opportunities. We are creating opportunities, but we are also asking just get their foot in the door. Able got the foot in the door and he's ready to join the union and the same with Jeff, who is in the video as well. We have been getting a lot of films starting to open up their production to our folks. That's all we ask.

Obviously Hollywood is the Mecca for film making. We are tapping into that now. And that door took a long time opening, a long time opening. But it is slowly opening and we are creating those situations the I'm very excited about the potential.

>> Andrew Houtenville: Have you ever had a reunion of past people? Part of building a network is keeping it rolling.

>> Joey Travolta: Yeah. A lot of our folks who have been in the program are working at other programs now. So the model is when we open a program, we will always leave a couple of jobs open at the actual workshop. So people that have been through the program now work for me at different locations. And you know, in the post-production. Post-production and camera seems to be the areas that there's a lot more work.

>> Andrew Houtenville: Sure.

>> Joey Travolta: Now with all the new networks and the Netflixs and the Hulu and all that, there's more job opportunities. I'm not going to say if, but when Carol of the Bells is done and completed and monetized, and it is going to open up the doors for us to be doing four or five films a year.

>> Andrew Houtenville: Monetization of those opportunities is expanded.

>> Joey Travolta: Yes, this is why it is important for the Inclusion Networks because we are showing the work but we are monetizing the content. It goes back into employment and intern opportunities, paid intern opportunities.

I'm excited about the possibilities. The nice thing is when you do things like this, who knows. Someone may say we need a promotional video, can you do it? We need a commercial, a PSA done. This is what we do. Every one of the workshops has their own production unit that goes out and does jobs.

So yeah, I'm pretty excited about it.

>> Andrew Houtenville: Very good. Someone asked: Can you repeat the information on the new movie with RJ Mitty?

>> Joey Travolta: Yes, it is called Carol of the Bells.

>> Andrew Houtenville: Where will it be shown?

>> Joey Travolta: It will debut in the Bentonville, Arkansas, in May. Gena Davis is the host of it. This film festival is sponsored by Walmart and Coca-Cola.

I brought several students with me to speak a couple years ago and one of them said: Hey, there is a film festival here. This would be perfect for Inclusion Films. Everybody talks about that. I said you can tell them that we do this, blah-blah-blah.

From that we've now done, this will be the third camp we've done. They've hired us. They were mainly a woman's film festival, mainly women film makers. Then three years ago they started inclusion and diversity. That's when we stepped in. They hired us to do a job. We do the camp the week before. And then we are there at the festival working. Now we have two premieres. We have our camp premiere and Carol of the Bells premiere, and Cox Communication is our sponsor there. It is all just coming together. It's very exciting, very exciting.

Did I answer the question?

>> Andrew Houtenville: Yes, you did.

>> Joey Travolta: I go off on to tangents sometimes.

>> Andrew Houtenville: Another person asked, Victoria Georgios said: Will there be another camp in New Jersey? The website said there was one in 2018.

>> Joey Travolta: Yes. As a matter of fact, this will be the tenth year. Again I am going to be posting those, the camp dates probably later today. But we are doing one in New Jersey and it is at the very end of July, the first week in August.

>> Andrew Houtenville: Where in New Jersey will it be?

>> Joey Travolta: In Tenafly, New Jersey, at the Mount -- I can't remember the name of the --

>> Andrew Houtenville: Mount Carmel?

>> Joey Travolta: Marble Gem Kids is the name of it.

>> Andrew Houtenville: Able, what is your next steps in terms of jobs? What are you looking at in terms of jobs and where are you looking to be hired?

>> Able Castillo: At the current moment I'm working at the fox theater here in Bakersfield, just working a couple shows, helping clean up at the moment. That is at the moment.

>> Andrew Houtenville: Yeah.

>> Able Castillo: As far as networking goes, I do have, I'm very close friends with someone whose mother is in, who is also in the business as well and we are definitely doing, writing a little something.

>> Andrew Houtenville: Oh, good.

>> Joey Travolta: And Able is still in the program.

>> Able Castillo: Yes, I'm also still in the program, yes.

>> Andrew Houtenville: Great. Well, I'm an economist. Most research shows that about 60 to 70 percent of all jobs are found through networks, not through the job ads or applying for a job in the formal setting. So keeping those networks active and building them, it sounds like a great story about Inclusion Films and Inclusion Networks building and building and building. I think it shows the real value of inclusion as a concept. Being in a small kind of factory setting where people are sheltered in a specific place kind of hides that potential of building that network over time.

>> Joey Travolta: Yes, it is. And again each job that we do, the model for our film was we had a pro in a key position. And then the next two to three positions were students of ours. Those pros now will hire them on the next gig they do. That's where it all starts.

The same with the art department. They are going to get hired because they showed that they can do it. I think when people see what we did in 12 days with a crew of 70 percent of our folks working and getting paid and creating a content of value, that is going to be our calling card.

>> Andrew Houtenville: Yeah, that's right.

Great!

Any further comments? We are coming up towards our end. If there are any further questions or comments that people have -- do you have any final thoughts or anything, Able? And Joey? Joseph.

>> Joey Travolta: I'll let Able go first.

>> Able Castillo: Final thoughts? Well, I said it plenty of times before. I guess there isn't enough times that I can say this, not only to you, Joey, not only to all of Inclusion, I never would have thought that I would be where I am today if it wasn't for Inclusion. So I can't say this enough. Thank you, Joey.

>> Joey Travolta: You got it. I'm going to give you \$100 for that -- no, I'm kidding.

>> Andrew Houtenville: That plug?

>> Able Castillo: We don't discuss this in polite company, Joey, slip it secretly. We don't discuss it in public.

>> Joey Travolta: That was a joke, by the way. No kickbacks.

I want to say to all the parents out there that have folks, young family with disabilities, they are so out of hope. The doors, you know, they are open. We just have to get more opportunities.

And I think everybody has a different. And it's finding what that gift is. Able's gift was camera. So we worked on that. But everybody has a gift. We just have to find the gifts and find the opportunities for them.

>> Andrew Houtenville: Yes, that sounds great. It is hard to know how many people are out there. Right now there are 61 people listening online through the platform, but there's also -- this is livestreaming on Facebook Live and we get a lot more people and it is also archived. That can get to families and the broader community. You never know who is going to see these kind of things and how they are going to propagate and build.

We really appreciate you guys being on the show. And if anybody has any questions for Joey and Able or all the others that were on the call, feel free to contact us here at the University of New Hampshire. Our contact information is there on the screen now. And again, I can't thank you enough, Joey and Able. Good luck to everybody. Give us a call or contact us if you need any more information.

That's it for this month. And we'll see you all next month, at least some of you next month in our monthly nTIDE. Thanks a lot, everybody. Have a good afternoon and good weekend.

(The webinar concluded 1:00 o'clock p.m. EST.)

(CART captioner signing off.)