

Ingham County MIConnections Environmental Scan Final Report

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Prepared for

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Executive Summary

BACKGROUND

MICconnections (www.miconnections.org) is a statewide initiative, currently in development, encouraging youth with disabilities to explore career ideas and prepare for the job market by gaining further education and/or training in a science, engineering, or technology-related career. The Ingham Intermediate School District (IISD) is one of three current affiliate sites. In partnership with the Ingham County Partners for Youth with Disabilities, the IISD engaged Public Sector Consultants (PSC) to conduct an environmental scan in order to ascertain where youth with disabilities are able to get further training in technology-related careers.

In February 2005, the IISD requested area organizations that provide services to youth to complete the scan questionnaire. Letters inviting participation in the scan were sent to all potential respondent organizations, which subsequently received an e-mail containing a link, password, and directions for completing the scan online. Scans were also mailed in a hard-copy format upon the request of an organization.

Of the 50 organizations invited to complete the environmental scan, 38 (76 percent) provided information about their services for youth that fall within the four design features of the MICconnections model (based on the federal High School/High Tech program categories reflecting research of proven effective practices): preparatory experiences, connecting activities, work-based experiences, and youth leadership/youth development.

KEY FINDINGS

Various activities for youth are included within the four MICconnections design features. The degree to which the organizations conduct activities within the four design features varies considerably. The summary below describes the percentage of responding organizations conducting each service activity, ranging from the most frequent to the least frequent activity in each design feature. (Note that not all organizations answered every question; thus, the number of respondents varies by activity.)

- **Preparatory Experiences:** Responding organizations offer opportunity awareness (73 percent), work-readiness skills (65 percent), and career assessment (53 percent).
- **Connecting Activities:** Respondents offer academic tutoring (56 percent), workforce preparation (56 percent), prevention activities (46 percent), assistive technology (44 percent), parenting services (42 percent), mentoring (34 percent), and transportation and mobility services (34 percent).
- **Work-based Experiences:** Responding organizations offer paid or unpaid internships (74 percent), set up or host job shadowing (51 percent), site visits, and tours for youth (36 percent), and provide opportunities for entrepreneurship experience (20 percent).
- **Youth Leadership/Youth Development:** Respondents offer programs that provide personal growth skills (74 percent), supportive adults for youth (63 percent),

organizational/community leadership opportunities (69 percent), and peer mentoring (32 percent).

Age and other eligibility requirements of programs offered by scan participants vary. Programs serve young people from birth to 26 years of age, with most of the programs geared toward youth in middle or high school. Among the organizations that responded, 24 (61 percent) currently serve youth with disabilities; many—29 of the 36 organizations that responded, or 81 percent—provide some kind of accommodation for disabilities. The organizations' service area ranges in scope from statewide to tri-county, single county, township, city, or school district. Eleven of the responding organizations require a fee for some, if not all, of the programs that they offer.

The organizations that participated in the scan were unfamiliar with MICconnections but indicated great interest in the initiative. Seventy-six percent of the organizations that responded would like to receive more information about MICconnections.

Introduction

The Ingham Intermediate School District (IISD), as an affiliate site for the MIConnections initiative and in partnership with the Ingham County Partners for Youth with Disabilities, engaged Public Sector Consultants (PSC) to conduct an environmental scan designed to identify providers that offer services found within the MIConnections design features. MIConnections (www.miconnections.org) is a statewide initiative, currently in development, encouraging youth with disabilities to explore career ideas and prepare for the job market by gaining further education and/or training in a science, engineering, or technology-related career. Its vision is a community-based network to ensure that youth with disabilities are exposed to careers in high demand and in high-tech industries. MIConnections is modeled on the federal High School/High Tech program and focuses on four design features: preparatory experiences, connecting activities, work-based experiences, and youth leadership and/or development.

The IISD seeks to find providers of services currently being offered to help youth with disabilities gain further education or work experiences within technology-related careers. The IISD and Ingham County Partners for Youth with Disabilities identified a total of 50 potential respondent organizations. Letters from the IISD inviting participation in the scan were sent to the potential respondents, followed by an e-mail from PSC which contained a link, password, and directions on how to complete the scan online. Participants were also invited to take the scan in a hard copy format if they were unable to complete it online.

The following report summarizes the information provided by each of the organizations that participated in the scan and identifies opportunities to create a community-based network. A copy of this report is being shared with all of the participating organizations, the IISD, and the Ingham County Partners for Youth with Disabilities Advisory Committee.

AGENCY PARTICIPATION

Thirty-eight of the 50 organizations invited (74 percent) completed the scan; two of these organizations were not able to complete the entire scan within the deadline. Not all of the organizations answered every question on the scan; thus, the number of respondents in the following sections will vary. The respondents included two state agencies, three local government offices, 17 human services organizations, 12 school districts or communities, and four public libraries.

Appendix A lists each responding organization; services provided; program eligibility requirements as reported, including age, fee, and service area; and any other eligibility information volunteered. Available capacity and wait time from application to enrollment are also noted.

CAPACITY

Services corresponding to the MIConnections design features that are currently offered by the 38 responding organizations are shown in Exhibit 1.

EXHIBIT 1
Distribution of Services, Percentage of 38 Responding Organizations

| Preparatory Experiences | % | Connecting Activities | % | Work-Based Experiences | % | Youth Leadership/ Youth Development | % |
|--------------------------------|----------|------------------------------|----------|-------------------------------|----------|--|----------|
| Opportunity awareness | 73% | Academic tutoring | 56% | Paid or unpaid internships | 74% | Personal growth skills | 74% |
| Work-readiness skills | 65 | Workforce preparation | 56 | Job shadowing | 51 | Supportive adults | 63 |
| Career Assessment | 53 | Prevention activities | 46 | Site visits or tours | 36 | Organizational/ community leadership | 69 |
| | | Assistive technology | 44 | Entrepreneurial experience | 20 | Peer mentoring | 32 |
| | | Parenting services | 42 | | | | |
| | | Mentoring | 34 | | | | |
| | | Transportation and mobility | 34 | | | | |

SOURCE: Ingham County Mi Connections Environmental Scan.

Eight of the 31 organizations that responded (26 percent) are able to immediately enroll a student into their programs, five (16 percent) generally take about one day, nine (29 percent) take about one week, and eight (26 percent) take about a month, depending on the availability of space for additional youth. One organization reported taking more than one month to enroll a student in its programs.

POPULATION CURRENTLY BEING SERVED

The number of youth served annually varies dramatically depending on the participants' eligibility and the service being provided, and ranges from ten students to 4,500 students.

Among the 38 organizations that responded, 23 (61 percent) currently have students with disabilities enrolled in a variety of their programs. Fourteen organizations did not answer the question, are uncertain, or do not track that type of information about the youth that they serve. One organization has no youth with a disability currently enrolled in any of its programs. Eighty-one percent of the responding organizations said that they provide some kind of accommodation for disabilities.

ELIGIBILITY REQUIREMENTS

Program eligibility requirements vary widely by organization. For example, some organizations, such as Boy Scouts of America, Catholic Social Services/St. Vincent Home for Children, and the school districts, only provide services to their members, clients, or students.

Age requirements range from birth to 26 years of age, with most programs serving middle and high school-aged students who are getting ready to enter secondary education or the work force. Eleven organizations require a fee for some, if not all, of their services. For example, the Boy Scouts of America charges a fee for all services it provides, while the City of East Lansing requires a fee for some services, such as tutoring, but does not charge a fee for others, such as its youth leadership opportunities.

GEOGRAPHIC SERVICE AREAS

The two state agencies that responded serve youth throughout the entire state of Michigan. The Catholic Social Services/St. Vincent Home for Children also serves the entire state, with a priority on youth in Ingham County. Eleven of the 37 organizations who responded (30 percent) serve the Clinton-Eaton-Ingham tri-county area; two of these also serve Shiawassee County. Six organizations serve youth in Ingham county alone; one organization serves the city of East Lansing in addition to Ingham county. Clinton and Eaton Counties are each served separately by various organizations. Several organizations serve strictly within the area of a particular city or school district.

MIConnections Design Features

A variety of activities are included within each of the MIConnections design features. The following sections of this report summarize the information provided by the scan participants about services they provide in each of the four design features.

PREPARATORY EXPERIENCES

Responding organizations offer three categories of activities for youth within this design feature:

- Opportunity awareness, including career research, mock interviews, and community mapping
- Work readiness skills, including services such as the development of “people skills” (e.g., problem solving, how to collaborate, how to work in a team), computer competency, and job searches
- Career assessment, which includes formal standardized assessment, informal observations, hands-on career-based activities, and physical or virtual job shadows

Opportunity Awareness

Of the 37 responding organizations, 27 (73 percent) offer services helping students to become aware of the different opportunities that are available to them. Service descriptions from the respondents include partnering with community employers, job fairs, career research (via the Internet or library reference materials), community mapping, workshops (fees may apply), mock interviews, speaking with professionals, and facilitated interviews.

Some of the respondent organizations partner with others. For example, the IISD’s youth program funded by the Workforce Investment Act (IISD youth program) encourages students to take an employability workshop at the Capital Area Michigan Works!. Similarly, the Ingham County Health Department (ICHHD)/Adolescent Health Services Teen Parenting Network and the Turning Point program also work together to meet students’ individual needs.

Six of the 37 organizations that responded have the ability to serve additional students (see Appendix A). Gateway Community Services has a limited number of beds in its shelter and the services of the Michigan State University–Cooperative Extension (MSUE) in Eaton County depend on the number of volunteers available.

Work-readiness Skills

Among the 37 responding organizations, 24 (65 percent) offer services within the work-readiness skills category. Services include teaching skills in relating to others, people and life, problem solving, anger management, team building, leadership, and communication. Other skills listed include job try-outs and exposure to positive role models.

Gateway Community Services offers its homeless students its Crossroads program where they learn independent living skills while working within a group setting; they are also

assisted by a counselor in developing problem-solving and job-search skills. The ICHD/Adolescent Health Services provides individual coaching to youth as part of a counseling program. The East Lansing Public Schools has a referral program to help students receive services at the Capital Area Career Center. The Michigan Commission for the Blind works with other agencies in order to get work-readiness services for its clients.

Limits on enrollment stem from such factors as available equipment (public libraries), eligibility (Catholic Social Services/St. Vincent Home for Children can only serve residents of the home or youth in their foster care program), and space (Gateway Community Services can only house five youths at one time). Two of the respondent organizations currently have openings to serve additional students who meet their eligibility requirements (see Appendix A).

Career Assessment

Of the 38 organizations participating in the scan, 20 (53 percent) provide services within the career assessment category. Among these services are career interest speakers, assessments (e.g., Work Keys, ABLE, and Wonderlic), written assessments, interviews, observation, job shadowing, and hands-on work experiences. Some organizations work together in order to enroll students into a program that they need or want. This is the case with many of the local school districts, which work hand-in-hand with their Intermediate School District. Holt Public Schools works with Peckham Inc. in order to help students get the assessments that they want or need.

Several agencies help young people gain work experience. The Michigan Commission for the Blind helps the schools work with local businesses to set up work experience for visually impaired students. Haslett Public Schools helps students get work experiences within the community, and the students are able to receive high-school credit for their work. Mason Public Schools also helps students get community-based work experience, in addition to its co-op program.

Most of the organizations that responded report that they are unable to provide career assessment services to additional students. There are a few exceptions: for example, the Youth Development Corporation said that it is “busy, but will always have an opening.” The capacity of other agencies, such as the MSUE in Eaton County and the Boy Scouts of America, depends on the number of volunteer staff members that they have available to work. Both organizations say that they could expand their services if they had more volunteers working with them.

CONNECTING ACTIVITIES

The activities within this design feature include:

- Academic tutoring with a peer or adult in an individual or group instructional setting
- Assisting young people in workforce preparation and postsecondary education preparedness
- Prevention activities, such as substance abuse prevention, dropout prevention, crime prevention, anti-smoking or tobacco cessation services

- Consultation on awareness of what assistive technology is available for youth
- Child care, parent education, GED or high school diploma completion, and/or health and wellness activities
- Pairing youth with an adult mentor—either individually, within a group, or via e-mail
- Training in driver’s education, how to use public transportation, or alternative forms of transportation

Academic Tutoring

Twenty of the 36 responding organizations (56 percent) offer academic tutoring. The tutoring that is available takes place during or after school, either with a teacher or a student in a college education program or online. Tutoring is available to students once a week, a few days a week, or as often as the student needs, depending on the organization providing the service.

For example, Michigan Rehabilitation Services offers specialized tutoring that can be arranged for any individual who meets its eligibility requirements. Catholic Social Services offers tutoring exclusively to residents of the St. Vincent Home for Children and youth that are in their foster care. Other organizations, like the Youth Development Corporation, need to have a referral from a school counselor in order to set up a tutoring program for a student.

Capacity varies among organizations. For example, the public libraries offer online tutoring services (or homework help) but their capacity is limited to the rotating use of the computers available within each library. The school districts that responded are at capacity working with currently enrolled students.

Workforce Preparation

Eighteen of the 32 respondents (56 percent) provide workforce preparation services; these include career modeling, hands-on career experience, meeting with a community college disability coordinator, vocational training center visits, and job training. Other services vary. For example, the City of Lansing Parks and Recreation Department visits with students in the classroom to talk about jobs in the organization; it also recruits some staff through job fairs. The IISD youth program operates with the Capital Area Michigan Works! so students can utilize resources from Lansing Community College, Davenport University, New Horizons Computer Center, Career Quest, Michigan Rehabilitation Services, and the Michigan Commission for the Blind. The Michigan Commission for the Blind, Peckham Inc., and Gateway Community Services also partner with Michigan Works! to assist their youth. Dansville Public Schools mentions high school counselors to provide information about the workforce. Mason Public Schools and Webberville Community Schools work with a student’s Individual Education Plan (IEP) team to find resources specific to the needs of an individual student.

Boy Scouts of America is currently running at capacity, but with more volunteers the organization could expand its services in workforce education. Haslett Public Schools and Webberville Community Schools both serve students on an as-needed basis, so they are not currently serving to a certain capacity. The City of Lansing Parks and Recreation

Department has available capacity to serve additional youth with workforce preparation services.

Prevention Activities

Of the 35 respondent organizations, 16 (46 percent) offer prevention activities to youth. These include drug abuse prevention, ethical decision making lessons, health education, and tobacco prevention (e.g., smoking cessation group for youth). Clinton-Eaton-Ingham Community Mental Health (CEI-CMH) has a contract to work with the Mid-South Substance Abuse Commission (MSSAC) to provide prevention services to youth. Gateway Community Services is funded by a governor's discretionary grant with "Safe and Drug Free" school funding to provide violence prevention to youth. The public libraries offer many different kinds of materials on prevention. The IISD youth program, the Mason Public Schools, and the Waverly Community Schools offer counseling to their students.

Three of the responding organizations currently have an open capacity to provide additional preventive services for youth (see Appendix A). Boy Scouts of America, Mason Public Schools, and Catholic Social Services only serve eligible youth who are currently part of their clientele.

Assistive Technology

Fifteen of the 34 respondents (44 percent) offer some form of assistive technology services for youth. The East Lansing Public Library and the Lansing Public Library have an assistive technology workstation for individual use; these workstations offer terminals in compliance with the Americans with Disabilities Act and "zoom text" for sight-impaired persons. Haslett Public Schools, IISD Special Education, and Michigan Rehabilitation Services offer assistive technology assessments for persons with disabilities. The Michigan Commission for the Blind offers training for its clients and the YWCA of Greater Lansing brings different organizations in to teach groups on an as-needed basis. Some school districts work through their local ISD to help students that need assistive technology. The East Lansing Public Schools and Webberville Community Schools work with the students and their IEP team to assess students' need for assistive technology.

The capacity to serve students in activities related to assistive technology varies from organization to organization. Many organizations are serving at their current capacity level. Other organizations, such as Haslett Public Schools, IISD Special Education, and Webberville Community Schools, have varying capacity depending on the number of students and the type of disability. The Michigan Commission for the Blind reports unlimited capacity to serve requests from sight-impaired persons.

Parenting Services

Fifteen of the 36 respondents (42 percent) offer some kind of parenting services for youth. The ICHD/Adolescent Health Services offers health care (including prenatal care for adolescents) and family planning for eligible youth. It also has a Teen Parenting Network, which is a home-based program for pregnant teens eligible for Temporary Assistance for Needy Families (TANF), to help them build parenting skills and develop

economic independence. The City of East Lansing offers babysitting and “home alone” classes every spring. Gateway Community Services is licensed to help pregnant teens with parenting skills, as well as offer shelter.

The IISD youth program offers child care and parent education services; some of their youth are referred to the Successful Parenting Program provided by Peckham Inc. Participants also receive tutoring and the opportunity to complete their GED. The Lansing Public Library offers numerous materials on child care, GED completion, teen parenting, and parent education. The main branch is in the process of developing a program (Parenting Nook) to offer positive parenting skills and child development. MSUE in Eaton County has an instructor who works with teen parents of children up to three years of age in their own home. The Shared Pregnancy Crisis Center offers classes as part of its Learn and Earn program, focusing on parenting skills and teen health issues.

The Lansing Public Library is currently running its parenting services at 60 percent capacity, and the YMCA also has some open capacity to serve youth. MSUE in Eaton County has a waiting list but is normally able to serve parents within one year’s time. All of the other organizations that responded to this question are currently serving at or over their capacity for these services.

Mentoring

Group or individual mentoring is available to youth through 12 of the 35 responding organizations (34 percent). Eligibility requirements for each of these programs vary. The City of Lansing Parks and Recreation Department offers mentoring programs to any youth who would like to be mentored. The Youth Development Corporation requires that youth have a referral from their school counselor for its mentoring program.

The Boy Scouts of America was the only organization that specified that its mentoring program is within a group setting. CEI-CMH targets youth in need of social skills development for its mentoring program and the Lansing School District targets at-risk students for its program. The Michigan Commission for the Blind needs a minimum of five youth/adult mentor matches in one area in order to start a program in that area. The two sites where the Michigan Commission for the Blind is currently running mentoring programs were not disclosed on its scan. Michigan Rehabilitation Services currently has no formal mentoring program, but can arrange a mentor relationship on an individual basis.

Two of the responding organizations have the capacity to serve additional students with mentoring activities (see Appendix A). Boy Scouts of America, Michigan Rehabilitation Services, and MSUE in Eaton County are all serving at capacity, but would be able to offer more students mentoring services if they had additional volunteers. All of the other organizations report that they are currently serving at their capacity.

Transportation and Mobility

Twelve of the 35 respondents (34 percent) offer various transportation services for youth with disabilities. IISD Special Education and the Lansing School District have a mobility specialist who meets with their students. Within the Lansing School District, mobility

services are provided for visually impaired students so that they can learn how to get around the school and community.

East Lansing Public Schools offers drivers education courses at the high school for a fee and offers transportation to the Hannah Community Center for youth who need and request it. Many organizations assist youth with public transportation, either to teach them how to utilize public transportation or to provide youth with bus passes or tokens. Webberville Community Schools works with a student's IEP team to assist the youth with transportation and mobility needs.

Capacity to serve youth with various modes of transportation varies among organizations. Two of the organizations report that they can continue to serve their current population as well as additional youth (see Appendix A). Haslett Public Schools and Webberville Community Schools provide services to their students on an as-needed basis. The ability of the IISD's Special Education and youth program to serve students varies depending on the youth's disability and the number of students needing services.

WORK-BASED EXPERIENCES

Services in this design feature include:

- Arranging for paid or unpaid internships
- Setting up or assisting in job shadowing for individuals or groups
- Setting up site visits or tours with local business and industry facilities
- Offering entrepreneurship opportunities (that could be school-based), assisting students in business plan development, and providing information on small business and entrepreneurship resources

Paid or Unpaid Internships

Twenty-six of the 35 respondents (74 percent) offer an internship program or help students find an internship opportunity; of these, 37 percent specified that youth with disabilities are currently participating in their internship programs.

Some organizations currently have programs in place with specific colleges or universities. For example, the Boys and Girls Club of Lansing has an internship program through Lansing Community College and Michigan State University. Catholic Social Services/St. Vincent Home for Children and the MSUE in Eaton County also have internship partnerships with Michigan State University. Several public libraries offer internships through a university library science graduate program. For example, the East Lansing Public Library has hosted student interns from Wayne State University.

Most of the human service organizations host paid or unpaid internships for college students (the majority of these are unpaid). The city of East Lansing offers an unpaid internship, as does Gateway Community Services, whose interns help staff with the runaway and homeless shelter. The MSUE in Clinton County offers unpaid internships for college students who are interested in the fields of family community service, human development, nutrition education, parent education, and youth development. The YMCA of Lansing accepts applications for internships in the fields of youth sports, fitness, child

care, and marketing. Both the Michigan Commission for the Blind and Michigan Rehabilitation Services offer internship opportunities, if their assessment determines that this experience is necessary for the youth to move forward to employment. The City of Lansing Parks and Recreation Department and the Shared Pregnancy Center do not host formal internship programs, but do have volunteers (college-age students) who work with them in order to gain experience. Peckham Inc. helps youth find internship opportunities upon referral from the youth's school, Michigan Rehabilitation Services, or a CMH.

Most of the school districts help their students find an internship or volunteer program. For example, IISD Special Education has a staff member who works with the district's schools to help its special education students get paid or unpaid work experience. Haslett Public Schools, Lansing School District, and Williamston Public Schools offer internship placement to help students earn high school credit (e.g., co-op, work-study, Capital Area Career Center).

Among the 35 organizations who responded, nine are currently running internships at their level of capacity. Six of the responding organizations have open capacity to serve additional youth with disabilities (see Appendix A). The capacity of the MSUE in Eaton County to offer internships varies depending on the time of year.

Job Shadowing

Eighteen of the 35 respondents (51 percent) offer or assist in setting up job shadowing opportunities. Of these 56 percent accommodate youth with disabilities. Many of the organizations work with youth to arrange job-shadowing experiences within the youth's individual interest in their own community. On a case-by-case basis, the public libraries offer job shadow opportunities to students studying library science. Mason Public Schools uses coursework within their general education and special education programs to familiarize students with different occupations. Webberville and Williamston Community Schools work with students and their IEP team to find different job shadowing opportunities. Boy Scouts of America is exploring this opportunity for its members; in the meantime the organization offers an instructor training/mentoring workshop and uses community resources and business leaders to speak with their scout troops.

Four of the responding organizations have the capacity to serve additional youth who meet their eligibility requirements (see Appendix A). Michigan Rehabilitation Services noted that this service could be expanded if the organization had additional collaboration. The capacity of Webberville Community Schools varies depending on the number of students who need services.

Site Visits and Tours

Twelve of the 33 respondents (36 percent) offer various on-site opportunities for youth to get some kind of work-based experience. Some organizations host site visits and tours of their facilities. Other organizations work with industry and local business to arrange for youth to visit and/or tour a facility or business. East Lansing Public Schools and Holt Public Schools work with Peckham Inc. to provide students with individual or group site tours, visits, on-the-job training, and job shadowing. The IISD's Special Education and

youth program both provide arrangements for worksite learning and experience for their students. The Mason Public School district has limited ability to offer these services to individual students; however, site visits and tours can be arranged for groups of students through the local ISD. The Michigan Commission for the Blind uses local resources to set up site visits and tours, and also serves as a funding resource for organizations to support youth with these types of opportunities. Michigan Rehabilitation Services helps to identify a youth's need and strategize for these types of services through vocational assessments.

Six of the 12 organizations that responded are currently serving at their capacity. The City of Lansing Parks and Recreation Department does have open capacity to serve additional youth. The capacity of Webberville Community Schools varies, as students are served on an as-needed basis. Michigan Rehabilitation Services notes that its capacity for arranging site visits and/or tours could be expanded with collaboration.

Entrepreneurship

Only seven of the 35 respondents (20 percent) offer an opportunity for youth to learn entrepreneurship skills. Some of the school districts offer entrepreneurship opportunities such as a school-based store or card-making business. Holt Public Schools has a school-based enterprise specifically for its autistic and cognitively impaired youth. Public libraries have many resources about small business available for the general public, either online or at the Reference Desk of the main library branch. The Lansing Public Library also offers small business resource classes, and Pathfinders are available (worksheets students use to find materials—books to check out, reference materials, or websites specific to their interests). Mason Public Schools offers business courses at the high school general education and special education levels. The MSUE in Clinton County offers a 13-week class, NexLevel, for business training, as well as a “Going Solo” business class for youth.

Only a few organizations can accept additional participants. The Lansing Public Library is running at 75 percent of its current capacity. Michigan Rehabilitation Services noted that its services could be expanded with additional resources.

YOUTH LEADERSHIP/YOUTH DEVELOPMENT

The Youth Leadership/Youth Development design feature includes services to provide students with:

- Personal growth activities, such as learning self-determination (including self-advocacy), conflict resolution, goal setting, and planning skills
- Links to supportive adults (such as formal and informal mentors), role models, and youth organization leaders
- Organizational/community leadership opportunities, including leadership training and experiences, service learning, and volunteering
- Peer mentoring

Personal Growth

Of the 35 respondents, 26 (74 percent) offer some kind of personal growth opportunities for youth. For example, Boy Scouts of America offers activities teaching life and interpersonal skills, planning skills, and leadership skills, and teaches its members how to work together as a group. The Boys and Girls Club of Lansing uses a P.E.A.C.E. model to resolve conflicts. This model includes four peace options (compromise, apologize, walk away, get help) and skills (stay calm, listen, be honest, work it out) to help youth resolve issues.

Several other organizations offer programs teaching personal growth skills. The Capital Area Center for Independent Living has a “People First” advocacy group, which is sponsored by the Developmental Disabilities Council. All of the Catholic Social Services programs teach personal growth skills, including daily interactions with a variety of people, therapeutic groups, and activity groups that teach conflict resolution, relational and social skills, and anger management. The ICHD/Adolescent Health Services offers group education in conflict resolution, goal setting, and assertiveness training.

Many school systems offer personal growth skills within their general education and/or special education curriculum or offer conflict resolution through their counseling offices. IISD Special Education offers personal development activities, including self-determination, and the IISD youth program helps students enroll in various workshops available through Capital Area Michigan Works!. The Lansing School District reports that there are teachers who take time to teach youth personal skills, although there is no formal system for doing so.

Within a group setting, Gateway Community Services offers self-advocacy and conflict-resolution skills in its Crossroads Homeless Youth Shelter. The Michigan Commission for the Blind offers a class on self-advocacy within its Kalamazoo college prep program, for students who are either between 11th and 12th grades or are between their high school graduation and college entrance. The Shared Pregnancy Crisis Center offers classes through its Learn and Earn Program.

Other organizations find ways to bring personal growth skills into their various programs. The MSUE has a variety of programs, such as 4-H, that help youth develop personal skills. Peckham Inc. reports that all of its programs help students develop personal and self-determination skills. The Youth Development Corporation teaches personal growth skills within its mentoring programs, and at the YWCA of Greater Lansing, a coordinator brings speakers into the center for group discussions with middle school–age girls.

Half of the organizations that responded are currently providing personal growth activities for youth at their organization’s capacity. Five of the responding organizations have the capacity to teach youth who meet their eligibility requirements personal growth skills (see Appendix A). Michigan Rehabilitation Services noted that its youth services for personal growth could be expanded if additional resources were available.

Supportive Adults

Twenty-two of the 35 respondents (63 percent) offer youth some form of supportive leadership activity. The most widely known programs are those of the Boys and Girls

Club, which is organized to arrange ongoing relationships between a caring adult and a youth, and Boy Scouts of America, which offers supportive adult relationships through the leadership found in its Learning for Life Components (in-school or after-school programs), as well as many of its traditional scouting units.

Many other organizations have adults who serve as positive role models for youth. East Lansing Public Schools sponsors various clubs for students where positive adult role models (either school staff or other community members) work with the youth. All of the public librarians responding hope to be role models for young people who go to the library. The City of Lansing Parks and Recreation Department staff strive to be positive role models for youth by showing daily skills that youth can model.

Other organizations also provide positive adult leadership. The Capital Area Center for Independent Living offers a mentoring program where youth with disability are paired with an adult with a disability. The IISD youth program also works to pair adults with youth with disabilities. Catholic Social Services offers residential services 24 hours a day, where young people are supervised and provided with crisis intervention, counseling, and role models. Mason Public Schools encourage its special education students to participate in the Special Olympics. The MSUE offices offer positive adult support to youth through the 4-H program.

The City of Lansing Parks and Recreation Department, Lansing School District, and YMCA of Lansing are the only organizations that reported the ability to serve additional youth. The Boys and Girls Clubs of Lansing noted that their capacity to serve youth varies, depending on the number of volunteers that they have available.

Organizational/Community Leadership

Twenty-four of the 35 respondents (69 percent) offer opportunities for youth to develop leadership skills. Some organizations host volunteer programs where students can learn leadership skills. Other organizations have opportunities for youth to lead a teen advisory council or club. The City of East Lansing has a teen advisory council where youth receive leadership training, have leadership experiences, do community service work, and plan and implement various activities. The MSUE in Clinton County has a Youth Leadership Academy, a ten-week series (every January through March) that teaches youth leadership skills. The City of Lansing Parks and Recreation Department is developing a teen advisory board. Some of the schools, like Williamston Community Schools, offer various curriculum options depending on the student's placement (e.g., grade, general education or special education coursework). Mason Public Schools is currently developing a youth leadership program.

Of the 14 organizations that responded, six (43 percent) have reached their full capacity to offer youth opportunities for leadership and/or leadership training. Four of the responding organizations have open capacity to offer youth opportunities and/or training in leadership (see Appendix A). The capacity of Webberville Community Schools to offer such skills depends upon the number of students requesting services.

Peer Mentoring

Eleven of the 34 respondents (32 percent) offer peer mentoring to students. Boy Scouts of America helps members develop leadership skills, while exposing them to positive peer groups. Catholic Social Services offers therapeutic groups for its residents, providing a supportive environment with peers. ICHD/Adolescent Health Services has college-aged role models to present adolescent health education within school or community settings.

Most of the public libraries have teen advisory boards that work with the librarians on various issues that are important to teens. The libraries also have various book discussion groups, including one for youth. Holt Public Schools and the Youth Development Corporation are currently considering developing a peer mentoring program. Some of the school districts and human service organizations have various clubs, junior boards, or councils where youth work with their peers.

Only four of the responding organizations have the capacity to serve additional youth who meet their eligibility requirements with peer mentoring (see Appendix A).

Conclusion

The environmental scan provides descriptive information about the services and activities for youth in the community's network. The scan also reveals issues and opportunities, as follows.

ISSUES AND OPPORTUNITIES

1. Services available

PSC's analysis of the data collected shows that Ingham County and its surrounding areas have a variety of providers to serve youth with disabilities. The activities being offered to youth least frequently (by less than 40 percent of providers) are mentoring (both by an adult or a peer), transportation and mobility services, site visits and tours, and opportunities for youth to get entrepreneurial experience. The activities most frequently being offered to youth (by more than 70 percent of providers) are opportunity awareness, internships, and development of personal growth skills.

2. Variation in eligibility

All of the organizations that participated in the scan have eligibility requirements in addition to those of MIConnections (youth must be aged 14–22 and have a disability). The eligibility requirements vary widely by organization, which may be a barrier due to the complexity this variation may introduce. At the same time, varying eligibility policies provide a range of options for the population to be served, assuming there is capability for sharing this information across the entire network.

3. Linkages to create a community network

With the data collected by the scan there is an opportunity to better link organizations that have additional capacity to provide various services with youth needing placement, while taking into consideration the various eligibility policies and service areas.

4. Communication

When the scan was first disseminated, a majority of the organizations asked to participate were unfamiliar with the MIConnections initiative. Asking for their participation in the scan was an introduction to the initiative for most organizations. Once their initial questions were addressed, many organizations expressed interest and enthusiasm: 76 percent of the organizations that completed the scan are interested in more information about MIConnections. This could lead to more partnerships and greater opportunity for youth with disabilities. A list of interested parties, with their contact information, is provided in Appendix B.

PSC will provide the IISD with a Microsoft Access database containing all of the information collected from the environmental scan to support the organization of the initiative's efforts.

Appendix A: *Aggregate Data*

| Organization | Preparatory experiences* | Connecting activities | Work-based experiences* | Youth leadership/ development* | Age/other requirements | Service area | Wait time to receive services | Other information |
|-----------------------------|--|---|---|------------------------------------|--|--|-------------------------------|--|
| State Agencies | | | | | | | | |
| MI Commission for the Blind | Opportunity awareness Career assessment | Tutoring Workforce preparation Assistive technology Parenting Mentoring Transportation/mobility | Internships Job shadowing Site visits/tours | Personal growth | Any youth 20/70 or worse in the better eye with best corrected vision or restricted fields of 20 degrees or less. This program is available until departure from high school | State of Michigan | About 1 week | Provides accommodations |
| MI Rehabilitation Services | Opportunity awareness Work readiness Career assessment | Tutoring Workforce preparation Assistive technology Mentoring Transportation/mobility | Internships Job shadowing Site visits/tours | Personal growth | Ages 14–26 with documented disability and a significant barrier to employment | State of Michigan | About 1 week | Provides accommodations |
| Local Government | | | | | | | | |
| City of East Lansing | | Tutoring (\$) Workforce preparation Prevention Assistive Technology Parenting (\$) Mentoring Transportation/mobility | Internships | Supportive adult Leadership | Ages 10–17 | City of East Lansing and the East Lansing school district area | About 1 day | Participants must be City of East Lansing resident or live within the East Lansing school district |

* Activities with a fee are indicated by the (\$) symbol. **Bold type** indicates that the organization reported available capacity for the activity at the time the scan was completed.

| Organization | Preparatory experiences* | Connecting activities | Work-based experiences* | Youth leadership/development* | Age/other requirements | Service area | Wait time to receive services | Other information |
|--|---|---|--|--|--|--|-------------------------------|-------------------------|
| City of Lansing Parks and Recreation Department | Career assessment | Workforce preparation Prevention Mentoring | Internships Job shadowing Site visits/tours | Personal growth (\$) Supportive adult Leadership Peer mentoring (\$) | | | About 1 week | |
| Ingham County Health Department-Adolescent Health Services | Work readiness | Prevention Parenting | | Personal growth Supportive adult Peer mentoring | Willow Plaza Services: ages 10–21 Otto Community Health Cr: Lansing School District students and their families | Willow Plaza Services: no boundaries Turning Point: Lansing Teen Parenting Network: Ingham County Otto Comm. Health Center: Lansing School District | | Provides accommodations |
| Education | | | | | | | | |
| Dansville Public Schools | | Workforce preparation | | Personal growth | Birth–26 years old | Dansville School District | About 1 month | Provides accommodations |
| East Lansing Public Schools | Opportunity awareness Work readiness | Tutoring Workforce preparation Assistive technology Mentoring Transportation/mobility | Internships Job shadowing Site visits/tours Entrepreneurship | Personal growth Supportive adult Leadership | High school students, 14–26 years | East Lansing | Immediate | Provides accommodations |

| Organization | Preparatory experiences* | Connecting activities | Work-based experiences* | Youth leadership/ development* | Age/other requirements | Service area | Wait time to receive services | Other information |
|--|---|--|---|---|--|---|-------------------------------|---|
| Haslett Public Schools | Opportunity awareness Work readiness Career assessment | Tutoring Workforce preparation Assistive technology Parenting Transportation/mobility | Internships Job shadowing Entrepreneurship | Personal growth Supportive adult Leadership | Secondary Special Education Students | Haslett | More than 1 month | Provides accommodations |
| Holt Public Schools | Opportunity awareness Work readiness Career assessment | Tutoring Workforce preparation Assistive technology Transportation/mobility | Internships Job shadowing Site visits/tours Entrepreneurship | Personal growth Peer mentoring | Middle & high school students (through age 26) | Holt School District | | |
| Ingham Intermediate School District–Special Education | Opportunity awareness Work readiness Career assessment | Assistive technology Transportation/mobility | Internships Job shadowing Site visits/tours | Personal growth | Children & youth with disabilities ages birth–26 years | Ingham County public schools, public school academies, and non-public schools | Immediate | Student must elect to receive special education services Provides accommodations |
| Ingham Intermediate School District–Workforce Investment Act-Youth Program | Opportunity awareness Work readiness Career assessment | Tutoring Workforce preparation Prevention Assistive technology Parenting Mentoring Transportation/mobility | Internships Job shadowing Site visits/tours | Personal growth Supportive adult Leadership Peer mentoring | | | | |

| Organization | Preparatory experiences* | Connecting activities | Work-based experiences* | Youth leadership/ development* | Age/other requirements | Service area | Wait time to receive services | Other information |
|-------------------------------|---|---|---|--|--|--|-------------------------------|-------------------------|
| Lansing Public Schools | Opportunity awareness Work readiness Career assessment | Tutoring Workforce preparation Assistive technology Mentoring Transportation/mobility | Internships Job shadowing | Supportive adult Leadership Peer mentoring | High school students with disabilities | Lansing School District | Immediate | Provides accommodations |
| Mason Public Schools | Opportunity awareness Work readiness Career assessment | Tutoring Workforce preparation Prevention Assistive technology Transportation/mobility (\$) | Internships Job shadowing Site visits/tours Entrepreneurship | Personal growth Supportive adult Leadership | Pre-school thru grade 12, all disability areas | Ingham County, Mason area | About 1 month | Provides accommodations |
| Stockbridge Community Schools | Work readiness Career assessment | Tutoring Workforce preparation Parenting | Site visits/tours | Personal growth Supportive adult | Ages 13–18 | Stockbridge Community School District | About 1 day | Provides accommodations |
| Waverly Community Schools | Opportunity awareness Work readiness Career assessment | Workforce preparation Prevention Assistive technology Parenting | | Personal growth | | Waverly Community School enrollment area | | |

| Organization | Preparatory experiences* | Connecting activities | Work-based experiences* | Youth leadership/development* | Age/other requirements | Service area | Wait time to receive services | Other information |
|---|---|--|---|---|------------------------|--|-------------------------------|--|
| Webberville Community Schools | Opportunity awareness (\$) Work readiness (\$) Career assessment | Tutoring Workforce preparation Assistive technology Transportation/mobility | Internships Job shadowing Site visits/tours | Personal growth Leadership | Ages 3–26 | Webberville Community Schools | About 1 week | Provides accommodations |
| Williamston Community Schools | | | Internships Job shadowing | Personal growth Supportive adult Leadership Peer mentoring | | | | |
| Public Libraries | | | | | | | | |
| Capital Area District Libraries (Foster, Lansing, Mason-Ash, Mason-Aurelius) | Opportunity awareness Work readiness | Tutoring Prevention Assistive technology Parenting | Internships Job shadowing Entrepreneurship | Supportive adult Leadership Peer Mentoring | All ages | All of Ingham County, except East Lansing | About 1 month | Provides accommodations, depending on branch location |
| East Lansing Public Library | Opportunity awareness | | Internships Job shadowing | Supportive adult Leadership Peer mentoring | All ages | City of East Lansing | | |
| Human Service Organizations | | | | | | | | |
| Boy Scouts of America—Chief Okemos Council | Opportunity awareness (\$) Work readiness (\$) Career assessment (\$) | Tutoring (\$) Workforce preparation (\$) Prevention (\$) Mentoring (\$) | Job shadowing (\$) Site visits/tours (\$) | Personal growth (\$) Supportive adult (\$) Leadership (\$) Peer mentoring (\$) | Ages 8–20 | Ingham, Eaton, and Clinton Counties, and the school district of Portland | About 1 week | Learning for Life is all co-ed; traditional programs of Cub Scouts, Boy Scouts are for boys only. Provides accommodations |

| Organization | Preparatory experiences* | Connecting activities | Work-based experiences* | Youth leadership/development* | Age/other requirements | Service area | Wait time to receive services | Other information |
|--|---|--|-------------------------|---|--|--|-------------------------------|-------------------------|
| Boys & Girls Club of Lansing | Opportunity awareness | Tutoring Prevention Assistive technology | Internships | Personal growth Supportive adult Leadership | Ages 7–17 | Tri-county area | About 1 week | Provides accommodations |
| Capital Area Center for Independent Living | Opportunity awareness (\$) Work readiness (\$) Career assessment (\$) | | Internships | Personal growth Supportive adult | All people with disabilities and the people/agencies that support them. | Clinton, Eaton, Ingham, and Shiawassee Counties | About 1 day | Provides accommodations |
| Capital Area Literacy Coalition | | Parenting | | | Children, teens, and adults who need to improve literacy and have the capacity to improve | Tri-county area | | |
| Catholic Social Services/St. Vincent Home for Children | Work readiness | Tutoring Prevention Mentoring | Internships | Personal growth Supportive adult Leadership Peer mentoring | Children and youth ages 4–17 who are unable to be maintained in a home setting due to unsafe behaviors such as physical acting out, self harmful/suicidal behavior, running away, and sexually unsafe behaviors. | The state of Michigan with priority given to Ingham County | About 1 week | Provides accommodations |
| Community Mental Health Authority of Clinton-Eaton-Ingham Counties | Opportunity awareness | Prevention Parenting (\$) Mentoring | | | Children ages 0–18 with serious emotional disturbance | Clinton, Eaton, and Ingham Counties | About 1 week | Provides accommodations |
| Gateway Community Services | Opportunity awareness Work readiness | Prevention Parenting | Internships | Personal growth Leadership | Runaway youth ages 0–17 and homeless youth ages 16–21 | Clinton, Ingham, and Eaton Counties | About 1 month | Provides accommodations |

| Organization | Preparatory experiences* | Connecting activities | Work-based experiences* | Youth leadership/development* | Age/other requirements | Service area | Wait time to receive services | Other information |
|-------------------------------------|---|--|---|---|---|-------------------------------------|-------------------------------|-------------------------|
| MSU Extension Office-Clinton County | Opportunity awareness Work readiness | Workforce preparation Parenting Mentoring | Internships Job shadowing Entrepreneurship (\$) | Personal growth Supportive adult Leadership (\$) | Ages 5–18 | Clinton County | About 1 month | Provides accommodations |
| MSU Extension-Eaton County | Opportunity awareness Work readiness Career assessment | Tutoring Workforce preparation (\$) Parenting Mentoring | Internships | Personal growth Supportive adult Leadership Peer mentoring | Ages 5–18 | Eaton County | About 1 month | Provides accommodations |
| MSU Extension – Ingham County | Opportunity awareness | | | | Ages 5–19 | Ingham County | About 1 week | |
| Peckham Inc. | Opportunity awareness Work readiness (\$) Career assessment (\$) | Tutoring Workforce preparation Prevention (\$) Transportation/mobility | Internships (\$) Job shadowing (\$) Site visits/tours (\$) | Personal growth (\$) Leadership (\$) | 14–26-year-old high school students with active IEP | Clinton, Ingham, and Eaton Counties | About 1 week | Provides accommodations |
| Shared Pregnancy Women’s Center | Opportunity awareness Career assessment | Tutoring Workforce preparation Prevention Assistive technology Parenting Mentoring Transportation/mobility | Internships | Personal growth Supportive adult Leadership | Ages 12–49 | Clinton, Ingham, and Eaton Counties | Immediate | |

| Organization | Preparatory experiences* | Connecting activities | Work-based experiences* | Youth leadership/development* | Age/other requirements | Service area | Wait time to receive services | Other information |
|---|--|---|-------------------------|--|---|-------------------------------------|-------------------------------|-------------------------|
| YMCA of Lansing (Oak Park and Parkwood Branches) | Opportunity awareness Career assessment | Tutoring Workforce preparation Prevention Parenting (\$) | Internships | Supportive adult (\$) Leadership (\$) | | | | |
| Youth Development Corporation | Opportunity awareness (\$) Work readiness (\$) Career assessment (\$) | Tutoring Prevention Mentoring | Internships | Personal growth Supportive adult Leadership | Lansing School district youth referred by LSD middle school counselors. 10–15 years for mentoring program 16–21 years for the Youth Employment Service (YES) program, for job preparation and placement | Ingham, Eaton, and Clinton Counties | | Provides accommodations |
| YWCA of Greater Lansing | Opportunity awareness Work readiness Career assessment | Tutoring Prevention Assistive technology | | Personal growth | 11–14 years | Lansing and surrounding areas | About 1 month | Provides accommodations |

Appendix B:

Contact Information, MIConnections Interest

State Agencies

Michigan Commission for the Blind

Janis Benstead
Rehabilitation Counselor
Phone: 517-335-4262
E-mail: bensteadj@michigan.gov

Michigan Rehabilitation Services

Cynthia Wright
Rehabilitation Counselor
Phone: 517-241-8353
E-mail: wrightc1@michigan.gov

Local Government

City of East Lansing

Kathleen Miller
Coordinator
Phone: 517-333-2580
E-mail: kmiller@cityofeastlansing.com

City of Lansing Parks and Recreation Dept.

Joan Lenhard
Therapeutic Recreation
Phone: 517-483-4291
E-mail: jlenhard@ci.lansing.mi.us

Ingham County Health Department, Adolescent Health Services

Katherine Way
Adolescent Health Administrator
Phone: 517-702-3525
E-mail: kway@ingham.org

Education

East Lansing High School

Carmon McClure-Mobley
School Social Worker
Phone: 517-333-7316
E-mail: mcclure-mobley_cm@elps.k12.mi.us

Haslett Public Schools

Michael Caine
Director of Special Education
Phone: 517-339-8205
E-mail: cainema@haslett.k12.mi.us

Holt Public Schools

Wayne Abbott
Director of Special Education
Phone: 517-694-2442
E-mail: wabbott@hpsk12.net

Ingham Intermediate School District - Special Educaiaon

Jeanne Tomlinson
Transition Coordinator
Phone: 517-244-1394
E-mail: jtomlins@inghamisd.org

Ingham Intermediate School District

Meaghan Redd
Community Services Specialist
Phone: 517-244-1325
E-mail: mredd@inghamisd.org

Lansing School District

June Newsome
Workstudy Coordinator
Phone: 517-325-6332; 360-4617 pgr
E-mail: jnewsome@lsd.k12.mi.us

Mason Public Schools

Deborah Disbro
Director of Special Education
Phone: 517-676-6532
E-mail: ddisbro@mason.k12.mi.us

Stockbridge Community Schools

Jane Clarke
 Director of Special Education and Curriculum
 Phone: 517-851-8600 x 4121
 E-mail: clarkej@scs.k12.mi.us

Waverly Community Schools

Bruce Johnson
 Director of Student Services
 Phone: 517-319-3026
 E-mail: bjohnson@gw.waverly.k12.mi.us

Webberville Community Schools

Charles Harper
 Director of Special Education
 Phone: 517-521-3071
 E-mail: charper@webbervilleschools.org

Williamston Community Schools

Bronwyn Cobb
 Director of Special Education
 Phone: 517-655-4361
 E-mail: cobb@wmston.k12.mi.us

Human Services Organizations**Boys & Girls Club of Lansing**

Carmen Turner, President
 Phone: 517-394-0455
 E-mail: cturner@bgclansing.org

Boy Scouts of America—Chief Okemos Council

Peter Shannon
 Scout Executive
 Phone: 517-321-7278 ext. 116
 E-mail: pshannon@bsamail.org

Community Mental Health Authority of Clinton-Eaton-Ingham Counties

Al Way
 Director Children Services
 Phone: 517-346-8051
 E-mail: way@ceicmh.org

**Catholic Social Services/
St. Vincent Home for Children**

Becky Carson
 Intake/Educational Coordinator
 Phone: 517-323-4737 ext. 1303
 E-mail: beckycarson@css-svh.org

Gateway Community Services

Stefanie Zin
 Executive Director
 Phone: 517-351-4000
 E-mail: stefaniez@gatewayservices.org

Peckham Inc.

Sara Frank
 Youth Development Coordinator
 Phone: 517-927-5877
 E-mail: sfrank@camw.net

Shared Pregnancy Women's Center

Cindi Currie
 Co-Assistant Director
 Phone: 517-484-0365
 E-mail: sharedpregnancy@msn.com

Oak Park YMCA

Tiffeny Forrest
 Executive Director
 Phone: 517-699-9622
 E-mail: tforrest@ymcaoflansing.org

Youth Development Corporation

Jaimie Hutchison
 Executive Director
 Phone: 517-482-2081
 E-mail: ydc@iserv.net

YWCA Greater Lansing

Tammy Lewis
 Middle School Coordinator
 Phone: 517 485-7201
 E-mail: tammylewis@acd.net

Public Libraries**Capital Area District Library**

Nichole Welz
 Youth Services Coordinator
 Phone: 517-367-6325
 E-mail: welzn@cadl.org

Capital Area District Library

Nancy Bujold
 Assistant Director
 Phone: 517-367-6301
 E-mail: bujoldn@cadl.org