



**WINDMILLS**  
CHANGING THE PERCEPTION OF ABILITY

An Employment Disability Inclusion Program

**Windmill's Virtual Train-the-Trainer: Certificate Program  
Sponsored by  
Council of State Administrators Vocational Rehabilitation  
National Employment Team (NET)  
and  
Milt Wright & Associates, Inc.**

**Four-Part Series:  
April 23, 24, 30 and May 1, 2024**

Each day is a consecutive 4 hr session of the Four-Part series with interactive activities and breaks.

*"There are times in a career when you experience a life-changing event, which causes you to examine what you have been doing and what you want for the future. The Windmills training program created such an event for 50 of my management staff members changing the perception of ability, cultural sensitivity, and accommodation of individuals with disabilities."*

*Director of Human Resources - Sunbeam Corp.*

**Windmills is a highly interactive training program that empowers and equips Human Resource, employment professionals, managers, and supervisors to become more inclusive of individuals with disabilities in the workplace.**

### **Why Attend?**

- Become certified to deliver the Windmills program
- Learn how to deliver Windmills virtually or in person
- Reduce employer fears, biases, and stereotypes
- Increase employer confidence in hiring, supervising, and promoting persons with disabilities
- See the strengths of people with ALL abilities
- Increase awareness of how our attitudinal barriers keep us from recognizing the benefits of diverse experiences and abilities
- Develop an action plan to implement Windmills internally and to employers in your community

### **Who Should Attend?**

- Human Resource and DISABILITY Inclusion and training professionals
- Disability Inclusion consultants
- Job Developers and Counsellors
- Community-based organizations serving individuals with disabilities
- Rehabilitation Administrators
- Community-based organizations serving individuals with disabilities
- Americas Job center staff
- VOC REHAB-NET Members
- VOC REHAB Business Specialists

*“We have been using Windmills for years with businesses and personnel departments to successfully advance disability inclusive workplace strategies. Windmills is the perfect solution to shift from just talking about an inclusive workplace to taking meaningful action to build an inclusive workplace.”*

*Chanda Hermanson-Dudley, Administrator  
Vocational Rehabilitation and Blind Services, Montana*

*“Windmills is the number one way of changing attitudes and developing long-term relationships with employers and the Disability community.”*

*Dr. Heather Brostrand, Ph.D. Research Study*

## Presenters:

**Windmill's author, Dr. Richard Pimentel, publisher trainer, Milt Wright of Milt Wright and Associates, Inc and author and trainer, Malia Wright.**

Dr. Pimentel is a nationally renowned expert on disability inclusion, hiring and promoting of individuals with disabilities, Americans with Disabilities Act as amended and Attitudinal Change. Milt Wright has presented train-the-trainer and Windmills training sessions to employers and rehabilitation professionals throughout the country. Malia Wright is a trainer of Windmills and consultant for various DEI Programs with an emphasis in Trauma conscious care and emotional processing for cultural issues.

*“Michigan has now been using the Windmills training for more than 5 years. Milt and Richard’s Windmills train the trainer was highly rated by our staff. Our business partners consistently ask for Windmills training, and it has helped us develop even stronger relationships with our employer community. We look forward to additional training on how to deliver Windmills virtually.”*

*Jenny Piatt, MA, CRC, LPC  
Bureau Division Director*

*Michigan Rehabilitation Services (MRS) Business Network Division*

## Overview

This special virtual training event promises to be both highly informative and deeply inspiring for those charged with working with managers and supervisors to obtain employment opportunities for persons with disabilities. The combined talents of these dynamic trainers and revised 2020 Windmills training activities for both virtual and live presentations guarantee a training experience that will prepare you to deliver training to Human Resources, managers and supervisors. This training offers a reservoir of time-tested tools and hands-on methods for achieving employment and retention results.

**Continuing Education Credits:** CEU's for CRC are available.

**Location:** The Four-Part Windmills Interactive Train-the-Trainer series will be delivered on a ZOOM platform with live captions, if needed.

**Schedule:** Mark your calendar to attend all four days of the Four-Part Series, **April 23, 24, 30 and May 1, 2024**

Each day is a consecutive 4 hr. session.  
with interactive activities and breaks

7am - 12pm Hawaii

9am - 1pm Alaska

10am - 2pm Pacific

11am - 3pm Mountain

12pm - 4pm Central

1pm - 5pm Eastern

### **Registration Link**

**<https://www.uacurrents.org/RegistrationSystem/Register?m=2u1>**

All registrants will have access to the **Windmills Virtual Train-the-Trainer Four-Part Series** and receive the full **Windmills – An Employment Disability Inclusion Program - 2023** edition curriculum valued at \$600. Registrants will receive the curriculum with the option of virtual or hard copy. An alternative is to receive an electronic version based upon a request for accommodations.

### **Registration Fee**

**For businesses and profit organizations:**

- **\$950.00 per person for HARD COPY of manual included**
- **\$900.00 per person for VIRTUAL COPY of manual only**

**For Vocational Rehabilitation, Government, and non-profit professionals:**

- **\$850.00 per person HARD COPY of manual included**
- **\$800.00 per person VIRTUAL COPY of manual only**

**For more information, contact Milt Wright 818-307-0251  
[mwright@miltwright.com](mailto:mwright@miltwright.com)**