



Inclusion Starts Here.



**Promoting Competitive
Employment
Opportunities for People
with I/DD**

10/15/2019



The Arc@Work:

Your partner in matching talent to opportunity.

Learn about how The Arc@Work can help your organization hire smarter, add value, and create a culture of diversity and inclusion in the workplace.

The Arc@Work's Impact Figures

(by Calendar Year)

	2015	2016	2017	2018
# of employers using consulting or placement services	5	157	350	419
# of individuals trained	100	666	1,407	1,070
# of individuals placed into community-based jobs	30	264	518	653

Employers experience a **98% job retention rate** when using The Arc@Work's job placement services.

DiversityInc.com

“Our collaboration with Baymont proactively creates opportunities for both those with disabilities and hoteliers to make positive and transformative contributions within their communities,” said Jonathan Lucas, director, The [Arc@Work](#). “Individuals with intellectual and developmental disabilities are not only capable of excelling on the job, but have experience, ideas and perspectives to continually enrich businesses.”

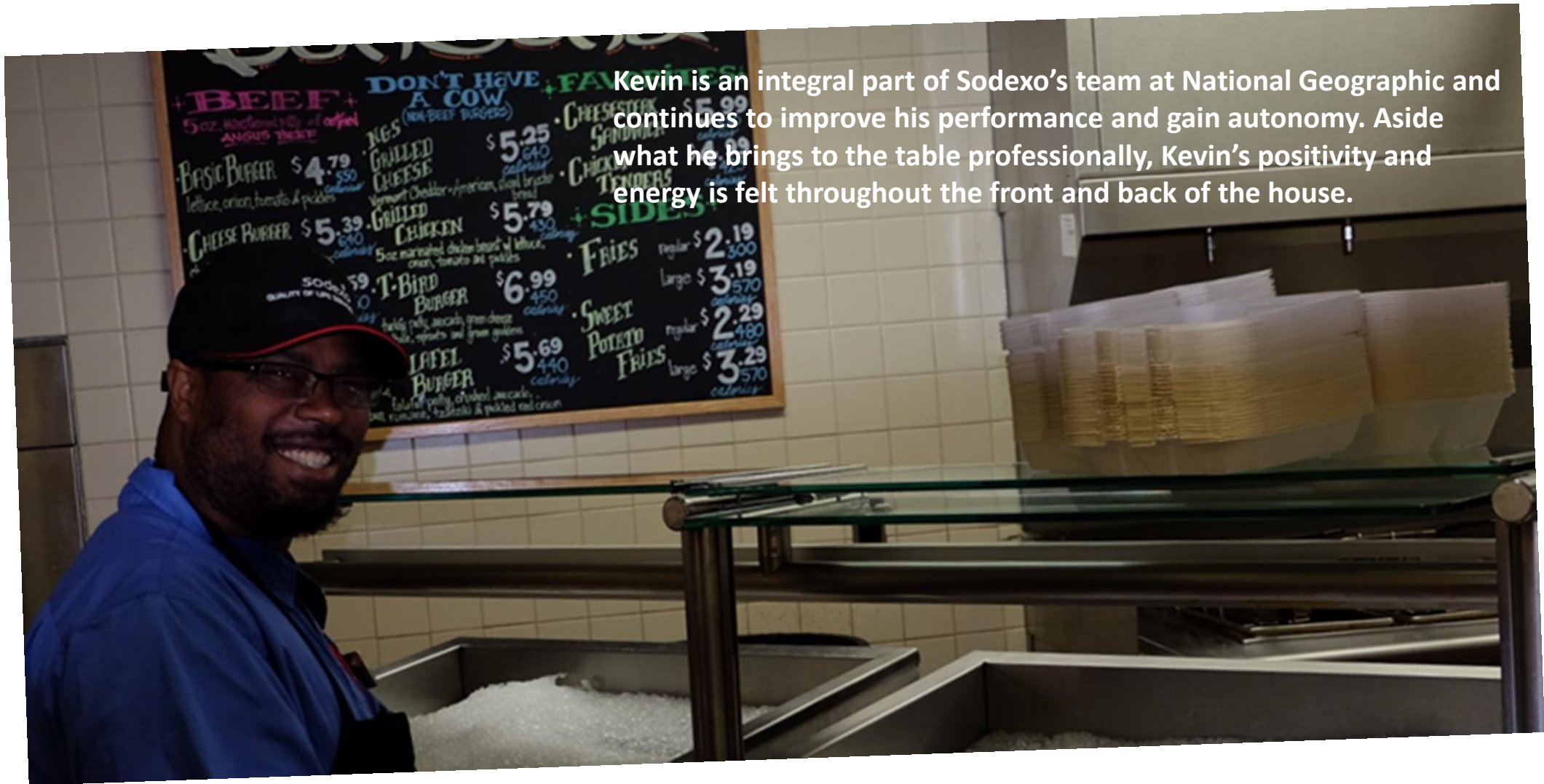


Billy Jake Marshall, a Hometown Host at the Baymont Inn & Suites Celebration in Celebration, Florida, is Baymont's first host hired from the Arc Advocacy group.

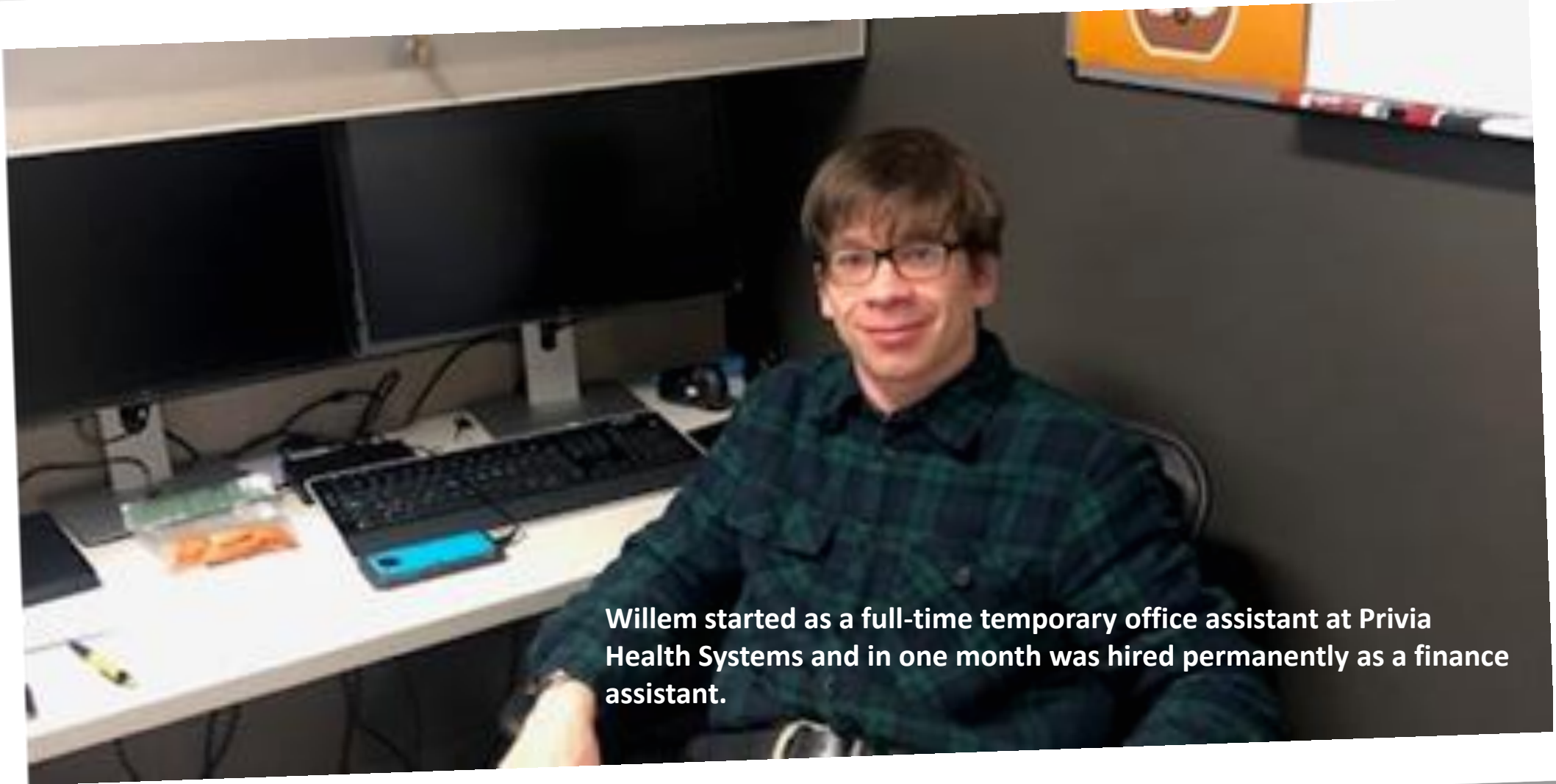
Walmart Success Story



The Arc Davidson County & Greater Nashville currently has a young man working for The Nashville Predators Ice Hockey Team. This is the first time many of the staff have had interaction with a person with intellectual and developmental disabilities. There was a learning curve for both the young man and the staff. However, based on feedback and this young man's success with in the job, we believe that it has been a positive experience for both. The Nashville Predators have made a commitment to continue employment and even expand existing employment opportunities for others with I/DD.



Kevin is an integral part of Sodexo's team at National Geographic and continues to improve his performance and gain autonomy. Aside what he brings to the table professionally, Kevin's positivity and energy is felt throughout the front and back of the house.



Willem started as a full-time temporary office assistant at Privia Health Systems and in one month was hired permanently as a finance assistant.

Innovate

Problem
Solve

Partner

Support

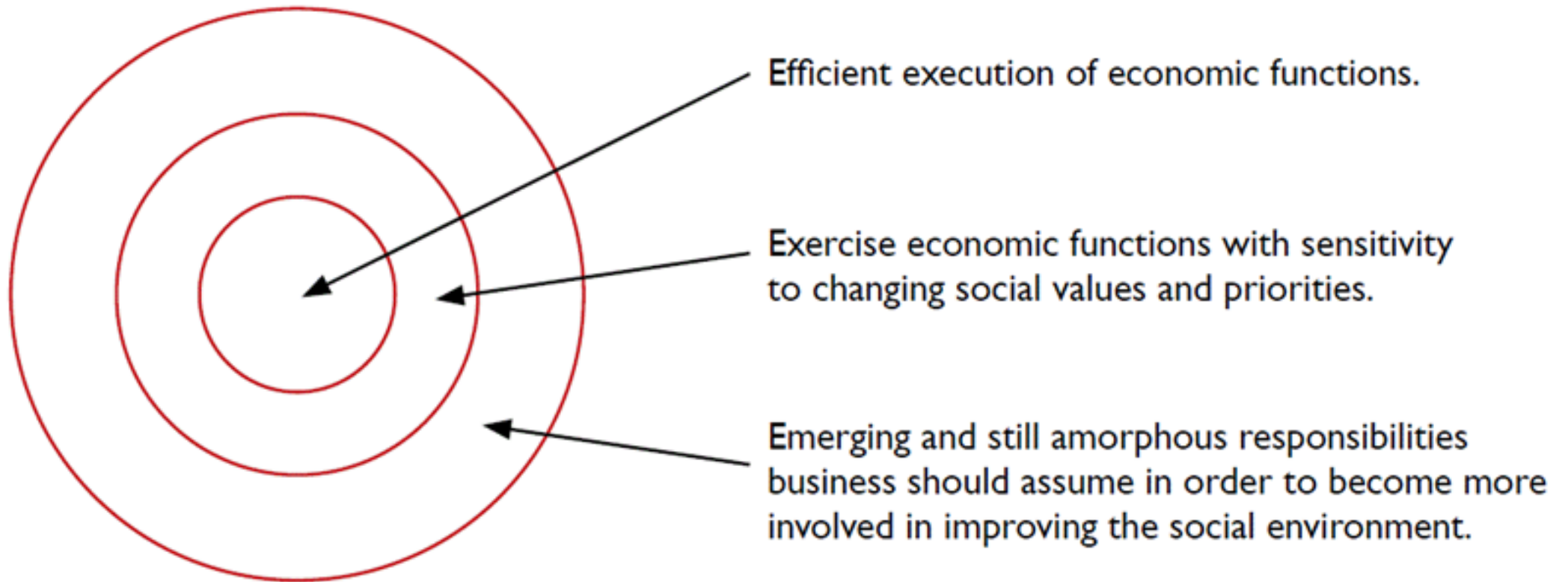
Create
Shared Value

Repeat

The Arc@Work Methodology

CED Model for Corporate Responsibility

From Katsoulakos et al. (2006)



Sustainable corporate entrepreneurship

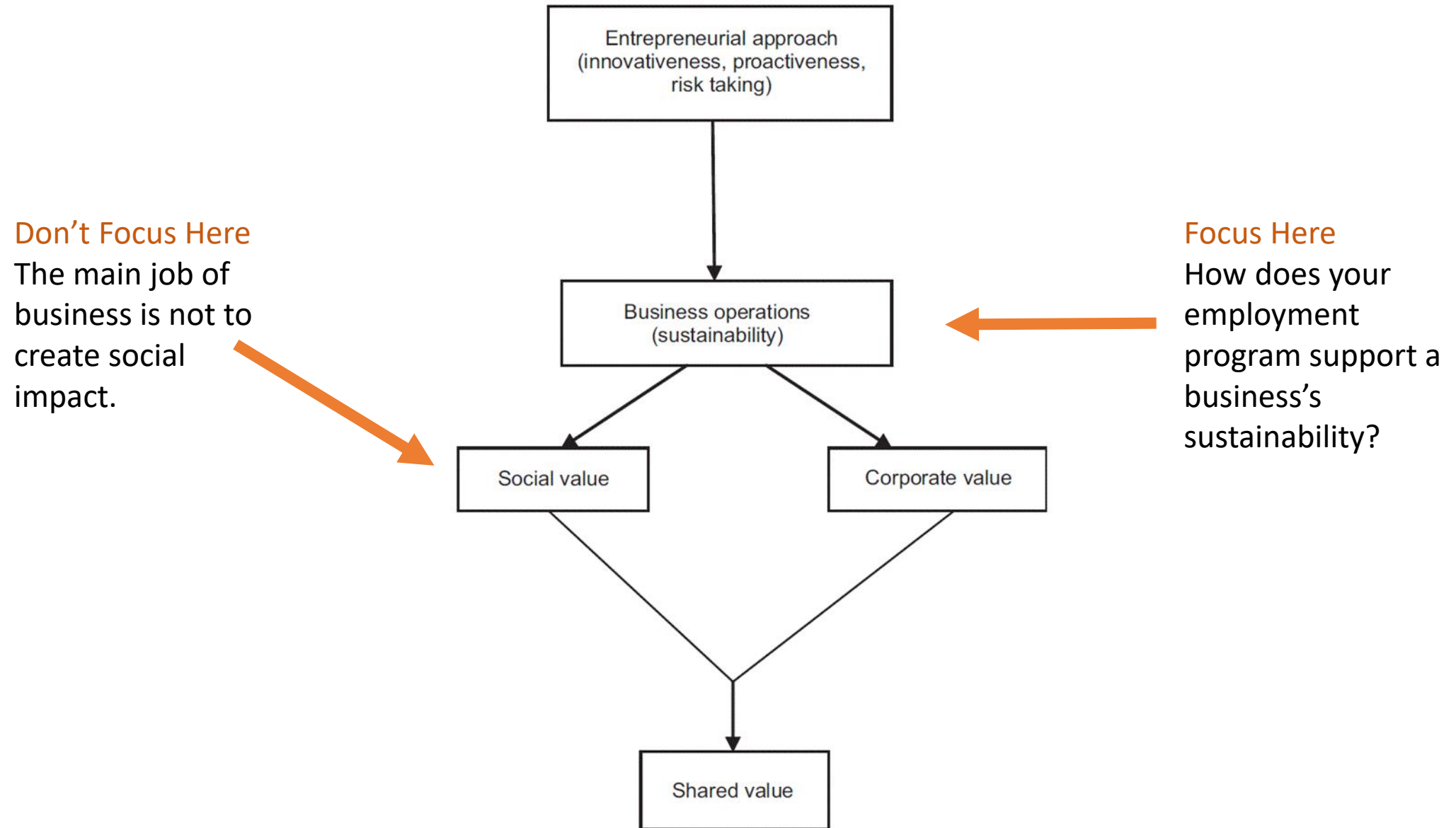


Figure 2. A conceptual framework for sustainable corporate entrepreneurship.



Innovation – Business Impact

The implementation of their diversity hiring initiative created new market space for Microsoft and made universal products better.

Innovation – Social Impact

Through diversity hiring initiatives Microsoft was able to better design hardware and software for a wider range of people including those with disabilities.

Innovation – Business Impact

Through their disability hiring program, Acadia has seen a 3% increase in attendance & 5% in productivity. There has been a positive shift in company culture.

Innovation – Social Impact

Through their disability hiring initiative underemployed individuals have jobs and are contributing to society.



Corporate Partner Interviews

What are the motivators for companies like yours to support Corporate Social Responsibility (CSR) initiatives?

What are the tangible benefits that your corporation has received from doing this? What is your ROI?

Why is your corporation concerned about creating initiatives that support individuals with disabilities entering into your workforce?

Booz
Allen



Acadia
Windows & Doors

SAP®



Microsoft



What our partners say:

100% ROI
reported a productivity increase

80% Competitive
Edge
*said inclusive hiring practices gave them a
competitive advantage in their market.*

60% Corporate
Culture
*said a primary motivator to promoting disability
inclusion was to strengthen corporate culture.*

Diverse companies outperform others by **35%**.

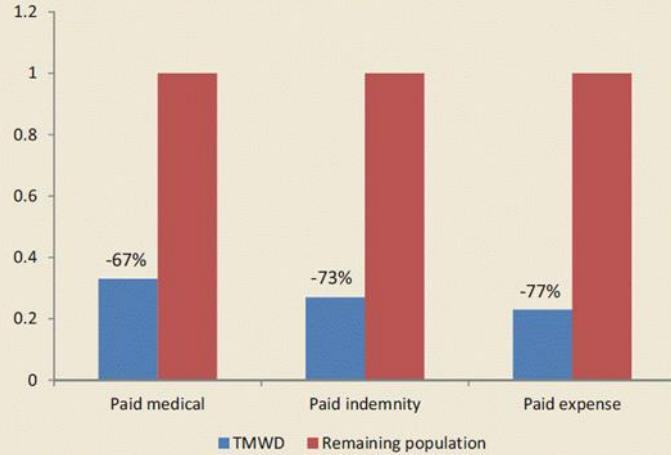


 synchrony
FINANCIAL

McKinsey Study

Figure 8

Relative WC Costs per Case



Note. Relative workers' compensation costs per case, Anderson DC, January 2008 to August 2010.

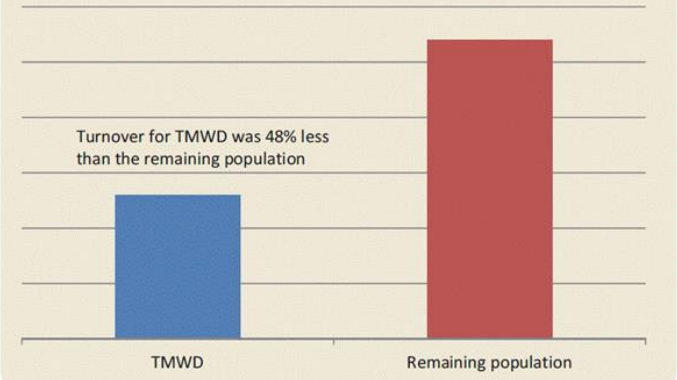
Figure 1

Relative Picking Rate Comparison



Figure 2

Employee Retention & Turnover



Walgreen's ROI on Disability Hiring



**Inclusion
Starts
Here.**



Understanding Your
Local Economy
10/15/2019

What Employers Look For



BUSINESS
SKILLS



RELATIONSHIP
SKILLS



CULTURAL FIT



COMFORT WITH
AMBIGUITY



FLEXIBILITY



RELIABILITY



OPEN
MINDEDNESS



CURIOSITY

Overheard from Recruitment Agencies



Be “findable”



LinkedIn profile needs to match
resume



70% of people hired are from
referrals

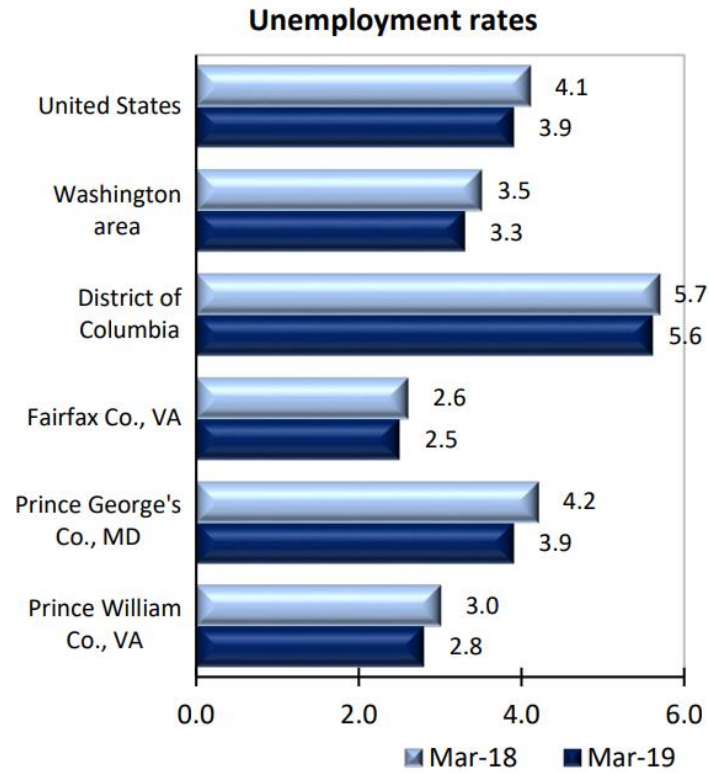
Exercise #1

Discuss what your clients have to offer employers.

Networking



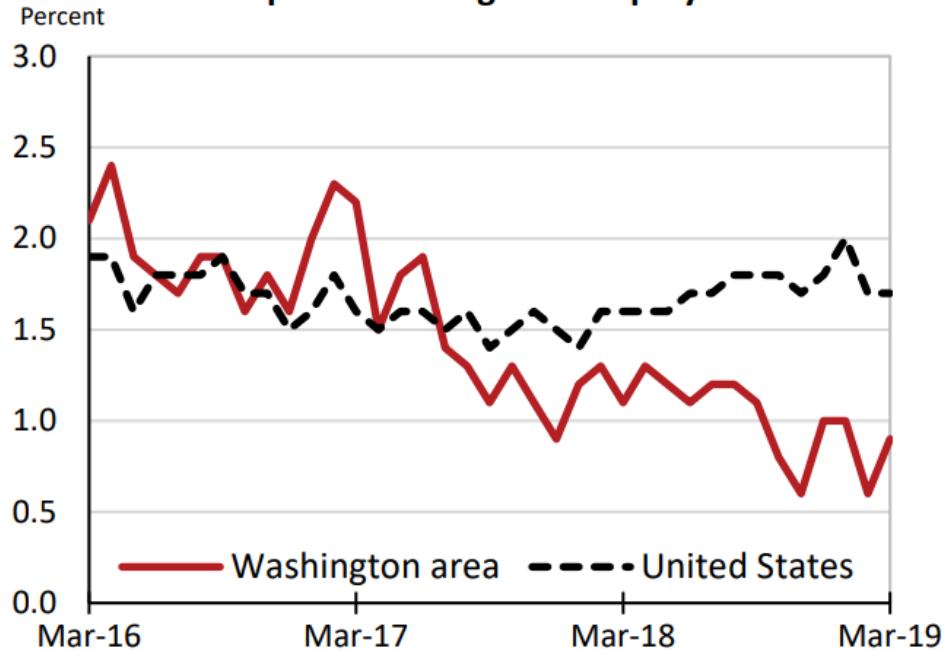
Unemployment rates for the Washington area,
selected area counties, and the nation



Source: U.S. BLS, Local Area Unemployment Statistics.

Over-the-year changes in employment on nonfarm payrolls and employment by major industry sector

12-month percent changes in employment



Source: U.S. BLS, Current Employment Statistics.

Washington area employment (numbers in thousands)	Mar. 2019	Change from Mar. 2018 to Mar. 2019	
		Number	Percent
Total nonfarm	3,308.3	29.5	0.9
Mining, logging, and construction	156.5	-0.8	-0.5
Manufacturing	55.0	0.3	0.5
Trade, transportation, and utilities	397.3	-4.2	-1.0
Information	74.0	-0.1	-0.1
Financial activities	154.5	-3.5	-2.2
Professional and business services	768.5	15.1	2.0
Education and health services	448.8	6.2	1.4
Leisure and hospitality	337.8	14.0	4.3
Other services	207.9	0.7	0.3
Government	708.0	1.8	0.3

Source: U.S. BLS, Current Employment Statistics.

Companies That Are Job Creators



Verizon (VA) – **5,050** employed



Marriott International / Gaylord Resort and Convention Center (MD) – **2,412** employed

Exercise #2

Identify at least 5 new companies/stores/etc. that have opened for business where you live.

The Turnover Issue

According to a 2016 CareerBuilder survey, 21% of employees expected to leave their current companies, and in the 18-34 age group, that number jumps to 30%.

The Arc Network Can Help Employers Fill Jobs

Employers in the Americas said the top reasons they have difficulty filling jobs are:

- 1) Lack of available applicants/no applicants – 36 percent
- 2) Lack of technical competencies – 36 percent
- 3) Lack of experience – 31 percent
- 4) Looking for more pay than is offered – 19 percent
- 5) Lack of employability skills – 15 percent
- 6) Candidate unwilling to work part-time/contingent roles – 8 percent
- 7) Overqualified candidates – 6 percent

Be Your Own Best Commercial

Show value to the market that you want to enter

Create your value proposition

Exercise #3

At your table, define your value proposition.

Exercise #4 – Homework Assignment

Turning Value Propositions into Motivation Letters

Explain why you are interested in the specific position, your motives, how your skills and experience will benefit the specific opening and organization.



“A vision, without
a plan, is just a
hallucination.”

Will Rogers

The background features three overlapping circles in shades of blue, set against a dark grey background. The circles are arranged horizontally, with the middle one overlapping the other two. A white horizontal band runs across the center of the image, containing text.

I DREAMED A THOUSAND NEW PATHS...I WOKE AND WALKED MY OLD ONE.

- CHINESE PROVERB