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)

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td># of employers using consulting or placement services</td>
<td>5</td>
<td>157</td>
<td>350</td>
<td>419</td>
</tr>
<tr>
<td># of individuals trained</td>
<td>100</td>
<td>666</td>
<td>1,407</td>
<td>1,070</td>
</tr>
<tr>
<td># of individuals placed into community-based jobs</td>
<td>30</td>
<td>264</td>
<td>518</td>
<td>653</td>
</tr>
</tbody>
</table>

Employers experience a **98% job retention rate** when using The Arc@Work’s job placement services.
“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 Lucus, 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.”
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.
The Arc@Work Methodology

Innovate

Problem Solve

Partner

Support

Create Shared Value

Repeat
CED Model for Corporate Responsibility
From Katsoulakos et al. (2006)

- Efficient execution of economic functions.
- Exercise economic functions with sensitivity to changing social values and priorities.
- Emerging and still amorphous responsibilities business should assume in order to become more involved in improving the social environment.
Don’t Focus Here
The main job of business is not to create social impact.

Focus Here
How does your employment program support a business's sustainability?

Figure 2. A conceptual framework for sustainable corporate entrepreneurship.
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.
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?
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%.

Company A

Company B

McKinsey Study
Walgreen’s ROI on Disability Hiring

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

Unemployment rates

- United States: 4.1 (Mar-18), 3.9 (Mar-19)
- Washington area: 3.5 (Mar-18), 3.3 (Mar-19)
- District of Columbia: 5.7 (Mar-18), 5.6 (Mar-19)
- Fairfax Co., VA: 2.6 (Mar-18), 2.5 (Mar-19)
- Prince George's Co., MD: 4.2 (Mar-18), 3.9 (Mar-19)
- Prince William Co., VA: 3.0 (Mar-18), 2.8 (Mar-19)

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

<table>
<thead>
<tr>
<th>Percent</th>
<th>Mar-16</th>
<th>Mar-17</th>
<th>Mar-18</th>
<th>Mar-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington area</td>
<td>2.5</td>
<td>2.0</td>
<td>1.5</td>
<td>2.0</td>
</tr>
<tr>
<td>United States</td>
<td>2.5</td>
<td>2.0</td>
<td>1.5</td>
<td>2.0</td>
</tr>
</tbody>
</table>

### Washington area employment (numbers in thousands)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total nonfarm</td>
<td>3,308.3</td>
<td>29.5</td>
</tr>
<tr>
<td>Mining, logging, and construction</td>
<td>156.5</td>
<td>-0.8</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>55.0</td>
<td>0.3</td>
</tr>
<tr>
<td>Trade, transportation, and utilities</td>
<td>397.3</td>
<td>-4.2</td>
</tr>
<tr>
<td>Information</td>
<td>74.0</td>
<td>-0.1</td>
</tr>
<tr>
<td>Financial activities</td>
<td>154.5</td>
<td>-3.5</td>
</tr>
<tr>
<td>Professional and business services</td>
<td>768.5</td>
<td>15.1</td>
</tr>
<tr>
<td>Education and health services</td>
<td>448.8</td>
<td>6.2</td>
</tr>
<tr>
<td>Leisure and hospitality</td>
<td>337.8</td>
<td>14.0</td>
</tr>
<tr>
<td>Other services</td>
<td>207.9</td>
<td>0.7</td>
</tr>
<tr>
<td>Government</td>
<td>708.0</td>
<td>1.8</td>
</tr>
</tbody>
</table>

Companies That Are Job Creators

Verizon (VA) – 5,050 employed

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

*Charlotte Metro Area Stats*
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

Source: Manpower: 2012
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
I DREAMED A THOUSAND NEW PATHS...I WOKE AND WALKED MY OLD ONE.

- CHINESE PROVERB