

Engaging the Untapped Workforce

SC Employment First Initiative

South Carolina is one of six states selected by the Administration for Community Living (ACL) to receive funding in order to increase employment outcomes for youth with intellectual and developmental disabilities statewide. Employment First emphasizes competitive, integrated employment as the preferred option for individuals with disabilities.

The South Carolina Disability Employment Coalition, through collaboration with thirteen Project Partners, will implement the SC Employment First Initiative to address barriers to successful employment for young adults with intellectual and developmental disabilities.



Topics

1. Understanding Disability
2. Disability Employment: Boosting the Bottom Line
3. Recruiting Top Talent (with Disabilities)
4. Reasonable Accommodations Made Easy

What does it mean to have a disability?



Individuals



According to the ADA

Disability:

1. A person with a physical or mental impairment that substantially limits one or more major life activities; or
2. A person with a record of such a physical or mental impairment; or
3. A person who is regarded as having such an impairment.

According to the 2010 US Census



56 million

Americans have
a disability.

1 in 4

South
Carolinians
have a
disability.

1 in 10

Americans have
a significant
disability.

Why Hire People with Disabilities?



A survey analysis by the Institute for Corporate Productivity (i4cp) found that companies that hire individuals with disabilities see “the addition of highly motivated employees, demonstrating an inclusive and diverse culture that’s attractive to critical talent pools, and improving customer satisfaction” (Employing People with Intellectual and Developmental Disabilities, 3)

Reasons organizations hire people with IDD

Positive relationship to market performance

70%

It supports our organization's culture

64%

It supports our diversity and inclusion strategy

62%

It's the right thing to do

57%

We have found good talent matches for open positions

50%

It supports our corporate social responsibility strategy

47%

Internal advocacy from employees with involvement in the IDD community

43%

It produces measurable or observable business benefits

41%

It supports our public image

30%

It supports our talent acquisition strategy

14%

Federal or state incentives

14%

Federal or state contracting requirements

Positive relationship to addressing D&I at a business strategy level

Source: Institute for Corporate Productivity (i4cp)

Among the high-performance companies surveyed, more than **80 percent** reported a positive experience with their employees with IDD... “You usually don’t see those kind of numbers from HR departments that have started new hiring initiatives,” said Davis. “It’s likely the employers had anticipated certain challenges that weren’t there, and the resources to support them were greater than they had realized.”

-Eric Davis, Creative Director & Senior Editor at i4cp



Key Benefits



Top 5 benefits realized

57%

Addition of highly motivated employees

47%

Inclusive culture attractive to our talent pools

43%

Improved customer satisfaction

34%

Improved communication between/across cultures

34%

Enhanced employer brand

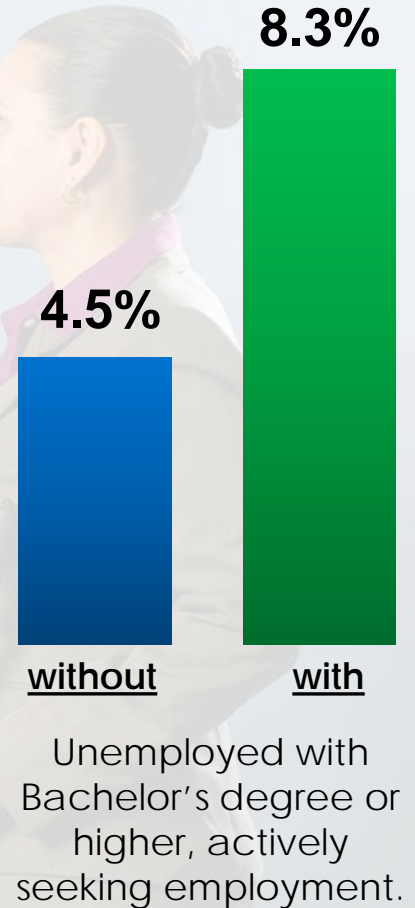
Positive relationship to addressing D&I at a business strategy level

Source: Institute for Corporate Productivity (i4cp)

Key Benefits

The Talent Pool

“8.3 percent of people with disabilities who are unemployed (i.e., those who are jobless and actively seeking work) have a bachelor’s degree or higher, compared to 4.5 percent of those with no disability who are unemployed” (Leveling the Playing Field 10).



Key Benefits

Culture and Diversity

“These talented professionals bring unique experiences that foster innovation and new ideas while contributing to a culture of warmth and true inclusion.”

-Scott Pitasky, Executive Vice President and Chief Partner Resources Officer, Starbucks (Why Hire Disabled Workers)

Key Benefits

Productivity

- Productivity Increase
- Higher Retention Rates
- Reduced Absenteeism
- Job Performance

Ratings for employees with IDD

89%

Dependability

88%

Engagement

87%

Integration with
co-workers

86%

Motivation

84%

Attendance

79%

Work quality

74%

Productivity

59%

Adaptability

Positive
relationship
to market
performance

Percent answering good/very good
Source: Institute for Corporate Productivity (i4cp)

Key Benefits

Great employees

- “Nearly three-quarters of those surveyed say hiring workers with IDD has been a positive experience.” (Employing 3)
- “Employees from varied backgrounds bring different perspectives, ideas and solutions to the workplace that result in new products and services, challenge to the status quo, and new collaboration.” (U.S. Office of Personnel Management)

Recruiting

The Company

The public perception of a company is one of its most powerful recruiting tools.

Many of the largest companies in the world rely on this reputation to draw candidates when there are positions posted and when there are not.

There are general reputations and specific ones.



Recruiting

Advertising and Public Relations

These professionals need to be engaged in targeting the disability community as part of a diverse market.



Recruiting

The Talent

Are you looking to just fill a position?

The Position

Identify Essential Job Functions.



Recruiting

Relationships in the Community

- ✓ High Schools
- ✓ Technical Colleges
- ✓ Four-Year Colleges & Universities
- ✓ Staffing Agencies
- ✓ Disability Organizations
- ✓ Employer Networks
- ✓ Vocational Rehabilitation
- ✓ Business Networks

