

Program Agenda

- The Business Case (Why?)
- Federal, State, and Local Resources (Where?)
- Proactive Strategies for Recruitment and Retention (What and How?)
- Target Populations (Who?)
 - Older Workers
 - Youth
 - Veterans
 - Persons with Physical/Mental Health Disability
 - Caregivers
 - Other
- Rewards and Recognition (When?)



Some Current Stats

- June 8th BLS Press Release 2011 Stats
- 17.8% of persons with disabilities were employed
- The employment rate of persons without disabilities was nearly ____ time that amount or _____%
- But compare the unemployment rates:
 - 15.0% for persons with disabilities
 - 8.7% for person without disabilities
 - Why only double when the employment rate is 4x less?

Source: http://www.blc.gov/news.release/ndf/disabl.ndf



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Some Current Stats: Who, What and Where?

- To the preceding point 80% of persons with disabilities are not in the labor force compared to 30% of persons without disabilities
- Persons with a disability are _____ times more likely to be age 65 and over (45% as compared to 13%)
- Women are more likely than men to have a disability
- Prevalence of disability is higher for blacks and whites than Asians and Hispanics
- 1.3 work part-time as compared to about 1/5 of persons without disabilities
- Persons with disabilities are more likely to be self employed
- Persons with disabilities are less likely to work in mgmt, professional and related occupations (32% compared to 38%).



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2012 National Study of Employers

- FWI & SHRM/ Funded by Sloan Foundation
- http://familiesandwork.org/site/research/reports/NSE_2012.pd



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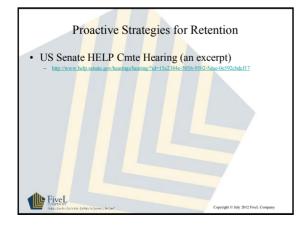
Federal Resources
• 22 Federal Agencies!
National Resources
- ODEP
– JAN
- TBTL - http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
- APSE - http://www.apse.org/
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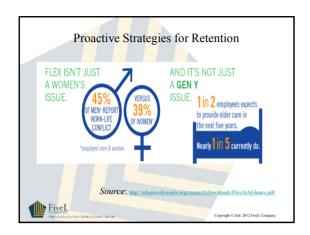


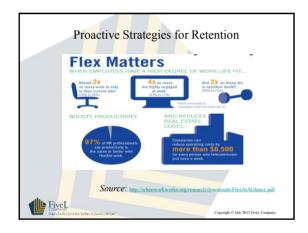


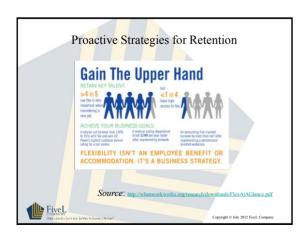
Proactive Strategies for Recruitment (What and How?) • Sourcing • Walk the Talk Sourcing • Walk the Walk Sourcing • Walk the Walk Sourcing • Walk the Walk Sourcing • Walk Sourcing Sourcing

Proactive Strategies for Recruitment (What and How?) • JD's & Essential Functions • Consider accommodations in advance Copyright © July 2012 Fired. Company









Proactive Strategies for Retention

• GAO reports that a disabled worker who remains out of work for more than 6 months has only a 50% chance of ever returning to work.



Practical Examples

- Equipment
- · Assistive technology
- ODEP's AT Work
- Interpreters
- Flexible scheduling
- · Telework
- RTW coordinators/case Training managers
- · Light duty

- Wellness programs
- EAP
- Ergonomics evals
- Leave programs
- · Safety evals
- Community, charity work
- · Updated JD's
- DCPA



Really?! 2012

- FWI/SHRM's 2012 "National Study of Employers"
- 77% of employers offer flex time
- 74% offer EAP services
- 63% offer flex place
- 63% have wellness programs
- 41% offer info to Ees about services for elderly family members
- WHY?! #1 Reason for Implementing Work Life Initiatives was:



Target Pops - Older Workers - Youth http://www.ncwd-youth.info/guideposts - Veterans http://vetsuccess.gov/home - Persons with Physical/Mental Health Disability - Caregivers • "Tips for Parents and Families" - http://www.ncwd-youth.info/information-brief-28

WORKSHOP!! Practical Application

- Practice Your Passion (personal or organizational)
 - Older workers
 - Youth
 - Veterans
 - Mental Health
- Caregivers
- Where are our AAP gurus?
- 10-15 minutes
- · Exchange business cards
- Select a spokesperson/scribe
- · Share next steps
- · Tell us your story



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