

Full Employment Initiative

Building Partnerships with
Orange County Businesses



VISION

**Partnering with Orange County
businesses to promote
employment for people with
developmental disabilities through
innovation and change**

Win-Win

- *Increase Employment opportunities for persons with developmental disabilities in Orange County*
- *Provide access to an untapped labor source for OC Businesses*

Workforce Issues

“...Finding and keeping good workers are among the greatest challenges facing businesses in the 21st century...”

-Thomas J. Donohue, President and CEO, U.S. Chamber of Commerce

Workforce Issues

Finding and hiring
qualified personnel

Finding personnel
with the right work
ethic

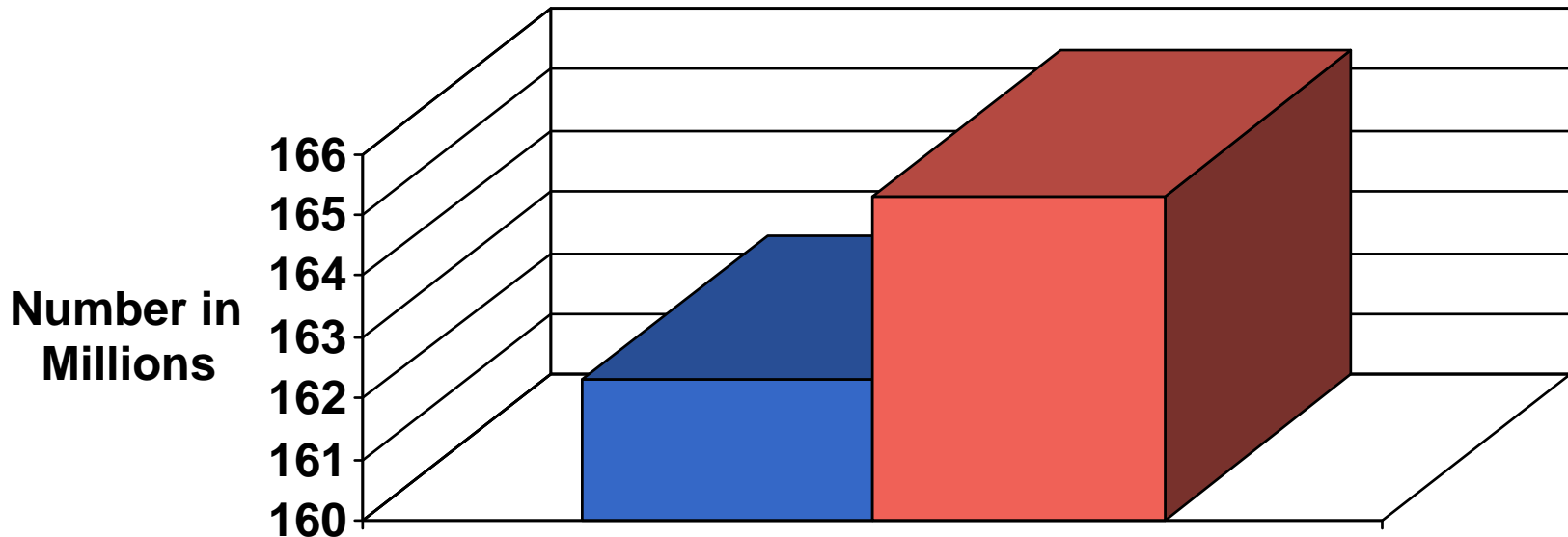
Managing the costs
and benefits



Shifting Composition of the Labor Force

Slow growth rate of the workforce

Projection of Workforce vs. Job Ratio in 2012



Shifting Composition of the Labor Force

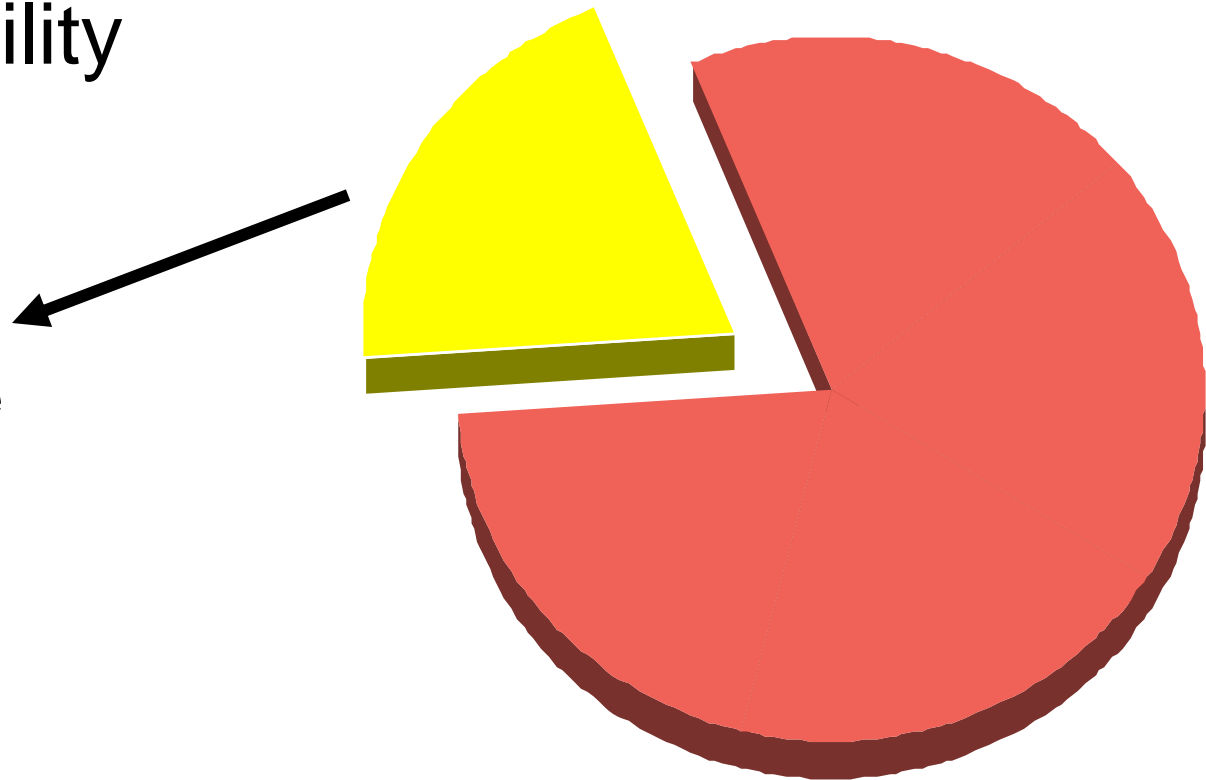


An aging workforce
A more diverse workforce

Skilled Workers with Disabilities Available for Work

Almost one in five Americans have at least one disability

20% of
Americans have
a disability



Accommodations Made Simple

It's easier than you think



Providing the tools, resources, and environment for employees to contribute to the success of the organization

Orange County Data for Persons with Developmental Disabilities

- *5,871 adults with developmental disabilities served by RCOC between ages 22 - 65*
- *75% unemployment rate compared to general OC population rate of 5.4%*
- *Average hours worked per month: 69*
- *Average hourly wage: \$5.80*

Hire People with Disabilities

It Positively Impacts Your Bottom Line

Higher retention rates

Equal or better attendance and work performance

No increase in safety risks or insurance costs

Hire People with Disabilities

Gives you a competitive edge

Provides insight into a unique market segment

54 million Americans with disabilities with over \$200 billion in discretionary income

75% of survey responders say they prefer doing business with companies that hire people with disabilities

JVR 2006

How you can benefit

- *Professional Service*

- ◆ *On-going consultation services at no cost*
- ◆ *Job Coaching support*
- ◆ *Job Analysis & Workplace Needs Assessment*
- ◆ *Co-worker training*

The Next Step for Employers

- *Contact:*
 - ◆ *Linda Seppala at (310) 649-0499, ext. 26*
 - ◆ *Deb Marsteller at (714) 549-3464*

Thank You!

*“Alone we can do so little; together
we can do so much”*

- Helen Keller

GAN Next Step

- ◆ *Employer Connections*
 - *Corporate contacts*
 - *"I will make the presentation"*
 - *"I will go with you to make the presentation"*
 - *"You may use my name to get in the door"*

Other Advocacy Needs

- *City Council Meetings*
- *City Managers etc*
- *School Districts*
- *Hospitals*
- *Banks*
- *Law Offices*