



Workforce Development

Triple Bottom Line: Economy

Profit is Critical

Impact Your Bottom Line

*by
Employing Persons
with
Disabilities*



Open Doors For Ability

**The Biggest Barrier to Employment
for
Persons with Disabilities
is
Employer's Perception**

Consistent Productivity

A 2007 study from Chicagoland Chamber of Commerce had a “cost benefits survey that indicated that employees with disabilities have much to contribute to the labor force:

- Regardless of sector, participants with and without disabilities had nearly identical job performance ratings.**
- Across all sectors, the difference in amount of supervision required ratings were relatively minor among participants with and without disabilities.”**

Source: Exploring the Bottom Line: A study of the Cost and Benefits of Workers with Disabilities, 2007. www.disabilityworks.org

Improved Productivity

“...40 percent of the (Walgreen) distribution center’s 400 employees have disclosed physical or cognitive disabilities.

Yet the facility’s efficiency rose by 20% since opening, after technology and process changes originally intended to accommodate workers with disabilities improved everyone’s jobs.”

Source: Vice President Russell, Counting on Workers with Disabilities, HR Magazine, April, 2008

High Turnover to High Retention

Lee Carter, Chairman, Board of Trustees, Cincinnati Children's Hospital Medical Clinic:

- **“The business case is that you have an employee who come to work on time, everyday, and does their job with excellence...”**

Doreen Seaquist, Senior Vice President Patient Services, Cincinnati Children's Hospital Medical Clinic:.

- **“What is in it for us is excellent workers, good quality work, getting the job done...”**

Source: Project Search's High School Transition Program Video

Lower Turnover And Absenteeism

The Chicagoland Chamber of Commerce study:

- **Participants with disabilities from the retail and hospitality sectors stayed on the job longer than participants without disabilities.**
- **Across all sectors, participants with disabilities had fewer scheduled absences than those without disabilities.**

Source: Exploring the Bottom Line: A study of the Cost and Benefits of Workers with Disabilities, 2007. www.disabilityworks.org

Innovation and Creativity

“Yesterday’s accommodation is today’s product innovation.”

“Automatic door openers, talking ATMs, accessible photocopiers and accessible Web sites are commonplace.”

Source: U.S. Chamber of Commerce Website

Increased Consumer Loyalty

“The University of Massachusetts’ Center for Social Development and Education’s study found that:

92% of those (consumers) surveyed across the nation felt more favorable toward companies that hire individuals with disabilities, and 87% said they would prefer to give their business to those companies.”

Source: Strengthen the Diversity of Your Workplace: Hire People with Disabilities by EEOC Commissioner Christine M. Griffin, DiversityInc, October 2006

Expanded Consumer Market

“...people with disabilities have nearly \$1 trillion in spending power, with \$220 billion in discretionary spending.

This is almost the same amount as blacks, Asians, and Native Americans combined.”

Source: Diversity, October 2006: The Talent Pool You are Overlooking: Why Your Company Can't Afford to Ignore People with Disabilities.)

Triple Bottom Line: Environment

***People Are Our Greatest
Natural Capital***

***A "cradle to grave" approach
to minimize the ecological impact of poverty***

Risk Management

Employment for persons with disabilities is a risk management approach which allows us to save money ...

By avoiding expenditures arising from the environmental damage of poverty, and by minimizing the cost of poverty subsidies and legislation.

Source: Revised from Step 2 Environment Risk Management, DBSglobla.com

Triple Bottom Line: Social Responsibility

Unemployment is Poverty

**Living on Disability Benefits is
Poverty**

Kent County Employment Status 2005-2007

Population 16 to 64 years

	Total	Employed	% Employed
Population	390,747		
With any disability	43,060	16,061	37.3%
No disability	347,687	269,457	77.5%

Source: Census Bureau, American Community Factfinder

Education Levels

Kent County: Educational Attainment for Persons with Disabilities Age 25+

Professional School Degree	408		
Associates Degree	11,313		
Bachelors Degree	11,033		
Masters Degree	4,675		
Doctorate Degree	816		
Totals	28,245		

Source: 2006 American Community Survey Public Use Microdata Sample, United States Census Bureau

Kent County Poverty Status 2005-2007

Population 5 years and over			
	Total	Below Poverty	% Below Poverty
Population 5 years and over for whom a poverty status is determined	543,019		
With any disability	72,082	15,498	21.5%
No disability	470,937	48,977	10.4%

Source: Census Bureau, American Community Factfinder

Population on SSA Disability Benefits

	On SSA	Trying to go back to work	
Michigan	412,583	11,941	
Kent County	20,029		

Source: SSA Ticket Tracker & Maximus Distribution of Benefits

“We Are Who We Serve”

Disability Advocates of Kent County

(DAKCC)

We are people with disabilities, with diverse experience and abilities, providing services to our community for persons with disability:

- 16 years in manufacturing human resources**
- 10 years in the medical field**
- 10 years in retail and restaurant management**
- 10 years addressing employment barriers for persons with disabilities**
- 2 licensed attorneys specializing in disability law**
- 20 years in occupational therapy services**
- 20 years in commercial design**

Your First Stop for Disability Employment Resources

We collaborate and partner with the following organizations:

- The Employers' Association
- Grand Rapids Chamber of Commerce
- Kent and Allegan Workforce Development Board
- The Right Place
- West Michigan Strategic Alliance
 - Deaf and Hard of Hearing Services
 - Goodwill Industries of Greater Grand Rapids
 - Hope Network
 - Mary Free Bed Hospital
 - Michigan Commission for the Blind
 - Michigan Rehabilitation Services
 - Michigan Works!
 - Social Security Administration

Workforce Development Consultation Services for Employers

- **Navigate the disability employment resources**
- **Navigate the community resource systems to address barriers to employment**
- **Consultation regarding disability friendly customer service strategies**
- **Ensure Americans with Disability Act (ADA) compliance**
- **Integrate productive accommodations and accessible work environments**
- **Obtain information on tax credits**
- **Attain publicity for your business decision to employ persons with disabilities**

What Can We Do For Your Business?

Employing persons with disabilities is a business decision.

Contact us if you need assistance
to
benefit your bottom line!

Thank You



Disability Advocates of Kent County
3600 Camelot Drive SE
Grand Rapids, MI 49546
616.949.1100 Ext. 227
www.dakc.us

Employer Conference

The Economic Impact of Employing Persons with Disabilities

May 12, 2009: 8:30 AM – 3:30 PM

**Crossroads Banquet & Conference Center
6569 Clay Ave SW, Byron Center, MI**

Keynotes:

- **Cincinnati Children's Hospital Medical Center**
- **Fifth Third Bank**
- **Skot Welch of Global Bridgebuilders**
- **Walgreen's**

Breakouts:

- **AT&T**
- **Blue Cross & Blue Shield of Michigan**
- **Dematic**
- **Fifth Third Bank**
- **Herman Miller**
- **WCSG FM**

Wish List

**Partner with Us to Open Doors...
Be a Champion
for
Systems Change**

**In ZeroStep, Transportation,
and
Workforce Development!**

Wish List

- **ZeroStep**
 - open doors for us to talk with builders and architects
 - every time you present on sustainability, include ZeroStep
- **Transportation**
 - talk to elected officials
 - display yard signs for transportation advocacy
 - participate www.rapidyes.org
- **Workforce Development**
 - talk with other employers to change perceptions
 - open doors for us to talk with employers
 - attend the employer conference
 - forward flier for employer conference to other employers
 - give permission for us to video employees with disabilities for marketing
- **Generic to all DAKC**
 - provide connections for speaking engagements
 - research for advocacy projects
 - review and consult on business plans
 - fund development participation or serve on Board committees
 - website design/development to present a stronger message
 - teach Microsoft Office workshops
 - donations of office furniture