

HIRED: Hiring & Increasing Retention for Employees w/Disabilities

2015-16 Project Proud

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Trends Identified

- Low unemployment rate (4.3%) in Kosciusko County is good for community; however, a challenge for local employers
- Recognized need to increase education to employers and higher education career services
- Opportunities exist to hire and promote individuals with disabilities with the orthopedic industry and many other successful organizations
- Passionate leaders in the community are aware of the problem and the need for awareness and continuing education for employees with disabilities.

The Facts

The power of the disability community is undeniable; it is an incredible labor and customer market

- 56 million people with disabilities plus close family, friends, and supporters comprise almost one-third of the United States population
- 20 million of 70 million families in the U.S. have at least one member with a disability (1 out of 10 families raising children have at least 1 child with a disability)
- People with disabilities in the U.S. have an annual spending power of \$796 billion – more than any ethnic minority group (\$200 billion more than the African American community \$300 billion more than the Hispanic community - and this does not take into account family, friends, and supporters)

The Facts

The power of the disability community is undeniable; it is an incredible labor and customer market

- With the baby boom generation retiring and tightening immigration laws, people with disabilities are the last untapped labor source in the country (66.7% unemployment).
- Targeting the disability community as a customer and labor source is one of the hot, new, rising trends in the American business community. Companies like Walgreens (www.walgreensoutreach.com), CVS, Starbucks, the Cincinnati Children's Hospital, Hyatt, and Bank of America have already initiated large scale outreach efforts to the disability community.

(Emmett, 2016)

The Facts: Disability Statistics

- 17.6% of people with a disability were employed in the US in 2013.
- In the US, about 74.6 million people have some type of physical disability.
- People with physical disability make up the largest minority group of the US.
- Of today's 20 year-olds, just over 1 in 4 will become disabled before they retire.
- Physical disability is defined as when a person's physical functioning, mobility, dexterity, or stamina is limited.
- 41% of people with arthritis are forced to limit their physical activity, making it the leading cause of disability in the US.

(Lootens, 2016)

The Interviewer

<https://www.youtube.com/watch?v=wT9PdS9hPFs&feature=youtu.be>

Our Solution

- Our goal is to provide employment opportunities for people with disabilities
- We will facilitate that goal be educating local employers about recruiting, hiring, promoting and retaining people with disabilities
- We will be hosting a free event on Tuesday, May 3 at the Bowen Center Corporate Office
- KHRA will be taking over our project after this year

About Our Speaker

- Erin Riehle, Founder and Senior Director of Project SEARCH (<http://www.projectsearch.us>) will be the Keynote speaker
- Erin is a recognized authority and national leader in promoting employment opportunities for people with disabilities and other barriers to employment
- Project SEARCH is an employment and transition program that has received national recognition for innovative practices pioneered under Ms. Riehle's guidance.



KLA Connection

- The KLA organization has opened many doors for our project HIRED team
- We have been mentored and encouraged by other past members of KLA and are grateful for this opportunity
- We feel very strongly that this will have a great impact on our country from both our citizens with disabilities and businesses
- We believe that with the support of our community and businesses, project HIRED has the potential to be a program that other communities will see and replicate
- Project HIRED is a program that Kosciusko County can be proud of

Works Cited

- <http://www.twostepsforwardinc.com/AboutTheFacts.html>
- *Local Disability Data for Planners*. (2016, March 28). Retrieved from disabilityplanningdata.com :
http://disabilityplanningdata.com/site/county_population_table.php?cntyname=Kosciusko&state=indiana
- Vickie Lootens, C. (2016, March). Director of Development, Cardinal Services of Inc. of Indiana. (H. Miller, Interviewer)