

# HIRED: Hiring & Increasing Retention for Employees with Disabilities

**2015-16 Project Proud**

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## Executive Summary

Our team chose to do our project on hiring and promoting employees with disabilities in Kosciusko County. We realize that disabilities is a big issue and there are many talented individuals that either 1) are not currently working or 2) are working in minimum wage jobs and not advancing. Our goal is to educate local employers and college career services about hiring employees with disabilities. Kosciusko Community Human Resource Association (KHRA) will be taking over our project to continue increasing awareness in the community.

## Trends Identified

- Recognized need to increase education to employers and higher education career services.
- Low unemployment rate (4.3%) in Kosciusko County is really good. However, it is not good for individuals with disabilities.
- There is an untapped talent with our disabled population.
- Fervent leaders in the community are aware of the problem and the need for awareness and continuing education for employees with disabilities.
- Opportunities exist to hire and promote individuals with disabilities with the orthopedic industry and many other successful organizations.

## General Conclusions

Our goal is to help provide employment opportunities for people with disabilities. We will facilitate that goal by 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 with breakfast included. Erin Riehle, Founder and Senior Director of Project SEARCH (<http://www.projectsearch.us>) will be the Keynote speaker. Project SEARCH is an employment and transition program that has received national recognition for innovative practices pioneered under Ms. Riehle's guidance.

## Project Proud funds will be utilized to:

- Pay for Erin Riehle's travel expenses on May 2 & 3. We received \$500.00 from KHRA; however, this will not cover all expenses.
- Any marketing costs involved with HIRED event on May 3.
- Continental breakfast and beverages for event. We are expecting to have a full event with a maximum capacity of 80 in attendance.
- All remaining money will go towards a 2017 event which KHRA will be taking over.

## IDENTIFYING THE PROBLEM

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Kosciusko County has approximately a 4.3% unemployment rate. We are one of Indiana's lowest in unemployment. While this is good for our community, this creates a challenge for our local employers. With a thin pool of hireable employees, we need to start thinking outside of the box and promote programs and agencies that can help employers find reliable, hardworking employees; employees with disabilities who might not be given an opportunity for various reasons. Project *HIRED* aims to do just that by partnering with the Kosciusko Human Resource Association as well as collaborating with Cardinal Services and Bowen Center.

Project *HIRED* will be hosting an event on May 3, 2016, and then annually thereafter by KHRA. We have invited employers from across the county to come to a morning session at the Bowen Center Training and Conference Center to hear a national speaker Erin Riehl. Ms. Riehl is the director for Project SEARCH, an organization that works with employers to onboard employees with disabilities. Erin Riehl will be speaking about the advantages of hiring employees who have disabilities. Through this program we will be able to help our businesses continue to grow and staff their companies locally and efficiently.

Our KLA team joined together to address these issues. The team members include:

**Paul Dausman, IT Manager at Bowen Center**

**Kyrie Maierle, Evening Account Specialist at Helvey and Associates. Inc.**

**Heidi Miller, Adjunct Professor at Grace College**

We need to educate employers on how to engage and successfully hire and onboard people with different disabilities

### **Facts: Disability Statistics**

- 27 million women have disabilities in the US.
- 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.
- Assistive technology is vital to more than a third of people with disabilities being able to take care of themselves at home.

In the US, 25.6% of people with a disability are physically inactive during the week, compared to 12.8% of those without a disability.

(Vickie Lootens, 2016)

## The Facts

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

1. 56 million people with disabilities plus close family, friends, and supporters comprise almost one-third of the United States population
2. 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)
3. 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)
4. 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).
5. 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](http://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)

## OUR SOLUTION

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We have met with several people to discuss our ideas and thoughts about this problem and worked hard to find a solution. One of our first meetings we met with Randy Hall, Corporate Vice President of Cardinal Services Inc., he was very supportive in our ideas to help educate local employers to promote employment opportunities for people with disabilities. At first we had the idea to start an organization or group that would meet annually to promote this education to local employers. We heard from several individuals that this already existed in the community. It is the KBLN (Kosciusko Business Leadership Network) and they have done stuff in the past; however, are not very active and are supportive of our project.

Mr. Hall, gave us some great feedback and helped define what our main goal was going to be. He turned us to Vickie Lootens, Director of Development for Cardinal Services Inc. and also a Member of KHRA (Kosciusko Human Resources Association) we corresponded with Mrs. Lootens, she was also very supportive of our idea to promote education about qualified individuals that have all types of disabilities. Mrs. Lootens got us in contact with Erin Riehle, founder and Senior Director of Project SEARCH, which is an employment and transition program that secures competitive employment for people with disabilities. We will be hosting an event on Tuesday, May 3 at the Bowen Center. Erin Riehle, founder and Senior Director of Project SEARCH will be the Keynote speaker.

## KLA CONNECTION

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Since the start of this project, it has been obvious that the KLA connection is very strong in Kosciusko County. The KLA organization has opened many doors for our Project HIRED team. We have had meetings with CEOs and Directors who are also KLA alumni. We've been mentored and encouraged by other past members of KLA and we are honored to have been given this opportunity.

The Kosciusko Leadership Academy is a special group that we feel can leverage a strong network of current and past members to continue to make Kosciusko one of the strongest counties in our state. Project HIRED may have been an idea of three KLA members, but it was our strong community that has given it life. We feel very strongly that it will have a great impact on our county from both our citizens with disabilities and businesses that are looking to find that competitive edge to keep their staffing needs where they should be. 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.

## Disability POPULATION Statistics for Kosciusko and Marshall Counties, Indiana

### From Pooled 2005-2007 ACS PUMS Data

Subject	With a Disability	% With a Disability	Without a Disability	% Without a Disability	Total Population	% of Total Population	Sample Size
<b>Population</b>	<b>Total</b>	<b>% of Population</b>	<b>Total</b>	<b>% of Population</b>	<b>Total</b>	<b>% Ages 5+</b>	<b>Sample Size</b>
<b>Ages 5+</b>	16,090	14.30%	96,700	85.70%	112,790	N/A%	4,195
<b>Ages 21-64</b>	8,950	12.60%	62,000	87.40%	70,950	62.90%	2,477
<b>Ages 16-64</b>	9,570	12.10%	69,520	87.90%	79,090	70.10%	2,771
<b>Demographics -- Ages 21-64</b>	<b>Total</b>	<b>% of Ages 21-64 w/ Disability</b>	<b>Total</b>	<b>% of Ages 21-64 w/o Disability</b>	<b>Total</b>	<b>% of Ages 21-64</b>	<b>Sample Size</b>
<b>Male</b>	3,970	44.40%	31,880	51.40%	35,850	50.50%	1,221
<b>Female</b>	4,980	55.60%	30,120	48.60%	35,100	49.50%	1,256
<b>White</b>	8,680	97.00%	57,310	92.40%	65,990	93.00%	2,352
<b>Non-White</b>	270	3.00%	4,690	7.60%	4,960	7.00%	125
<b>Hispanic</b>	310	3.50%	5,160	8.30%	5,470	7.70%	132
<b>Non-Hispanic</b>	8,640	96.50%	56,840	91.70%	65,480	92.30%	2,345
<b>Education -- Ages 21-64</b>	<b>Total</b>	<b>% of Ages 21-64 w/ Disability</b>	<b>Total</b>	<b>% of Ages 21-64 w/o Disability</b>	<b>Total</b>	<b>% of Ages 21-64</b>	<b>Sample Size</b>

<b>Less Than High School Degree</b>	2,610	29.20%	10,050	16.20%	12,660	17.80%	367
<b>High School Degree (Including GED)</b>	3,190	35.60%	23,500	37.90%	26,690	37.60%	973
<b>Some College or Associate's degree</b>	2,320	25.90%	15,890	25.60%	18,210	25.70%	665
<b>Bachelor's Degree or Higher</b>	840	9.40%	12,560	20.30%	13,400	18.90%	472
<b>Labor Force Participation - - Ages 16-64</b>	<b>Total</b>	<b>% of Ages 16-64 w/ Disability</b>	<b>Total</b>	<b>% of Ages 16-64 w/o Disability</b>	<b>Total</b>	<b>% of Ages 16-64</b>	<b>Sample Size</b>
<b>Employed</b>	3,700	38.70%	54,180	77.90%	57,880	73.20%	2,012
<b>In Labor Force, Not Employed *</b>	530	5.50%	3,500	5.00%	4,030	5.10%	133
<b>In Labor Force</b>	4,230	44.20%	57,680	83.00%	61,910	78.30%	2,145
<b>Not in Labor Force</b>	5,340	55.80%	11,840	17.00%	17,180	21.70%	626

<b>Labor Force Participation - - Ages 21-64</b>	<b>Total</b>	<b>% of Ages 21-64 w/ Disability</b>	<b>Total</b>	<b>% of Ages 21-64 w/o Disability</b>	<b>Total</b>	<b>% of Ages 21-64</b>	<b>Sample Size</b>
<b>Employed</b>	3,580	40.00%	50,460	81.40%	54,040	76.20%	1,876
<b>In Labor Force, Not Employed *</b>	490	5.50%	2,820	4.50%	3,310	4.70%	103
<b>In Labor Force</b>	4,070	45.50%	53,280	85.90%	57,350	80.80%	1,979
<b>Not in Labor Force</b>	4,880	54.50%	8,720	14.10%	13,600	19.20%	498
<b>Transportation to Work -- Ages 21-64</b>	<b>Total</b>	<b>% of Employed, Ages 21-64 w/ Disability</b>	<b>Total</b>	<b>% of Employed, Ages 21-64 w/o Disability</b>	<b>Total</b>	<b>% of Employed, Ages 21-64</b>	<b>Sample Size</b>
<b>Employed, Not Currently at Work</b>	420	11.70%	1,320	2.60%	1,740	3.20%	64
<b>Work at Home</b>	200	5.60%	1,420	2.80%	1,620	3.00%	60
<b>Car, Truck or Van</b>	2,830	79.10%	46,200	91.60%	49,030	90.70%	1,692
<b>Mass Transit</b>	N/A	N/A%	N/A	N/A%	N/A	N/A%	4
<b>Other</b>	90	2.50%	1,370	2.70%	1,460	2.70%	56

<b>Travel Time to Work -- Employed, Ages 21-64</b>	<b>Total</b>	<b>% of Employed, Ages 21-64 w/ Disability</b>	<b>Total</b>	<b>% of Employed, Ages 21-64 w/o Disability</b>	<b>Total</b>	<b>% of Employed, Ages 21-64</b>	<b>Sample Size</b>
<b>Employed, Not Currently at Work</b>	420	11.70%	1,320	2.60%	1,740	3.20%	64
<b>Work at Home</b>	200	5.60%	1,420	2.80%	1,620	3.00%	60
<b>1-15 Minutes</b>	1,500	41.90%	25,260	50.10%	26,760	49.50%	890
<b>16-30 Minutes</b>	950	26.50%	15,420	30.60%	16,370	30.30%	590
<b>31-60 Minutes</b>	460	12.80%	5,950	11.80%	6,410	11.90%	233
<b>More Than an Hour</b>	N/A	N/A%	N/A	N/A%	N/A	N/A%	39
<b>% of Poverty Level -- Ages 5+</b>	<b>Total</b>	<b>% of Population w/ Disability</b>	<b>Total</b>	<b>% of Population w/o Disability</b>	<b>Total</b>	<b>% of Ages 5+</b>	<b>Sample Size</b>
<b>Below 100%</b>	3,260	20.30%	6,580	6.80%	9,840	8.70%	351
<b>100%-149%</b>	1,490	9.30%	7,130	7.40%	8,620	7.60%	314
<b>150%-199%</b>	2,110	13.10%	8,750	9.00%	10,860	9.60%	407
<b>200%-299%</b>	3,620	22.50%	20,790	21.50%	24,410	21.60%	917
<b>300%-399%</b>	2,650	16.50%	19,780	20.50%	22,430	19.90%	820
<b>400%-499%</b>	1,250	7.80%	11,900	12.30%	13,150	11.70%	514
<b>500%+</b>	1,710	10.70%	21,770	22.50%	23,480	20.80%	872

<b>Lived at Current Location One Year Ago -- Ages 5+</b>	<b>Total</b>	<b>% of Population w/ Disability</b>	<b>Total</b>	<b>% of Population w/o Disability</b>	<b>Total</b>	<b>% of Ages 5+</b>	<b>Sample Size</b>
<b>Yes, same house (non-movers)</b>	14,080	87.50%	83,470	86.30%	97,550	86.50%	3,704
<b>No, different house in US</b>	2,010	12.50%	13,230	13.70%	15,240	13.50%	491
<b>Language Other than English at Home -- Ages 5+</b>	<b>Total</b>	<b>% of Population w/ Disability</b>	<b>Total</b>	<b>% of Population w/o Disability</b>	<b>Total</b>	<b>% of Ages 5+</b>	<b>Sample Size</b>
<b>No, speaks only English</b>	15,010	93.30%	84,640	87.50%	99,650	88.30%	3,824
<b>Yes, speaks another language</b>	1,080	6.70%	12,060	12.50%	13,140	11.60%	371

(Local Disability Data for Planners, 2016)

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