

August 2, 2013

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Agenda

- Brief Overview
- Milestone Progress
- Outcomes

The Business Case

- Workers with disabilities are often more proficient, productive and efficient than their peers without disabilities. –*DuPont*
- Inclusive hiring practices significantly reduce staff turnover. –*The Center for Association Leadership*
- People with disabilities and their families represent a trillion dollar market segment. –*U.S. Census*
- A large number of Americans say they prefer to patronize businesses that hire people with disabilities. –*Journal of Vocational Rehabilitation*

The Business Case

- Employers can access “Work Opportunity Tax Credits” anywhere from \$2,400 to \$4,800 for hiring individuals and veterans with disabilities. –*Internal Revenue Service*
- If necessary, job accommodations for people with disabilities often cost less than employers expect. In fact, 71% of accommodations cost between \$0-\$600 –*U.S. Department of Labor, Office of Disability Employment Policy*
- Employers have reported an average return of \$28.69 in increased productivity for every dollar spent on accommodations. –*Iowa University*

Overview

- An organization led by business leaders who are diversifying their workforce by recruiting and hiring individuals with disabilities
- Support businesses to meet their workforce needs
 - Connecting them to qualified job candidates with disabilities
 - Providing technical assistance to support them in hiring and retaining workers with disabilities

Arizona's Business Leadership Network

- A BLN affiliate is a state or local not-for profit, tax exempt organization
- Committed to advancing disability inclusion within workplaces, marketplaces and supply chains
- A business-led, business to business educational organization



Interagency Service Agreement *(Sept 2012-August 2014)*

- Arizona Developmental Disabilities Planning Council
 - Primary Funding
- DES/Employment Administration
 - Arizona Job Connection
 - Designated Business Service Representative
 - Office and Administrative Support
 - Match Funding
- AHCCCS
 - Consulting Firm Subcontractor
 - General Monitoring and Oversight
 - Website Enhancements
 - Match Funding



Milestone

- Consulting Firm Contract
- Website Enhancements
- Executive Director Hiring
- DERS Business Practices
- Board Recruitment
- Strategic Plan
- Organizational Development
- Business Outreach
- Business Technical Assistance

Progress

- April 2013
- May 2013
- September 2013*
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- Ongoing
- Ongoing

Strategic Plan-Minimum Requirements

- Short (2 years) and long term (3-5 years)
 - Business to Business services and strategies to market services
 - Employment Service Provider professional development
 - Conduct outreach on how to interface with AZ Job Connection and UAZ website
 - Strategies to increase and measure employment and retention outcomes
 - Strategies to educate policymakers
 - Strategies support the transition from a project to a non-profit organization

Outcomes

- | | |
|---|-----|
| • New businesses posting to AZ Job Connection | 65 |
| • TBTL and DOL Leads (15) | |
| • Job candidates enrolled in AZ JOB CONNECTION* | 250 |
| • People with disabilities hired* | 50 |

* 25% of individuals with developmental disabilities



Contact

Dara Johnson
AHCCCS
Program Development Officer
701 E. Jefferson, MD 6100
Phoenix, Arizona 85034

602-417-4362

Dara.Johnson@azahcccs.gov