

Arizona Developmental Disabilities Planning Council

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Outline

- Accomplishments – *What have we done?*
- Current Priorities – *Where are we going?*
- Implementation Model – *How are we going to get there?*

Accomplishments

Organization

- 501(c)(3) – Nonprofit status
- Board of Directors
- Strategic plan
- Trademarked name and logo
- Arizona affiliate of the United States Business Leadership Network *(final stage of negotiations)*

Business

- Business Advisory Committee
- Business Statewide Needs Assessment Survey
- Business Workplace Diversity Self-Assessment Tool *(final draft in progress)*
- DES – AZ Job Connection business customer enhancements *(final stage of negotiations)*

Labor Pool

- Community Employment Advisory Committee
- DES – AZ Job Connection job seeker customer enhancements *(final stage of negotiations)*

New Direction

1

▶ Support Board of Directors to create sustainable vision and organization

2

▶ Build upon current strategic plan to develop implementation plans and models

3

▶ Utilize independent contractors to maximize targeted goal and milestone accomplishment

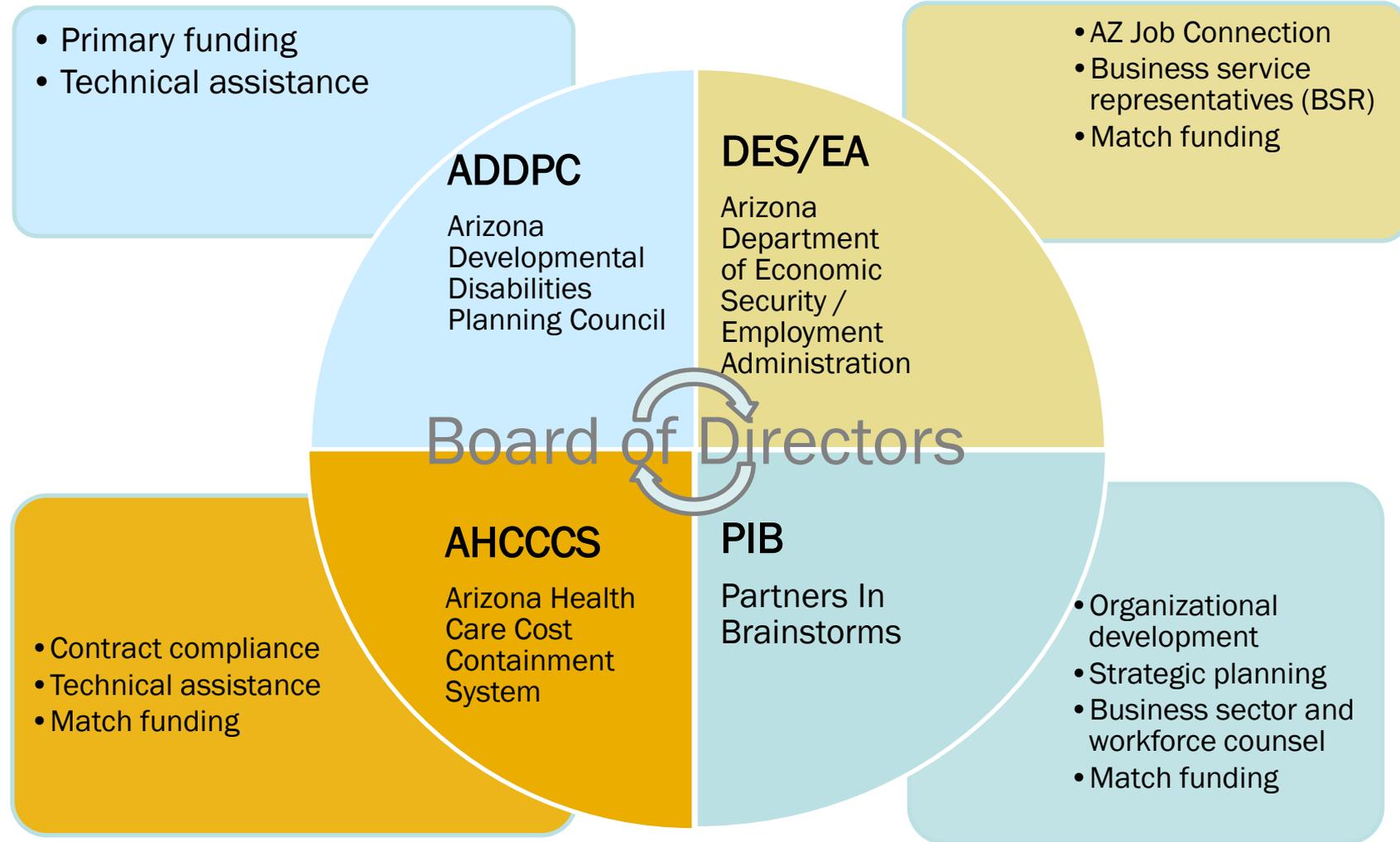
4

▶ Utilize Business Needs Assessment Survey results and the state's sector strategies to inform business outreach, services, and supports

5

▶ Pilot and finalize business and job seeker outreach strategies, tools, resources, and services

Partners



STATEWIDE BUSINESS NEEDS ASSESSMENT SURVEY RESULTS

Objectives & Methodology

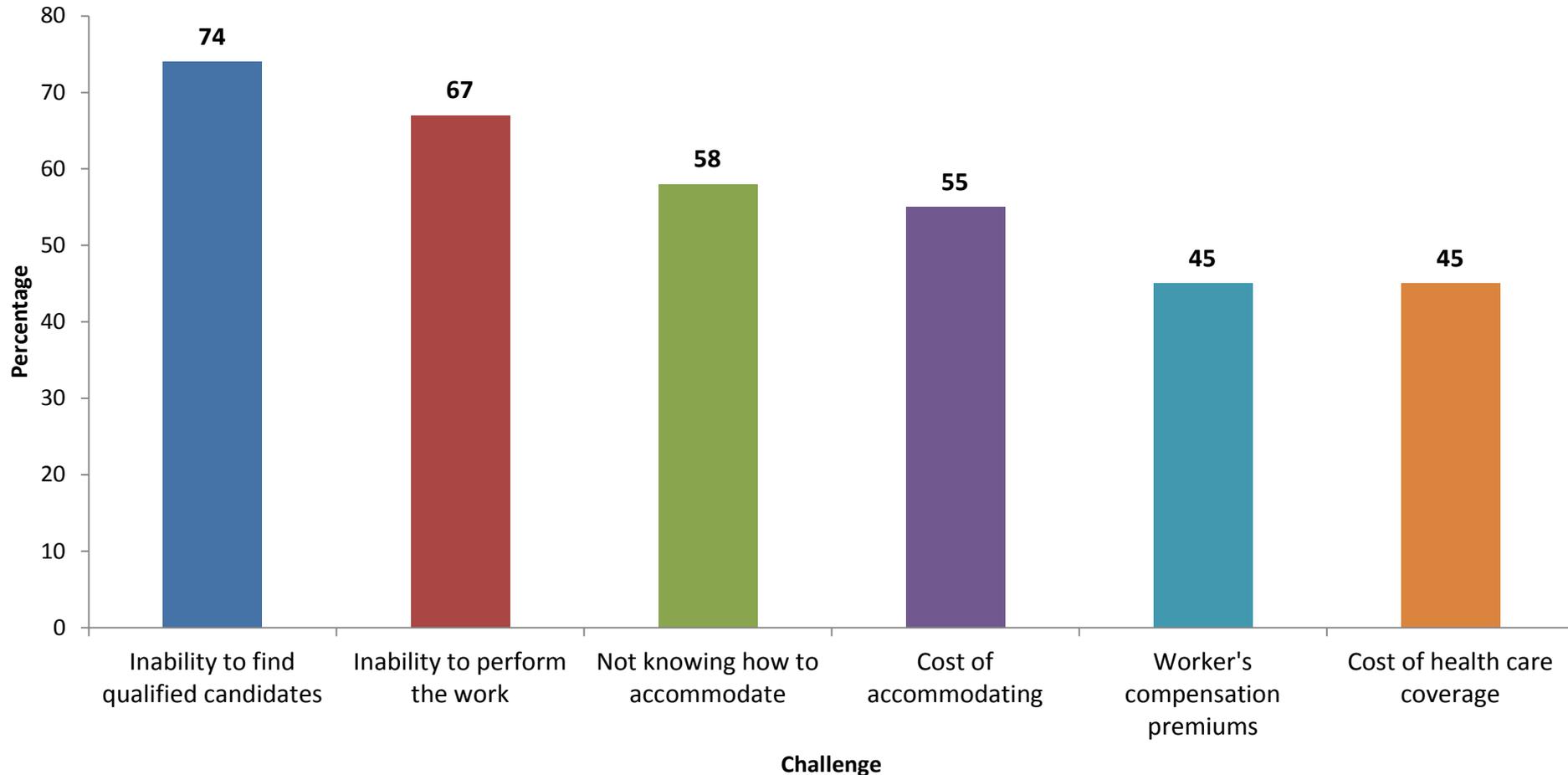
- The objective of the survey of employers throughout the state of Arizona is to:
 - Inform the development of the Untapped Arizona Strategic Plan
 - Identify current attitudes and practices of employers in Arizona in 12 key industry sectors, including high growth industries.
 - Fill the gap in knowledge about the practices, challenges, and strategies employers face in recruiting and hiring individuals with disabilities.
- An online survey was distributed to a representative sample of senior executives across Arizona, representing 12 industry sectors from PIB's database.
- An invitation to participate in the survey was also included in the DES quarterly newsletter to employers in Arizona.



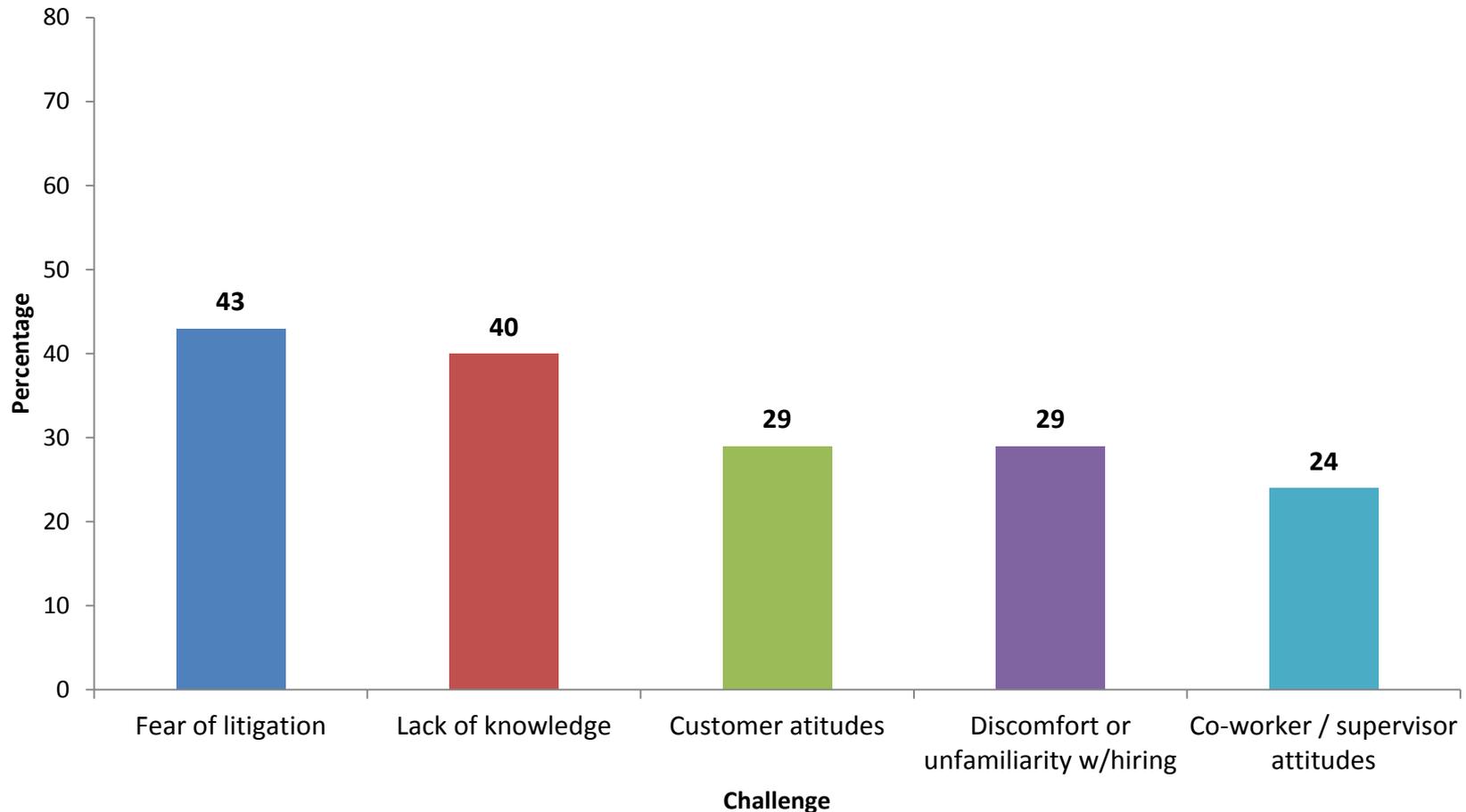
Methodology

- As of August 10, 2016 a total of **792 online surveys** were completed, representative of the total population of the businesses by sector, geographical location (by county), and by company size:
 - Small (5 - 14 employees) = 272 companies
 - Medium (15 - 249 employees) = 266 companies
 - Large (250 or more employees) = 254 companies
- Results include responses from 10 Business Advisory Committee members.

Challenges cited in hiring individuals with disabilities (ranking 1st to 6th)



Challenges cited in hiring individuals with disabilities (ranking 7th to 11th)



Addressing “inability of individuals with disabilities to perform the work”

- **Question:** What about inability to perform – is that referencing incumbent employees who acquire a disability and cannot do the job anymore? Or applicants applying for jobs they cannot actually do?
 - **Answer:** Based on the wording of the question, the responses related to hiring of new employees with disabilities versus incumbent employees.
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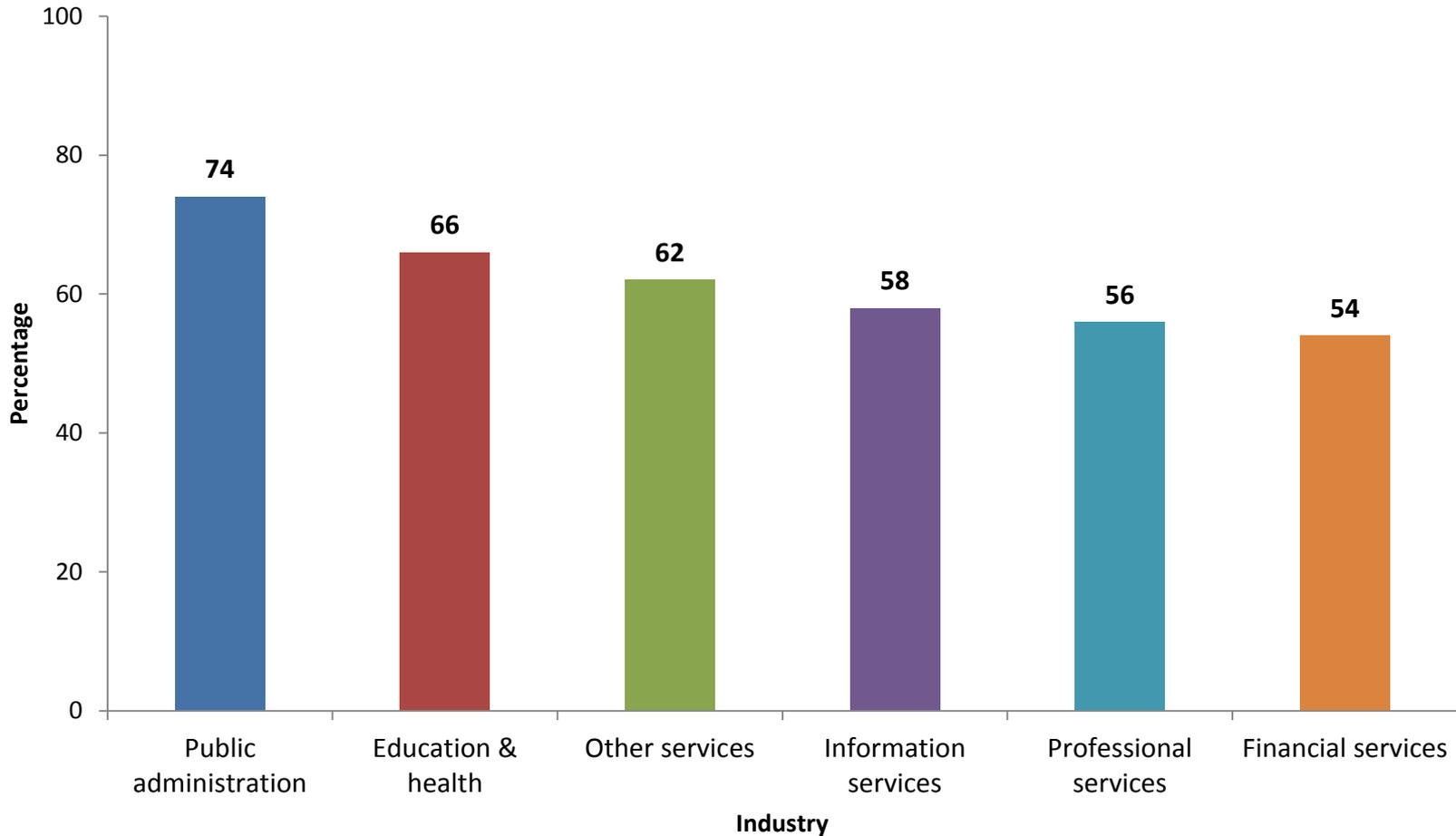
- **Question:** Is it their disability that prevents them from performing, or is it that they are not qualified? Does this get at the other issue of not having the years of experience or having a gap in work history?
- **Answer:** Work experience is important to employers and is a priority when determining if a candidate is “qualified”...

When hiring an employee with a disability, we do look at work experience and skill set, as with any employee. Today, a person’s skills, including soft skills and demonstration of a work ethic, is a priority.

Percentage of companies citing the inability to perform the work as a challenge to hiring individuals with disabilities, by business sector (ranking 1st to 6th)



Percentage of companies citing the inability to perform the work as a challenge to hiring individuals with disabilities, by business sector (ranking 7th to 12th)



Type of information that would help persuade companies to hire individuals with disabilities, by size of company

Type of information	All Companies		Small (5 – 14)		Medium (15 – 249)		Large (250 or more)	
	%	Rank	%	Rank	%	Rank	%	Rank
Satisfactory job performance	70	1	67	1 (T)	68	1	76	2
Increases productivity	69	2	67	1 (T)	66	2	74	3 (T)
Benefits company's bottom line	68	3	66	2	65	3	72	4
Benefited similar companies	67	4	62	3	64	4	74	3 (T)
Supported by statistics / research	66	5	58	4	62	5	78	1
Testimonials HR managers	59	6	53	6	55	6	69	5
Testimonials line managers	56	7	50	8	53	7 (T)	65	6
Testimonials senior executives	55	8	51	7	53	7 (T)	61	7
Addresses concerns about costs	53	9	57	5	53	7 (T)	49	8

Addressing “satisfactory job performance, increases to the company’s productivity, and benefits to the company’s bottom line”

- **Question:** How can providers of employment services respond to the desire for “satisfactory job performance,” “increases in productivity,” and “benefits to the company’s bottom line”?
- **Answer:** While this is high-priority for businesses in hiring all employees, when addressing hiring of individuals with disabilities, several of the open-ended responses spoke to hearing from other companies in their industry sector versus solely from the employment services.
 - *True examples and successful case studies are always helpful, especially when they are from companies that are highly respected in our industry, local, and also similar in size. We need to learn from our peers.*

Untapped Arizona – By connecting businesses to each other, connects them to you

A middle-aged man with short, light-colored hair is shown from the chest up, wearing a white button-down shirt. He is looking slightly to his right and speaking, with his mouth open and his hands raised in a gesturing motion. The background is a blurred office setting.

“What would be very helpful for me as the business owner, is to hear from other businesses in my industry speak to the successes that they have had with employees with disabilities, in terms of their job performance and benefits to the bottom line. Talking with the employer... visiting their workplace, seeing what is working in action...is important to me.”

THANK YOU

Questions or Comments?