

The Importance of Employment for Individuals with Intellectual and Developmental Disabilities

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*Committee on Intellectual and Developmental Disabilities
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Goals

- Broaden understanding of people with intellectual and developmental disabilities (I/DD) in the workplace.
- Broaden understanding of how business benefits from employing people with I/DD.
- Share some examples of programs that facilitate the first two items.
- Strengthen the Members of the North Carolina General Assembly's appreciation for the economic and social impact of the I/DD Community in our state.



The Arc of North Carolina

- Established in 1953 by several families with a need for I/DD services.
- State chapter with 23 local chapters.
- Mission: to secure for all people with intellectual and developmental disabilities the opportunity to choose and realize their goals of where and how they learn, live, work and play.
- Statistics
 - Serve approximately 3,000 individuals with I/DD and their families.
 - 769 employees across the state.
 - Offer programs such as housing, guardianship, and community navigation.



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Social Determinants of Health

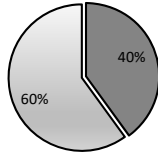
- People with I/DD want to work, but system may work against them.
 - Income may disqualify them from receiving critical disability services.
 - Not everyone with I/DD can work, some may be able to work limited hours.
- ABLE (Achieving a Better Life Experience) is a helpful program, but could benefit from modifications.
- People with disabilities are more stable in their jobs, lower risks, more productive over time, a great investment.



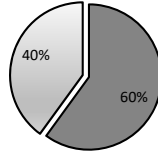
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Motivators to Support Disability Hiring CSR Initiatives

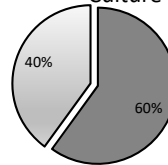
Increased Diversity



Increased Reliability



Strengthened Corporate Culture



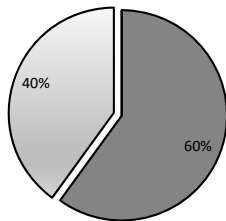
Green indicates positive response rate



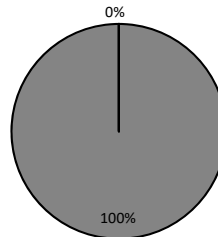
Lucus, J., 2017. Innovative Corporate Social Responsibility Initiatives: Evaluating Their Impact on Business and Society.

ROI From Disability Hiring CSR Initiatives

Seen as Socially Responsible



Increased Productivity



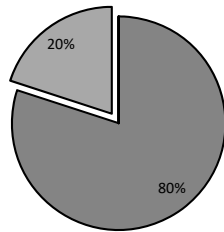
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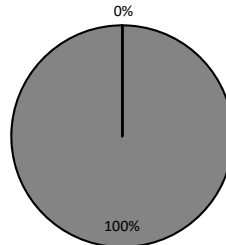
Lucus, J., 2017. Innovative Corporate Social Responsibility Initiatives: Evaluating Their Impact on Business and Society.

Importance of Disability Hiring Initiatives for Corporations

Competitive Advantage



Impact on Society



Green indicates positive response rate

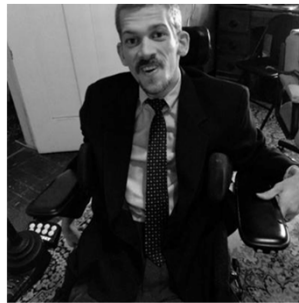


Lucus, J., 2017. Innovative Corporate Social Responsibility Initiatives: Evaluating Their Impact on Business and Society.

Employment Success Stories



Jake Plue



Brandon Rizutti



Bryan Dooley



Project SEARCH - Asheville



Partnership

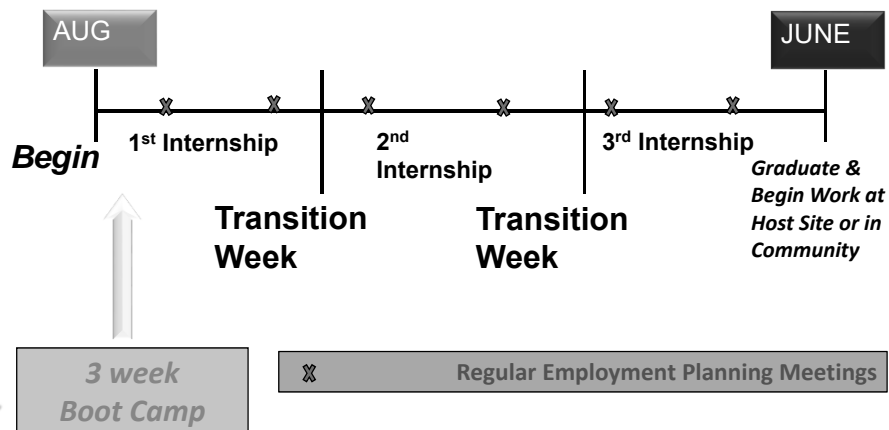


Project SEARCH is a year long internship program that supports young adults with disABILITIES to:

- Learn employment skills
- Explore different careers
- Build confidence
- Learn to work as a team
- Mature and learn soft skills to help support each person be their BEST SELF.



Example of Project SEARCH year



Importance of Employment

- The job is the gateway to the community and valued roles
- Innovation is not funded – 80% of I/DD unemployed.
- Economic impact
- “It’s a Wonderful Life”



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Four Things

- Incentivize not discourage people with disabilities to have jobs.
- Incentivize and encourage businesses to employ people with disabilities.
- Invest in programs like Project Search and others that prepare and introduce people with I/DD to the business community.
- **Most Important** – see the I/DD community as an investment, a resource, and a benefit to all of North Carolina, not just as a “program expense.”



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QUESTIONS?

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