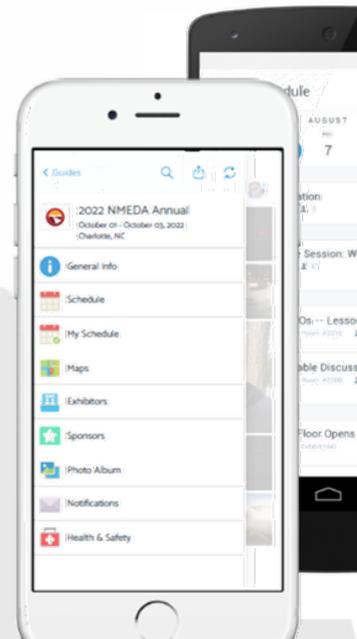


The Power of Disability Employment

October 2022

Download the Conference App

Submit session feedback right in the app!



A person wearing a tan, quilted jacket is seen from behind, looking out over a scenic landscape. The landscape features a calm body of water in the foreground, a dense forest of evergreen trees in the middle ground, and snow-capped mountains in the background under a clear blue sky. The image is framed by a white border, and the overall background of the slide is split into yellow and maroon sections.

**I WISH I KNEW HOW
TO QUIT YOU!**

Turns out, people know how to quit

Quitter's Market

Many factors have led to the historic quits levels—the ongoing pandemic, vaccine mandates and a strong candidate's market are just some considerations that may be leading more workers to put in their notice. The last 10 months of 2021—since March—saw the largest exodus of employees on record. **Hover over each line to see more details about the year and how many workers quit each month.**

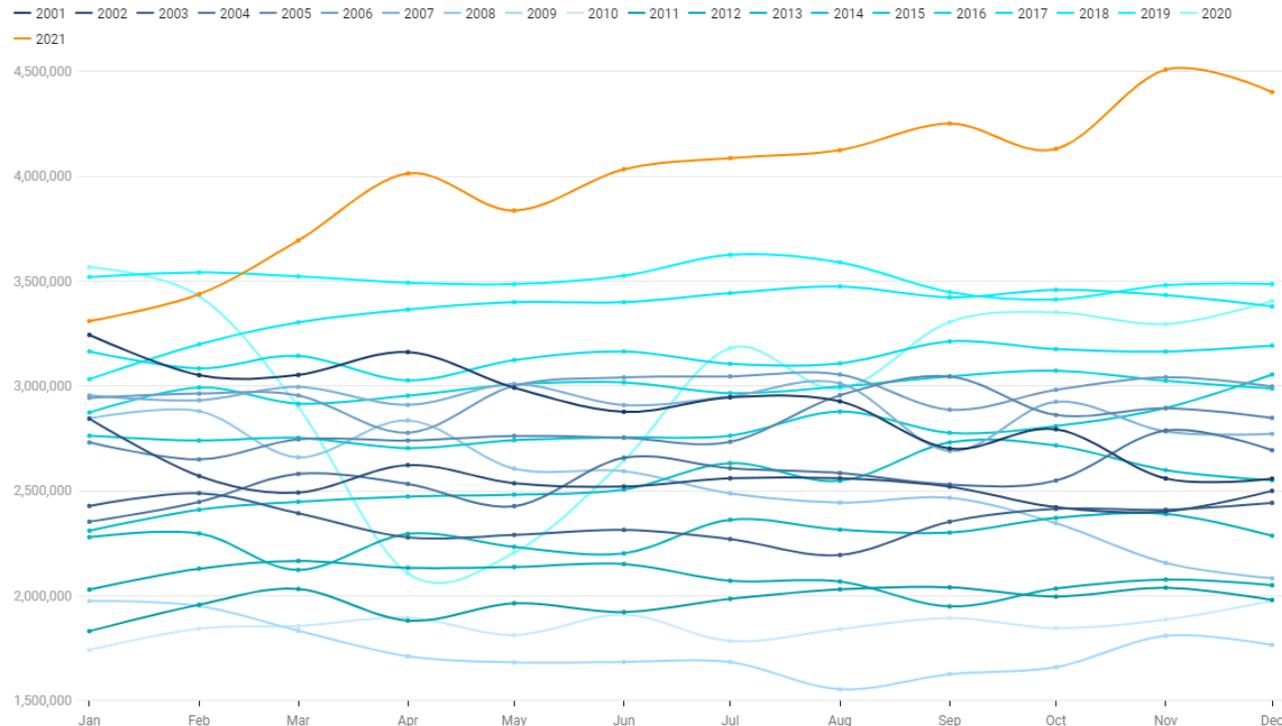


Chart: Mauro Whiteman • Source: U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey. • [Download image](#) • Created with [Datawrapper](#)

Or, they quit quietly



WORKPLACE SEPTEMBER 6, 2022

Is Quiet Quitting Real?

BY JIM HARTER

Doing exactly no more,
nor any less than the
job requires.

STORY HIGHLIGHTS

- At least half of the U.S. workforce is quiet quitting
 - The workplace, amid the pandemic, got worse for younger workers
 - Managers are essential to combatting quiet quitting
-

It is not that people don't want to work



 r/recruitinghell • VT_Forever • 1y ago
9045 points • 336 comments

[The history of “no one wants to work anymore” - Twitter](#)

How to rethink your approach to staffing



Human Resource Management

Rethinking Your Approach to the Employee Experience

From the Magazine (March-April 2022)



SMALL BUSINESS

Four Ways To Rethink Your Employee Experience

F Chase Garbarino Forbes Councils Member
Forbes Business Council COUNCIL POST | Membership (Fee-Based)

Apr 28, 2022, 09:45am EDT

Chase Garbarino is the Co-Founder and CEO of *HqO*.



FREE RESOURCES PREMIUM CONTENT HR DEEP DIVES CORONAVIRUS & HR

Employment Law Benefits Recruiting Talent Management Performance Management HR Technology More

Stop 'Quiet Quitting' before it happens: 5 proactive steps to take



US Edition

Sign In **Subscribe**

• **Live Now** Markets Industries Technology Politics Wealth Pursuits Opinion Businessweek Equality Green CityLab Crypto More

As staffing shortages show no signs of abating, employers may want to rethink their approach.

HBR

Forbes

Bloomberg

HR Morning



“Who” to re-think your approach

“Disability is the inability to see ability.”

Rethinking who is the power of disability employment.





GP

+

TDF



People with disabilities want to work



- 63% would want to work even if they didn't have to
- 1.5X more likely to want to work for social interaction

Single biggest barrier?

**1 out of every 2 GP
say not enough
employment
opportunities for
PWD**

U.S. Job openings top 10 million

A record number of jobs were vacant in June, topping 10 million for the first time and about 2.5 million above the pre-pandemic record set in 2018. Openings have climbed nearly 50% this year.



Note:
Source: Bureau of Labor Statistics

**61% of TDF indicate
there aren't enough
job opportunities for
PWD**

But the current system has challenges

**1 in 3 GP say
reasonable
accommodations are
not available for a
job**

- Combating stigma and unconscious bias – ignorance and fear of the unknown #1 barrier
- Job postings exclude a disabled individual before they even have a chance to submit their resume
- Interviews not conducive or constructed to benefit the interviewee

**68% of the Driving
Force think that the
job interview
process is biased**



Common Myths

“In the age of information, ignorance is a choice.”



Common Myths

01

Inclusion is not
an issue

02

No financial
benefit

03

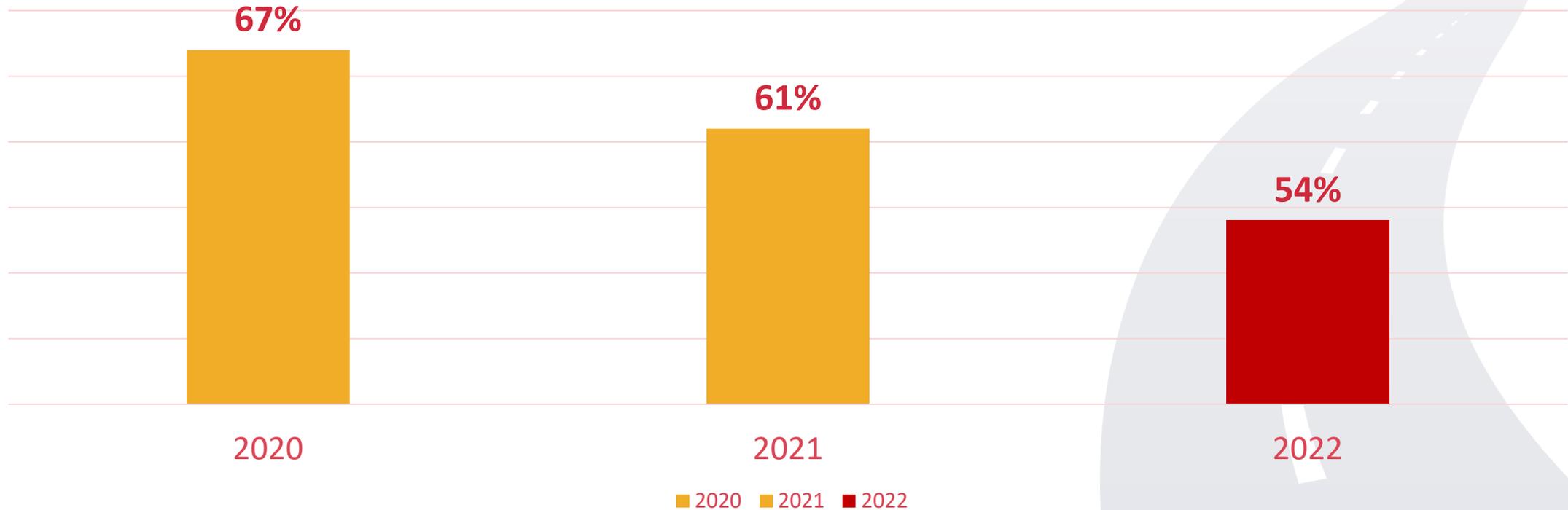
Need for costly
accommodations
& insurance

04

Reliability,
absenteeism,
and turnover will
be an issue

Fact: inclusion is declining fast

% of people who believe PWD are fairly accommodated

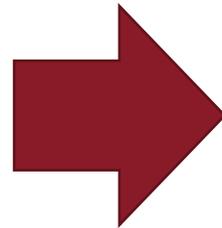


**The area that most lacks inclusion: 50% say employment opportunities
1.6X higher than the next non-business-related area**

Fact: bottom line benefits & more

Indirect Benefits

- Improved interactions with co-workers: 57%
- Increased overall company morale: 55%
- Increased overall company productivity: 49%
- Increased safety: 46%
- Improved interactions with customers: 38%
- Increased overall company attendance: 35%
- Increased profitability: 20%
- Increased customer base: 13%



Bottom Line Benefits

A 2018 study by Accenture in partnership with the American Association of People with Disabilities and Disability:IN reports that businesses that actively seek to employ people with disabilities outperform businesses that do not.

- Revenues – up 28%
- Net Income – doubled
- Profit Margins – 30% higher

Fact: costs less than you think



- The typical cost of accommodation is \$500
- 56% of employers incur no cost
- Work Opportunity Tax Credit (WOTC), the Architectural Barrier Removal Tax Deduction and the Disabled Access Credit.

#1: lack of accommodations at businesses is a barrier for inclusion AND employment of PWD - DFI Survey 2022

Source: Drive for Inclusion, State of Inclusion Report Card 2022

Fact: more reliable, more loyal

“[C]ompanies such as CVS, Microsoft and [PWC] find people with disabilities are often more reliable and loyal,” USA Today economics and jobs reporter Paul Davis wrote USA TODAY.

“And those with conditions such as autism can be more detail-oriented.” Paul noted Microsoft, in particular, hired 50-plus people with autism in a three-year span.

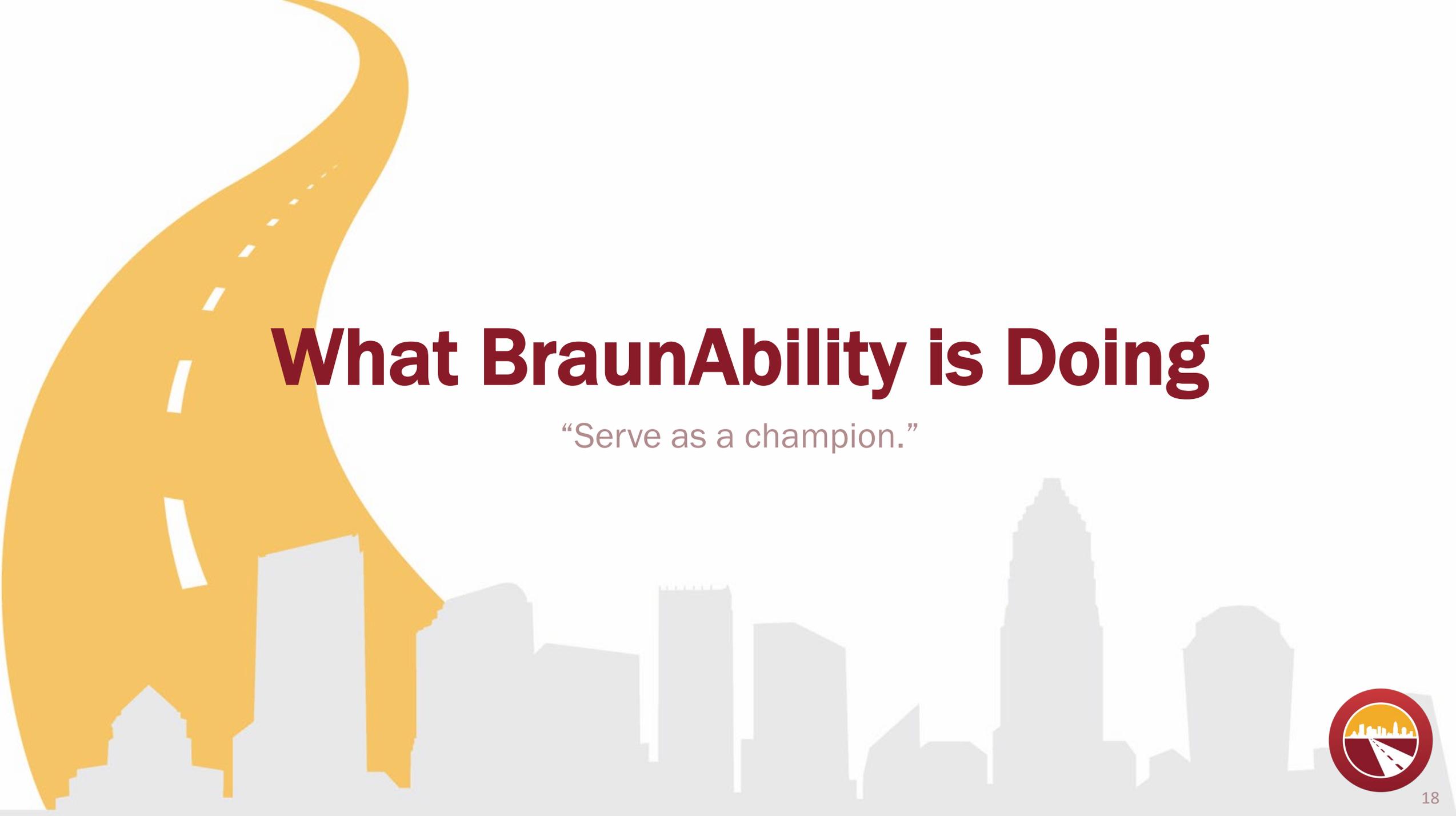
Disability expert Charlotte Gerber noted the Journal of Rehabilitation found employees with disabilities had 1.24 fewer scheduled absences than non-disabled workers.

The research also found, unless they have a diagnosed immune deficiency, workers with disabilities often are no more vulnerable to illness than non-disabled employees.

“People with disabilities show up, they’re more present. They take fewer sick days and they’re more productive and the numbers show that,” Register says. “This really has an economic impact, and it adds to your bottom line.”



John Register, speaker
Kanarys board member
Silver Medalist Paralympics



What BraunAbility is Doing

“Serve as a champion.”





Raising Awareness

	2019	2020	2021
Recap	DFI Launch: 3D Access Aisles	Report Card Launch: COVID + Milestone ADA Anniversary	Report Card: Wheelchair Users Least Accommodated Group
Media Placements	85	100	87
Influencer Posts	16	13	23*
Total Reach (Media + Influencer)	1.6M	50M**	7.3M
TDF Signups	1,635	1,700	1,996
Website Traffic			
Total Users	1,205	1,371	3,147
Total Sessions	1,325	1,570	3,540
YoY % Increase (Users)	-	+13.7%	+129%
YoY % Increase (Sessions)	-	+18.4%	+125%

DFI web traffic saw major upticks during Activations when a steady stream of influencer posts, media relations efforts and Barkley-designed branded social posts were live.

* Influencer Posts includes (2) posts to go live 9/24/21 from Madeline Delp

** Total Reach includes BuzzFeed placements; Total without BuzzFeed placements = 1.5M

Internship program

THE GREGORY S. FEHRIBACH CENTER

The Gregory S. Fehribach Center facilitates paid internships for Indiana college students with physical disabilities. Internships take place at Eskenazi Health or one of the center's employer partners in Indianapolis.

📞 317.880.3312



Mentorship Program

BraunAbility 2021 Mentorship Program Recap

Last October, BraunAbility announced its pilot mentorship program for college students with disabilities to mark National Disability Employment Awareness Month. Three college students were paired with BraunAbility Global Headquarters employees who matched their career interests and met regularly throughout the Spring semester.

Both mentors and mentees agreed the program was valuable and worthwhile – read below to hear what the students had to say. We're currently recruiting mentees for the '21 – '22 school year and will be reaching out to potential mentors once the students are identified.

Elizabeth Love and Senior Vice President of Marketing Chris Carlisle



Elizabeth Love is a Junior majoring in Public Relations at Ball State University and loves to bake and sew in her off time.

"My mentor has continually told me that I can do anything that I put my mind to and that no career goal is too ambitious. He has reminded me that if I am willing to put in the work, then there is no reason why I should doubt my abilities. To me, this is an important takeaway, as I am the type of person to take into consideration the opinions of others. Sometimes I let other people's opinions sway me, but my mentor is always there to remind me that I should do the things that I am passionate about, rather than letting other people tell me what they think I should do."

Jack Huybers and IT Portfolio Management Director Heather Cassady



Jack Huybers was in his final semester with Ivy Tech's Information Technology Support Associate Degree program during his mentorship experience. Outside of his college work, he enjoys competing in the bench press event for Hamilton County Special Olympics.

"From very early on, I could feel the connection I had with my mentor, and that she was willing to be there for me and go out of her way to make connections and give me advice. I especially appreciate the connections I've built with my mentor and others at BraunAbility allowing me to learn about their work experiences and how the things I'm studying at Ivy Tech are used in real businesses. I love that, as a company, you are trying reach out to members of the disability community to mentor them and give them meaningful work within the organization."

Tyler Ellens and General Counsel Theo Verginis



Tyler Ellens is a Junior at Indiana Wesleyan University majoring in Accounting and Financing who loves working out and guiding friends on their own fitness journeys.

"I really like talking to my mentor. Our conversations are meaningful, and I enjoy getting the opportunity to get advice and guidance from him. He's talked to me about how to make yourself stand out as an intern, how to ask for help and how to overall ensure a positive mentorship experience"

OLD
NATIONAL®

Disability Employment Workshops 2019 2022

You Need Workers. They Want to Work.

Who's Your Next Great Hire? Workshop

8:30 - 10:30AM
Thurs., Oct. 27th

BraunAbility Offices
645 W. Carmel Dr.
Carmel, IN

Light Breakfast Buffet

As many businesses struggle to attract and retain employees in the current hiring climate, there's one segment of the population who's ready to work: people with disabilities (PWD).

Join us for our **Who's Your Next Great Hire?** workshop, where we'll challenge your perceptions of hiring PWD, leave you with solutions to your hiring challenges and:

- Special welcome from Mayor Jim Brainard and Lieutenant Governor Suzanne Crouch
- Hear local employers share why they wish they'd started hiring PWD sooner
- Discover resources to fund any necessary accommodations
- Network with recruitment agencies and sign up for assistance to begin hiring

Can't Miss
Door Prizes

Please **RSVP at this link by Oct. 14th** or email Megan.Wegner@braunability.com



Carmel Advisory
Council on Disability



Abound Community
Services



October is Disability Employment Awareness Month!





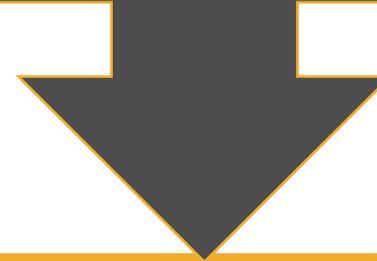
Getting Help: IN

“The only mistake you can make is not asking for help.”



**You are not
alone**

State Vocational Rehabilitation Agencies – financial assistance & connections to service providers



Service Providers – contracted through VR to provide Employment Supports, Employer/Employee liaison

First – Discovery to ensure applicants are qualified, environment is a good fit

Second – how can this person meet this job's needs?

Find a provider



- Funded by Vocational Rehabilitation, Ticket to Work, Medicaid Waivers, Private pay, partnership sponsors, donors – NEVER employers!
- Ensure only qualified, good matches apply – only the best fit for both
- Assist Employers with hiring practices, disability specific training, resource, & liaison
- Provide Onsite Job Coaching
- Host/Partner for awareness/resource events, or with employers interested in facilitating true inclusion
- Coordinate resources and accommodations
- 24/7 Support



What can you do?

“The cost of being wrong is less than the cost of doing nothing.”



We can all try harder!

Fewer than 1 in 4 of TDF think DE&I efforts are making it easier to find work



The % of TDF who think mobility challenges are not being adequately considered in the workplace is growing: +12 pts to 49%

Source: Drive for Inclusion, State of Inclusion Report Card 2022

DO



MORE

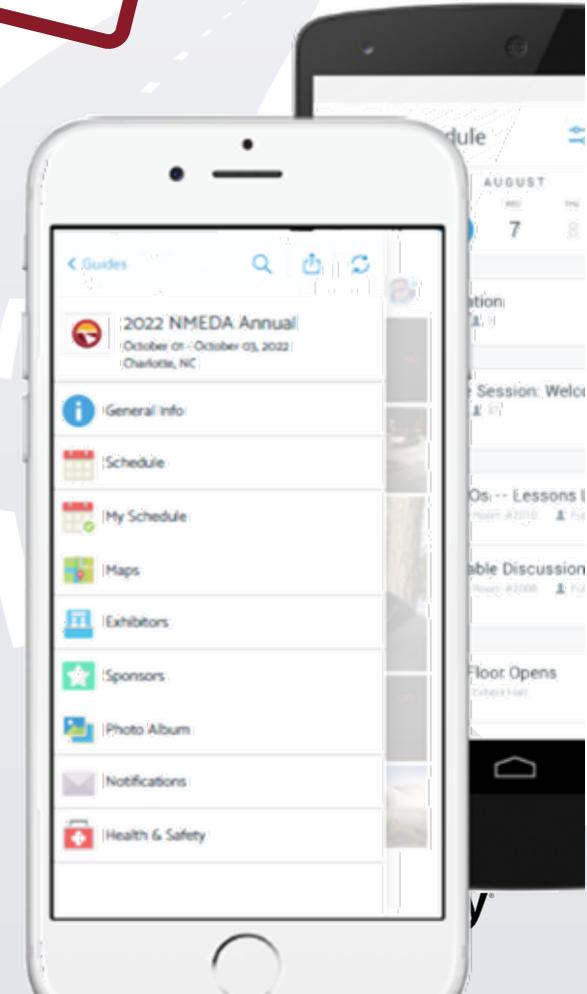
DON'T FORGET YOUR SURVEY!



- Use the conference app and complete the survey found in the “schedule” for this session

OR

- Complete a paper survey



THANK YOU!

Resources & Other Quote Sources

- <https://www.dol.gov/agencies/odep/publications/fact-sheets/americans-with-disabilities-act>
- <https://www.benefitnews.com/news/benefits-to-hiring-people-with-disabilities#:~:text=Employers%20with%20more%20inclusive%20disability,show%20that%2C%E2%80%9D%20Register%20says.>
- <https://www.business.com/articles/hire-disabled-people/>
- <http://disabilitylaw.news/this-is-how-employers-weed-out-disabled-individuals-from-their-hiring-swimming-pools/>
- <https://directemployers.org/2015/10/28/best-practices-for-disability-employment/>
- <https://www.lever.co/blog/busting-the-myths-around-workers-with-disabilities/>