



BETH BUTLER, EXECUTIVE DIRECTOR

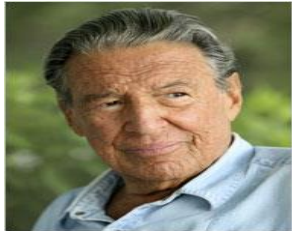
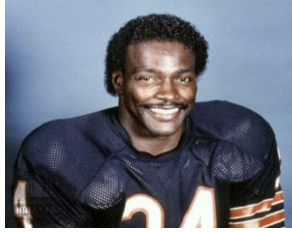
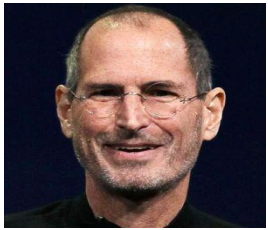
FRED SAMPSON, BOARD CHAIRMAN

MAY 18, 2018



- The NC Business Leadership Network (NCBLN) is a business to business, non-profit that helps drive success by leveraging disability inclusion in the workforce, supply chain, and marketplace.
- The NCBLN joins the collective voice of nearly 50 Business Leadership Network affiliates across the United States, representing over 5,000 businesses.
- The NCBLN supports the nation's leading third party certification program for disability-owned businesses, including businesses owned by service-disabled veterans

Which of These Individuals Has a Disability?





Disability Defined

Disability: A physical or mental impairment that substantially limits one or more major life activities.

One in 5 Americans has a disability in the U.S;
approximately 56.7 million people.
In 2016, 13% of the population had a disability.

75% of disabilities are non-apparent

(Source: American Community Survey (ACS) 2016)



The Data

Disability: In 2016, 14% of North Carolinians reported having a disability compared to 13% nationally.

Employment: In 2016 35% of persons with disabilities (ages 21-64) were employed compared to 36% nationally. (BUT only 8% are not working but actively looking.)

Educational Attainment: In NC 32% of people with disabilities attained a high school diploma or equivalent compared to 34% nationally.

Source: Erickson, W., Lee, C., von Schrader, S. (2017). Disability Statistics from the American Community Survey (ACS). Ithaca, NY.

Examples of Disabilities:

Physical/Mobility
Blind/Low Vision/Deaf/Hearing Loss
Intellectual/Developmental
Speech Difficulties
Psychiatric/Mental Illness
Learning and Attention Issues
Epilepsy
Cancer/Diabetes
Post Traumatic Stress (PTS)
HIV/AIDS
Chronic Migraines





Section 503 of the Rehabilitation Act for Federal Contractors





Section 503 is the most significant change to Affirmative Action in 25 years –
Since passage of the ADA





Section 503 of the Rehabilitation Act for Federal Contractors

- Goal of 7% across job groups for the employment of individuals with disabilities
- Self-Id of applicants pre and post-offer, within 1-year & then 5-year intervals for current employees
- Extensive Outreach & Recruitment





OFCCP Statement on Outreach & Recruitment

*"Outreach is more than just marketing your organization through diverse job boards – the OFCCP is now looking for the **relationship** you have built with each recruitment source to allow each of them to understand the specific and unique qualification requirements of your available jobs.*

OFCCP believes that these personal and more engaged relationships make you more effective in your search to hire qualified protected veterans and individuals with disabilities."



Communicating About People with Diverse Abilities

Don't Say

Handicapped
Crippled, lame
The blind
Suffers from a hearing loss
Mute
Nuts, crazy
Retarded



Do Say

Person with a disability
Person with a physical disability
Person who is blind
Person who is hard of hearing
Person who communicates differently
Person with mental illness
Person with intellectual disability



Top 10 Things to Consider

Ask before you help

People desire to be independent and treated with respect, if they need assistance, they are the best experts to decide what they need

Be sensitive about physical contact

Consider equipment part of the person's personal space

Think before you speak

Speak directly to the person, if they have an interpreter or attendant with them, be sure to direct your attention to the person

Don't make assumptions

People are the best judge of what they can or cannot do

Respond graciously to requests

An accommodation is not a complaint or a favor



Top 10 Things to Consider (Cont.)

A service animal is not a pet

Many animals have been specially trained to provide assistance to people with specific needs, these animals are “working” when they have a harness, special vest, or other demarcation that they are a service animal

A disability is unique

There are many kinds of disabilities; do not assume that because a person has one that they have others, or that they know anyone with those other disabilities

Respect is key

Although a disability may change how you interact with someone, do not forget that they are still a person and should be respected as one

A person can be born with their disability, or acquire it during life

Do not assume either

Having a disability is not the end of the world

Try to avoid pity or similar reactions to a person’s disability



Come Join Us!!

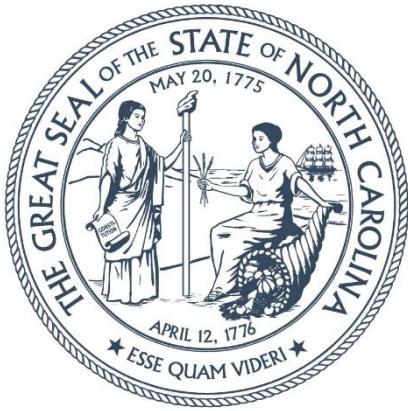
Beth Butler, Executive Director

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Visit us at: www.ncbln.org



Jobseekers with Disabilities and the NC Division of Vocational Rehabilitation Services

Donna Sobotkin, M.Ed., CRC

May 18, 2018

Common Barriers to Employment

▶ **Attitudinal**

▶ **Physical Environment**

▶ **Policy and Programmatic**

▶ **Social**

Our Dual Customer Approach

Consumer Services

Assist people with disabilities with obtaining and maintaining suitable employment

Business Services

Expand hiring options, reduce time and costs for recruitment, training, and retention of valued talent, and enhance workplace diversity.

Eligibility Criteria

- **Physical or mental impairment**
- **Substantial barrier to employment**
- **Require VR services to prepare for, obtain, maintain or advance in employment.**
- **SSI/SSDI recipients presumed eligible**

Consumer Services

- **Counseling and Guidance**
- **Diagnosis and Treatment**
- **Training**
- **Rehabilitation Technology**
- **Job Related Services**

Business Services

- **Recruitment/Pre-Screening**
- **Retention/Disability Management**
- **Technical Assistance**
- **Rehabilitation Technology**
- **Training**
 - **ADA/Disability Awareness**
- **Financial Incentives**
 - **Paid internships, On the Job Training, Tax Credits**
- **Post Hire Follow Up**

The VR Team

- **VR Counselor**
- **Vocational Evaluator**
- **Business Relations Reps**
- **Rehabilitation Engineers**
- **Social Security Benefits Specialist**
- **Contracted Vendors (e.g., job coaching)**

VR Community Collaboration

- **Local Workforce Development System Partners**
 - Charlotte Works
 - NC Works Career Centers
 - Central Piedmont Community College
 - Mecklenburg County DSS
- **Charlotte Mecklenburg Schools**
- **Project SEARCH** for students with Intellectual and Developmental Disabilities
 - Business Host: Atrium Health
 - Education Providers: CMS and CPCC
 - Community Rehabilitation Provider: In Reach
- **T-STEP** (TEACCH School Transition to Employment and Postsecondary Education Program) for students with Autism Spectrum Disorder

What Can You Do?

- Continue to increase awareness and knowledge
- Help raise expectations
- Offer mentoring and work based learning experiences
- Hire people with disabilities
- Support businesses that hire people with disabilities

UNLOCKING LIFE'S POTENTIAL FOR YOUNG ADULTS WITH AUTISM

autismafter18





**1 IN 59 CHILDREN
HAS BEEN IDENTIFIED WITH AUTISM**

According to Centers for Disease Control and Prevention

**200,000 PEOPLE
WITH AUTISM
WILL HAVE NO SUPPORT SYSTEMS BY AGE 22**

SOCIAL EVENTS

EDUCATION

CAREER OPPORTUNITIES





autism after 18



autismafte

IRISH RUGBY

87 WASH STATE

IRISH PROUD

E
Y

CHEFS IN TRAINING

LIFE SKILLS

ADVOCATIONS

VOCATIONAL TRAINING

Chefs in Training



Life Skills



Job Skills

advocate + vocations

we empower professionals with disabilities and inclusive companies nationwide

FUNDRAISING

DOLLAR FOR A SCHOLAR

HALFWAY TO

ST. PATRICK'S DAY

CASINO NIGHT



SUCCESS METRICS

PARTICIPATION
(MEMBERS AND VOLUNTEERS)

NEW SPONSORS

FUNDRAISING

NUMBER OF EVENTS

JOB PLACEMENTS

GRANTS AND SCHOLARSHIPS

SOCIAL MEDIA/E-MAIL ENGAGEMENT



