

# WESTPORT EMPLOYMENT IS FOR EVERYONE

WESTPORT DOWNTOWN MERCHANTS ASSOCIATION  
WESTPORT-WESTON CHAMBER OF COMMERCE  
WESTPORT COMMISSION ON PEOPLE WITH DISABILITIES

“Westport Employment is for Everyone” is a new and exciting collaborative effort between the Town of Westport’s Commission on People with Disabilities, the Westport Downtown Merchants Association and the Westport-Weston Chamber of Commerce. The mission is to cultivate and enhance employment opportunities for people with disabilities while enriching the consumer experience on a local business level. With the support and coordination of Westport’s Department of Human Services and leading local disability organizations, the initiatives aim is to educate, and actively support local businesses who want to recruit, hire and promote people with disabilities.

## What does the employment picture look like for individuals with disabilities \*:

1. More than 61 million people of working age live with disabilities in the U.S.
2. Only 18% of American’s of working age (16-64) with disabilities participate in the workforce
3. Consequently over 80% of this community is available to work; a huge, untapped pool of talent for employers to access.

\* Source credit: U.S. Dept. of Labor & 2020 Accenture report

## Benefits of hiring adults with disabilities:

1. Inclusive businesses that hire from this community generally increase profits!
2. Employee morale and productivity increase
3. Employee's with disabilities are often known to be are loyal, hard working and reliable. Average job longevity; 9.5 years

## How it works:

1. The Westport Employment for Everyone, along with its employment services partner will provide a no-cost assessment to determine if there’s a potential opportunity for placement.
2. If the assessment determines a staffing need, a formal job description is developed.
3. The employment service partner will look to match the needed skills with eligible candidates.
4. An informal interview will be scheduled giving the employer an opportunity to meet and discuss specific job tasks with the candidate; in addition to making sure there’s a good fit between employer and candidate.
5. If hired, the employment services partner will facilitate all on boarding paper work, confirm start date and assign support systems.
6. Hours: Part time to full time hours depending on staffing needs, at minimum wage or current wage for intended position.

## Employer support:

1. All participants placed into jobs through this program receive comprehensive support.
2. A trained Job Coach will be assigned to work with the participant and help with orientation and training.
3. The Job Coach will work with the new employee initially for all hours worked. (2-4 weeks)
4. Once the new employee demonstrates a clear understanding of the job tasks, the Job Coach will begin the process of “fading:” back; eventually maintaining regular visits to check in.

