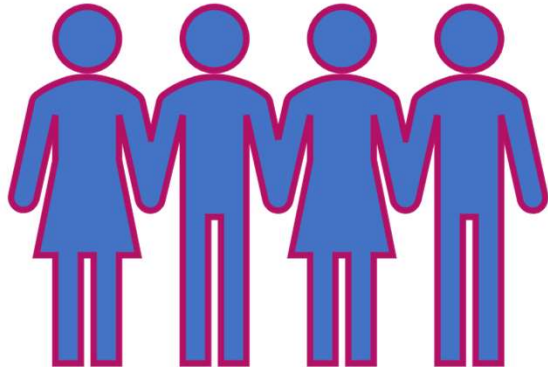


DRAFT



Westport Employment Is For Everyone

WESTPORT COMMISSION ON PEOPLE WITH
DISABILITIES

WESTPORT DEPARTMENT OF HUMAN SERVICES

Employment Is For Everyone - Mission

- ▶ **To enrich** consumer and workforce experience by hiring staff representative of our entire community.
- ▶ **To encourage** local businesses to recruit, hire and advance people with disabilities.
- ▶ **To cultivate** and enhance employment opportunities for people with disabilities.

Employment Is For Everyone – The current outlook

- ▶ More than 61 million people of working age live with disabilities in the U.S.
- ▶ Over 80% of this community is eager to work and make a contribution, yet only 18% currently participate in the work force resulting in a large, untapped pool of talent for employers to access.

Source: U.S. Dept. Labor and 2019 Accenture Report

Employment Is For Everyone Benefits - “Getting to Equal”:

The Disability Inclusion Advantage. Accenture 2019 Research Project

- ▶ Inclusive businesses who hire people with disabilities generally increase profits.
- ▶ Customers increasingly seek and support inclusive and diverse businesses.
- ▶ Businesses who hire note increased employee morale and productivity.
- ▶ Employees with disabilities are often known to be loyal, hard-working and reliable with an average job longevity of 9.5 years. *(Data source: STAR INC 2020)*



Examples currently working in our community....

- ▶ Brainstorm businesses to highlight & determine outreach/format (video/testimony) for slide deck.

Employment Is For Everyone:

What's Next?

Where in your organization could you see an employment opportunity for a person with disabilities?

What would you and the employee need to be successful?

Do you need support with the recruitment process?

Do you have a new hire training program or do you need help developing one for a person with a disability?

Westport Human Services and CPD can help you identify additional resources as needed, and be a continued source of support.

Employment
Is For
Everyone:

CPD/WHS
Ongoing
Supports

Contact point if needed

Human Services database of hiring
opportunities

Ongoing tracking of the Employment
is for Everyone initiative

Connection with disability agencies
who can provide on the job supports if
needed

Employment Is For Everyone - Partners

- ▶ **Westport Means Business**
- ▶ **Westport Downtown Association**
- ▶ **Westport-Weston Chamber of Commerce**
- ▶ **Providers:**
 - ▶ Ability Beyond
 - ▶ Abilis
 - ▶ Kennedy Center
 - ▶ Star Inc
 - ▶ Westport Public Schools Transition Program
 - ▶ Goodwill
 - ▶ Laurel House
 - ▶ Department of Development Services
 - ▶ Department of Social Services

Westport Human Services

Director: Elaine Allen Daignault: 203. 341.1165

Westport Commission of Persons with Disabilities

copd@westportci.gov

Chairman: Jim Ross: 203. 520. 6304

THANK YOU! WE
DEEPLY APPRECIATE
YOUR TIME AND
CONSIDERATION.

Westport
Employment Is
For Everyone

END?

Employment Is For Everyone – Support

***is this CPD role?

Accessing support through local providers:

- ▶ Job placements may receive comprehensive support, if requested.
- ▶ Trained job coaches assigned to work with participants to help with orientation and training.
- ▶ Once the new employee demonstrates a clear understanding of the job tasks, the Job Coach "fades" back; eventually maintaining regular visits to check in with the employer and employee.
- ▶ There is no additional cost for this service.



Employment Is For Everyone – How To Begin

- ▶ CPD to meet with businesses that expresses interest in this program to engage and discuss:
 - ▶ Small Business Employment
 - ▶ Internships and Mentoring
 - ▶ Expressions of Commitment
 - ▶ Veteran Targeting
 - ▶ Disability Inclusion Training – Working Interviews
 - ▶ Accessibility - Physical and Digital Access
 - ▶ Transportation Considerations