

# SHIFTING EMPLOYMENT FOCUS THROUGH & BEYOND THE PANDEMIC

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# OBJECTIVES OF PRESENTATION

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- How to expand networking opportunities in your local communities.
- How to participate in/create employment networks in your local communities to generate a larger employment base for employers.
- How to engage employers on the benefits of hiring individuals with disabilities in “non-traditional” occupations.
- How to educate employers related to individuals with disabilities working in their respective work environments.

# UNEMPLOYMENT DATA/ EMPLOYER HIRING CRISIS

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# “BACK TO THE FUTURE”

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# STATE OF THE COUNTRY, APRIL 2019

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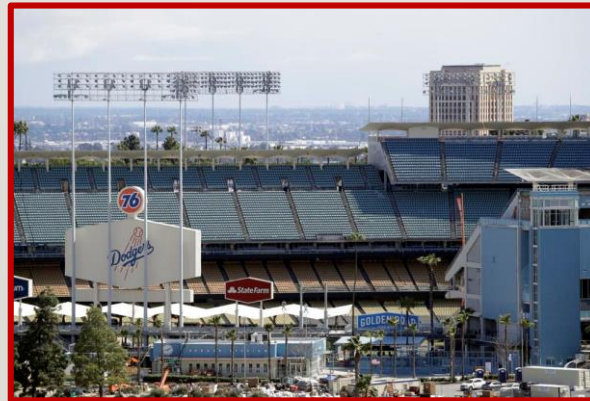
# UNEMPLOYMENT FIGURES APRIL 2019\*

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- In April 2019, the overall Unemployment Rate in the US was at **3.6 percent** (relative to **3.9 percent** in April of 2018)
- In 2019, the unemployment rate for **Individuals with a Disability** was **7.3 percent** (relative to **8.0 percent** in 2018)
- \* US Bureau of Labor Statistics



# STATE OF THE COUNTRY, APRIL 2020



# SIGN OF THE TIMES

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# UNEMPLOYMENT FIGURES

## APRIL 2020\*

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- In April 2020, the overall Unemployment Rate in the US was at **14.7 percent** (relative to **3.6 percent** in April of 2019)
- In April of 2020, the unemployment rate for **Individuals with a Disability** was **18.9% percent** (relative to **8.0 percent** in April, 2019)
- \* US Bureau of Labor Statistics

# UNEMPLOYMENT FIGURES

## APRIL, 2021 - NON-DISABLED/2021 – DISABLED\*

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- In April 2021, the overall Unemployment Rate in the US was at **6.1 percent** (relative to **14.7 percent** in April of 2020)
- In 2021, the unemployment rate for **Individuals with a Disability** was **10.1 percent** (relative to **12.6 percent** overall in 2020)
- \* US Bureau of Labor Statistics

# 2021 HIRING CRISIS



Walmart   
Save money. Live better.

## NOW HIRING

the following positions:

CASHIER - \$17.40/HR
UNLOADER - \$17.40/HR
TIRE & LUBE TECH \$19.90/HR
APPAREL - \$17.20/HR
ELECTRONICS - \$17.60/HR
MEAT - \$17.60/HR
CONSUMABLES - \$17.20/HR
HOMELINES - \$17.20/HR

Apply in-store at a Walmart hiring center located in a store photo lab or apply from home at [www.walmart.com/apply](https://www.walmart.com/apply)

FREE PIZZA NO MATTER THE DAY OR THE WAY.

GOODNESS. AND DON'T LET ANYONE TELL YOU DIFFERENT.

**Domino's**

**NOW HIRING**

**WE NEED YOU!**  
Hiring part-time and full-time with flexible schedules.  
You can apply by texting "Pizza" to 202-798-6020 or by visiting <https://bit.ly/whire>

**HIRING BONUS!**  
\$500 Sign-On Bonus for all Positions

**ANY**

**REWARDS**

**TOWARD**

**7A**



# 2021 HIRING CRISIS MANUFACTURING SECTOR

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- As of June of 2021, the manufacturing industry had 826,000 unfilled jobs and an unemployment rate of 6.3% (compared to 5.4% across industries).
- Even though millions of Americans remain out of work as the pandemic continues, the Deloitte report said "many manufacturers can't fill" entry-level production associate positions that do not require technical knowhow and pay well above the federal minimum wage of \$7.25 an hour.
- "Manufacturing has traditionally been older, whiter and more male," said (Carolyn) Lee (Executive Director of the Manufacturing Institute), who comes from a manufacturing family herself. "It's mathematically impossible for us to compete in the future without having a more **diverse** workforce going forward."\*
- \* CNN Business – May 4, 2021 – “American Factories are Desperate for Workers. It’s a \$1 Trillion Problem”

# LAKE COUNTY DEMOGRAPHICS/INDUSTRY DATA

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# LAKE COUNTY DEMOGRAPHICS

- Smallest county in land area in the State of Ohio.
- Ranks 11<sup>th</sup> in population in the State of Ohio. (232,603 from 2020 Census)

Lake County





# LAKE COUNTY EMPLOYMENT BY INDUSTRIES

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- 3. Retail Trade
- 2. Health Care & Social Assistance
- 1. **Manufacturing**

# STEREOTYPICAL WORK SETTINGS FOR INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES

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- Housekeeping
  - Food Service
  - Janitorial
  - Retail
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- ***How Do We Shift the Employment Focus of Individuals with Developmental Disabilities to the Manufacturing Industry?***

# INDIVIDUALS LEARN ADAPTIVE AND PRACTICAL SKILLS THROUGH MANUFACTURING

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# SHIFTING THE EMPLOYMENT FOCUS OF INDIVIDUALS WITH DISABILITIES

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# DEFINITION OF MANUFACTURING

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- The term **manufacturing** refers to the processing of raw materials or parts into finished goods through the use of tools, human labor, machinery, and chemical processing.

# MANUFACTURING MYTHS

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- Manufacturing jobs don't pay very well
  - Employee wages (excluding non-wage compensation, such as benefits) for manufacturing jobs are expected to rise 2.5% over the next 12 months
- Manufacturing jobs are dirty and physically taxing
  - Manufacturing is a huge industry that encompasses incredibly diverse segments.



# TWO WORLDS COLLIDE

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- Manufacturing employers are experiencing an unprecedented hiring crisis related to COVID-19
- Many individuals with developmental disabilities are seeking new opportunities in occupations that in the past may not have been available to them.
- The melding of these two situations gave manufacturers the ability to utilize an employment source they may have never considered pre-pandemic. And individuals with disabilities employed in “stereotypical” occupations, the opportunity to work in a setting that is different and more upwardly mobile.



# SHIFTING EMPLOYMENT FOCUS OF INDIVIDUALS WITH DISABILITIES

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- Individuals with disabilities want to be employed in occupations unrelated to those stereotypical occupations connected to those with disabilities.
- Individuals with disabilities have the skills to work in the manufacturing industry.
- With the onset of the Employment Crisis related to the COVID-19 Pandemic, manufacturing employers had to look at non-traditional hiring options, including employing individuals with disabilities.



[Workforce shortages open doors for people with disabilities  
looking for steady jobs - Bing video](#)





# HOW IT'S DONE

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# EXPANDING NETWORKING OPPORTUNITIES IN YOUR LOCAL COMMUNITIES

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- Chambers of Commerce
- Industry Specific Networks
  - In Northeast Ohio, the Alliance for Working Together (Manufacturing Consortium)
- Service Organizations
  - Rotary, Lions Clubs, Kiwanis, Veterans Organizations, Eagles, Elks
- Hiring Events
  - Be aware of hiring events conducted by organizations/companies. Well established organizations are now using Hiring Events as a means to attract and hire employees.
- Active Social Media

# EMPLOYMENT NETWORKS

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- Employment Networks
  - Increase the pool of qualified candidates for positions available in your communities.
  - Build positive relationships with employers in your local communities.
  - Give organizations that are similar in nature the opportunity to discuss relevant issues/concerns/opportunities pertaining to their organizations.
  - Conduct Hiring Events aimed at providing employment opportunities to those organizations that are members of their respective network.



# ENGAGING EMPLOYERS

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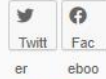
- Be “in tune” with the employment climate in your local communities.
- Reach out to employers through your networking contacts.
- Educate employers on the benefits of hiring individuals with disabilities in “non-traditional” work settings.
- Develop “success stories” in which organizations communicate with other organizations on the benefits of hiring individuals with disabilities.
- Utilize media/social media to share those success stories with the general public.

# PROMOTING SUCCESS STORIES/MEDIA

LOCAL NEWS

## Federal Hose partners with Deepwood Industries to fill positions

Deepwood Industries provides people with special needs employment and careers



Employees of Federal Hose employed through the Deepwood Industries Community Employment Service program. (Courtesy of Deepwood Industries)

The News Herald – Friday, April 15, 2022

# PROMOTING SUCCESS STORIES/MEDIA

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- Bob Kehres, general manager at Federal Hose, worked with the organization during the COVID-19 pandemic and said that through Deepwood they were able to fill positions that had gone unfilled.
- *“When they came in initially, they were new to the manufacturing aspect of it,” Kehres said. “But I’ve seen firsthand how quickly they learn and become productive which allows us to be more productive. They filled a big void for us during the pandemic and we are very grateful.”*
- *“It has been a great response with the people in our facility,” Kehres said. “The individuals we’ve employed through Deepwood all have such a positive attitude and the first thing in the morning ... and give off such a friendly vibe that has raised the morale of the workers here.”*

The News Herald – Friday, April 15, 2022





# PROMOTING SUCCESS STORIES/EMPLOYER

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# EDUCATING EMPLOYERS – OVERALL MESSAGE

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- What is our Message
  - Individuals with Developmental Disabilities **are** working in our communities.
  - Individuals with Developmental Disabilities have the **ability** to work in “non-stereotypical” job settings.
  - Individuals with Developmental Disabilities benefit our communities by creating a **diverse workforce**.

# EDUCATING EMPLOYERS – JOB ACCOMMODATIONS

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- Job Accommodations
  - A job accommodation is an adjustment to a job or work environment that makes it possible for an individual with a disability to perform their job duties.
  - For many employers the cost to accommodate may just be a picture chart of tasks or creating “jigs” to increase efficiency of the disabled employee. According to national and international research on the topic, most accommodations cost less than \$500.00



# EDUCATING EMPLOYERS – ON GOING COMMUNICATION

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- Encourage direct and open two-way communication between the Program and Employer.
- Provide additional training to the Employer should concerns or opportunities arise.
- Encourage communication between businesses that have positive experiences with the hiring of individuals with disabilities.



# CONTACT INFORMATION

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