

THE RIGHT TALENT RIGHT NOW

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POPULATION

- **FASTEST GROWING MINORITY GROUP**
- **THE USA REPORTS 26% OF THE POPULATION HAS A DISABILITY (1 IN 4 PEOPLE)**
- **NEW YORK STATE REPORTS 24.8% OF THE POPULATION HAS A DISABILITY**
- **36.2% OF PEOPLE WHO ARE CLASSIFIED AS DISABLE ARE EMPLOYED AND 7.8 % OF ARE ACTIVELY SEEKING EMPLOYMENT.**

ONBOARDING

OBJECTIVES

- **JOB DESCRIPTIONS**
- **INTERVIEWING PROCESS**
- **ACCESSIBILITY**

BARRIERS

- **REQUIREMENTS THAT ARE NOT ESSENTIAL TO THE JOB**
- **IDENTIFYING DISABILITY ON APPLICATION**
- **RESPECTING THE INTERVIEWEE**
- **TRANSPORTATION**
- **ADA COMPLIANT**

BARRIERS TO RETENTION

- **THE AVERAGE PERSON WITH A DISABILITY MAKES \$40,300 ANNUALLY WHILE THOSE WITHOUT A DISABILITY AVERAGE \$45,300 ANNUALLY.**
 - **MEDICAL COST**
- **\$200 BILLION SPEND EACH YEAR ON MEDICAL EQUIPMENT, JOB TRAINING, DISABILITY PAYMENTS (SOCIAL SECURITY DISABILITY), AND MORE**
 - **THERE WAS NOT DATA FOUND ON THE PERCENTAGE OF DISTRIBUTION HOW THE MONEY SPENT**
- **ACCESSIBILITY IN THE WORKPLACE**
- **ETHICAL LANGUAGE**

IMPROVING THE EMPLOYMENT EXPERIENCE

- **SEE THE ENVIRONMENT AS DISABLING THE INDIVIDUAL BY NOT BEING ACCESSIBILITY.**
- **THE RIGHTS OF WORKERS CONSIDERS FAIR WAGES, INSURANCE, SAFE WORKING ENVIRONMENTS, SAFEGUARDING OF UNIQUE ATTRIBUTES WITHOUT BIAS OR PREJUDICE, AND PROTECTIVE FACTORS IN CASE OF ILLNESS OR RETIREMENT.**

IMPROVING THE EMPLOYMENT EXPERIENCE CONT.



Challenging personal ideas of normalcy



Speaking up about the lack of representation in places of employment



Program development



Coming along side to support and empowering personnel

QUESTIONS



Work Cited

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Disability: <http://www.census.gov/people/disability/publication/sipp2010.html>

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