#DSWORKS®: Implementing Local Employment Supports

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#DSWORKS® Program
Matteo Lieb – Employment Policy and Program Manager

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#DSWORKS®

- Promotes #DSWORKS® Success Stories and self-advocate businesses
- Develops resources for the community
- Host stakeholder webinars
- Grows and maintains corporate relationships.
- Advocate for positive employment legislation.

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Slide 4

Impact of COVID-19
Workforce Access and Opportunities for Innovation

- Disability employment outcomes
- Need for critical adjustments
- Focus on health and safety
- Continued demand for workforce access
- Opportunity for long-term improvements in access

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Slide 5

Impact of COVID-19
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Slide 6

Employment Resources and Supports
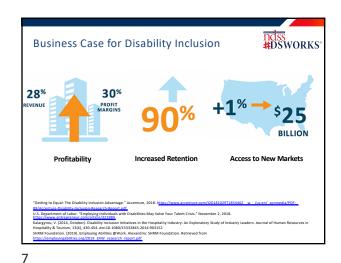
Exploring Career Choices

- *Partnering for Career Success*
- Resume resources
- *Guide Me & Watch Me Succeed*
- Upcoming resources
- Supported employment providers
- Vocational Rehabilitation agencies

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Business Case for Disability Inclusion

28% REVENUE **30%** PROFIT MARGINS

90%

+1% → **$25 BILLION**

Profitability Increased Retention Access to New Markets

"Getting to Equal: The Disability Inclusion Advantage." Accenture, 2018. https://www.accenture.com/t20181029T185446Z__w__/us-en/_acnmedia/PDF-89/Accenture-Disability-Inclusion-Research-Report.pdf.
U.S. Department of Labor. "Employing Individuals with Disabilities May Solve Your Talent Crisis." November 2, 2018.
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Kalargyrou, V. (2014, October). Disability Inclusion Initiatives in the Hospitality Industry: An Exploratory Study of Industry Leaders. Journal of Human Resources in Hospitality & Tourism, 13(4), 430-454. doi:10.1080/15332845.2014.903152
SHRM Foundation. (2019). Employing Abilities @Work. Alexandria: SHRM Foundation. Retrieved from
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Employer Engagement Best Practices

- Highlight business case for inclusion – not just ethical case

- Listen and understand business needs

- Provide value to employers – talent acquisition process

- Educate around supports and accommodations

- Collaborate with other stakeholders

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Questions?

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Thank you!

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