



## Employer Virtual Forum

3/1/2022 - 8/31/2022

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| <p><b>System Gap Addressed</b></p>                           | <ul style="list-style-type: none"> <li>• The unemployment rate for persons with a disability, at 12.6 percent in 2020, increased by 5.3 percentage points from the previous year. Their jobless rate continued to be much higher than the rate for those without a disability.</li> <li>• Jobs are truly life-changing events for people with intellectual and developmental disabilities. A job can make a huge difference in their lives and dramatically improve their lifestyle and standard of living over their lifetime.</li> <li>• Misconceptions can stand as major barriers to job opportunities for people with intellectual and developmental disabilities.</li> </ul>                |
| <p><b>Initiative Goals and Timeline</b></p>                  | <ul style="list-style-type: none"> <li>• Develop a standardized, core curriculum that will be customized to address the needs of employers in NC about how recruit, hire and retain people with developmental disabilities.</li> <li>• Increase access to a unique pool of potential employees with a diversity of skills who are eager, reliable and committed to succeeding in a competitive, integrated workforce.</li> <li>• Provide education and strategies for employers to create inclusive work environments</li> <li>• Investment by the NCCDD could be a short term initiative beginning in March 2022.</li> </ul>   |
| <p><b>Description of Activities</b></p>                      | <ul style="list-style-type: none"> <li>• Develop a series of online webinars targeting employers who are interested in learning how to recruit, hire, and retain qualified applicants with intellectual/developmental disabilities.</li> <li>• Develop a training curriculum in collaboration with employment focused state agencies (e.g. Chambers of Commerce, DVRS)</li> <li>• Help employers craft job descriptions that highlight the strengths of individuals with I/DD</li> <li>• Contractor will maintain a database of employers who have completed the curriculum as a resource to the community of employers who are prepared to appropriately support employees with I/DD.</li> </ul> |
| <p><b>Achievements and Outcomes to Date</b></p>              | <ul style="list-style-type: none"> <li>• The Working Together campaign in Louisiana has successfully developed a training curriculum and webinar series specific to their state.</li> <li>• Webinars were well attended and helped inform employers in different areas of their state on the importance and benefits of recruiting and hiring individuals with developmental disabilities.</li> </ul>   |
| <p><b>Expected System Change as Result of Initiative</b></p> | <ul style="list-style-type: none"> <li>• Build on the momentum of Employment First in NC and the success of the Employment and Transition webinars offered by the NCCDD from April until September 2022</li> </ul>  |