

## Untapped Arizona

### Strategies and Tools to Support Students with Disabilities in Meeting the Workforce Needs of Arizona Businesses

Ralph Serpico, President & CEO, Untapped Arizona  
Wednesday, August 26, 2015



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### Today's Session

- Untapped Arizona
- Arizona Job Connection, the state labor exchange
- Reasons businesses hire people with disabilities
- Industry sectors in Arizona
- Untapped Arizona "Seal of Approval"
- Interactive Strategic Discussion
  - How do we work together to connect businesses with qualified job candidates with disabilities?
  - Where do we find the untapped labor pool?
  - How do we inform you of future workforce needs?
  - How do we prepare students to meet future workforce needs?
  - What are some of the barriers to self disclosing a disability?
  - What would you like to see available for viewing or downloading on the UAZ web site?



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### Untapped Arizona

Funded by the Arizona Developmental Disabilities Planning Council.

**Mission:** To provide services and technical assistance to businesses in meeting their workforce needs by recruiting, hiring, retaining, and promoting workers with disabilities.

**Vision:** Untapped Arizona is a model for workforce planning and development, strategically bringing together key leaders from business and government to create a single go-to resource to help businesses connect with qualified job candidates with disabilities.



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### Overview of Untapped Arizona

- Organization led by business leaders who are diversifying their workforce by recruiting, hiring, retaining and promoting workers with disabilities.
- Peer to peer / Best practices / Sector strategy
- “Seal of Approval” in development
- Supports businesses in meeting their workforce needs.
  - Connecting them to qualified job candidates with disabilities.
  - Providing technical assistance to support them in recruiting, hiring, retaining and promoting workers with disabilities.
  - Preparing people with disabilities to meet future workforce needs.

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### What We Are / What We Are Not

What We Are	What We Are Not
Engage a business-to-business approach	Do not provide direct services to job seekers
Utilize sector strategy	Do not create new jobs
Create workforce demand	Do not limit the labor pool
Utilize AZ Job Connection, a free, self-service job matching system for job seekers and employers	Not an employment service provider

- We recognize there are already **systems, agencies and services** in place to support job seekers to prepare for and find employment.
- We collaborate with those entities to ensure **they assist in driving the talent pool** to the AZ Job Connection benefitting our business partners.

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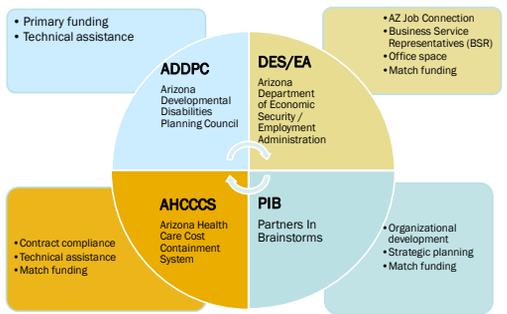
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### Partners




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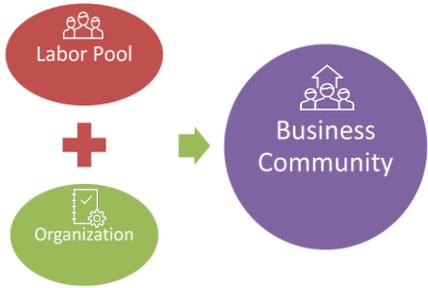
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Three Developmental Tracks



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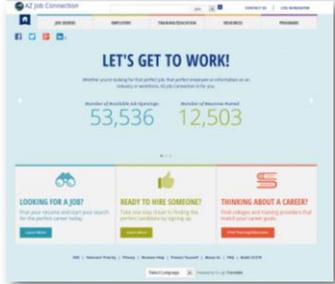
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Arizona Job Connection (azjobconnection.gov)  
State Labor Exchange



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Untapped Arizona and the AZ Job Connection

- The Arizona Job Connection serves as the centralized place for businesses to go and find qualified job candidates with disabilities to meet their workforce needs
  - UAZ works with businesses
    - Create demand for qualified job candidates with disabilities
    - Post job openings on the AZ Job Connection
  - UAZ works with the service provider community
    - Prepare the labor pool to meet current and future workforce needs
    - Direct and support job candidates to utilize the AZ Job Connection to look for work

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### Why should job seekers use the AJC?

- Free, resume builder, create a profile, use search tools
- Great tool for passive networking (8 to 10 resumes)
- Federal law requires federal contractors to use AJC
- Free to businesses to search for candidates (incentivize businesses to use the AJC)
- Incorporates job postings from other sites, e.g., Monster
- Convenient for job seekers (use from home)
- Why not? What do the candidates have to lose?

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### Arizona Job Connection

- **Job Seeker**
  - Conduct a quick search for job openings and apply for jobs.
  - Create an account.
    - Build and post an online resume that you can make accessible for employers to view.
    - Conduct advanced job searches.
- **Business**
  - Search directly for resumes of job seekers.
  - Post job openings and allow job seekers to apply for the position.
  - Inform AJC of job openings and request a pre-screened qualified job candidate listing.

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### Arizona Job Connection (AJC)

Disability

Individual with Disability (For this question, disability means a physical or mental impairment that substantially limits one or more of the major life activities of an individual.)

Yes  
 No  
 Not Self Identified  
 N/A

Category of Disability Please Select the Category of Your Disability

Physical Impairment  
 Mental Impairment  
 Both Physical and Mental Impairments  
 Not Self Identified

Employment Status

[azjobconnection.gov](http://azjobconnection.gov)



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### About self disclosure

- Why should job seekers self-identify?
  - Companies wish to diversify (Talent, tax benefits, community relations, sales growth, job performance)
  - Benefits of an inclusive workforce (Diversity and employee morale)
  - Untapped labor pool (Quality labor pool)
  - Section 503 regulations establishing target for federal contractors of 7% of their workforce composed of employees with disabilities
  - Voluntary Self-Identification of Disability form (CC-305). Businesses can now attach the form as just one more item for applicants to fill out as part of the application process.



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### Empowering the job seeker on when and how to self-disclose on the Arizona Job Connection (AJC)

- To provide options to self-disclose / not to self-disclose
  - I have a disability.
  - I would find it helpful to have special tools, accommodation, assistance, or on-the-job supports that will help me do the job better.
  - I do not have a disability.
  - I prefer not to answer.



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### Key insights from our business partners is their inability to find qualified candidates...

- Large companies ranked the inability to find qualified individuals with disabilities as their number one challenge. Even though large companies are more likely to be familiar with AZ Job Connection (AJC) and the one-stop centers, there is room for improvement in helping companies find qualified candidates by utilizing all the AJC services available to them.
- A high percentage of employers cited the nature of the work as a concern about hiring individuals with disabilities, but this concern was most prevalent among employers in industry sectors that require physically demanding work (e.g. construction).

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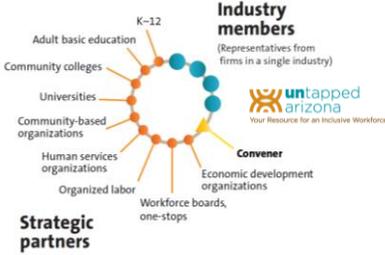
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### Sector Partnership

The partnership addresses common needs of businesses (employers) and generates coordinated solutions.




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### Arizona's Key Sectors - 2015

**Aerospace & Defense**  
 Arizona is home to more than 1,200 small- and large-scale aerospace and defense companies (100,000+ jobs) led by Boeing, Raytheon, Honeywell, Lockheed Martin & General Dynamics.



**Technology & Innovation**  
 55 of every 1,000 private sector workers in Arizona are employed by high-tech firms including Intel, GoDaddy, Microchip Technologies, Intuit, and more.



**Renewable Energy**  
 Arizona accounts for approximately 8.2% of the nation's total employment in the solar industry. APS is recognized among the top 5 solar utilities in the nation.




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### Untapped Arizona “Seal of Approval”

- Methodology
- Prioritize criteria
- Assign percentages
- Value (cost) of the Seal of Approval
- How does it apply to service providers?
- Job fairs and other events

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### Some tools that providers want from Untapped Arizona.

- Flyers for job seekers on “Where to Start” if you are considering work and “Where to Go” once you are ready to work.
- The perspective of the employer pertaining to disclosure and requests for accommodations (i.e. prefer the request for accommodations to be initiated by the employee)
- Resources (Job Accommodation Network, Arizona Job Connection)

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### Information from our Labor Committees

- Disconnected Youth (ages 18-24) not working and not going to school: estimated to be 250,000 in Maricopa County and 49,000 in Phoenix.
- Need to identify strategies to target school age and disconnected youth
  - Pilot programs/Case studies
  - Peer to peer education for Transitional Planners
  - Engage school boards and district administrators with information and resources available to help students with disabilities to prepare for and transition to work during or after graduation.
- Identify specific strategies for tribal youth.
  - National Indian Gaming Association
  - National Indian Tribal Youth Council
  - United National Indian Tribal Youth ([www.unityinc.org](http://www.unityinc.org))

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Interactive Strategic Discussion

- How do we work together to connect businesses with qualified job candidates with disabilities?
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THANK YOU!

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