

Untapped Arizona

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

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Today's Session

- Untapped Arizona (UAZ)
- Arizona Job Connection, the state labor exchange
- Self-disclosure
- Industry sectors in Arizona
- 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 website?
 - Tool kit - what tools do you need?
 - What are some effective strategies for engaging target youth populations?



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Untapped Arizona

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.

Mission: To provide services and technical assistance to businesses in meeting their workforce needs as they recruit, hire, retain, and promote workers with disabilities.



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Arizona Job Connection (AJC)

- **Job Seeker**
 - Conduct a quick search for job openings and apply for jobs.
 - Build and post an online resume for employers to view.
 - Conduct advanced job searches.
 - Free resume builder, create a profile, use search tools
 - Great tool for passive networking (8 to 10 resumes)
 - Convenient for job seekers (use from home)
- **Business (federal law requires federal contractors to use AJC)**
 - Search directly for resumes of job seekers.
 - Post job openings and allow job seekers to apply for the position.
 - Free to businesses to search for candidates
 - Incorporates job postings from other sites, e.g., Monster.



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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 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 Arizona Job Connection (AJC)

- 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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Arizona's Key Sectors – 2016

Health Care & Bioscience
Arizona's health care industry, employing over 284,000, includes Banner MD Anderson, Mayo Clinic, Barrow, and U of A Cancer Center. Over 900 bioscience firms employ over 100,000 individuals.



Advanced Manufacturing
Total manufacturing employment exceeded 156,000 jobs in February 2015, led by such employers as Medtronic. The average annual manufacturing wage in Arizona is \$68,964.



Professional & Business Services
This sector saw a 5% increase in jobs within the last year, for a total of 392,300 jobs, including business services such as Cisco (230,000 jobs) and data centers such as American Express and eBay/PayPal.



Arizona's Key Sectors – 2016

Financial Activities
This sector includes finance and insurance, which employs 144,000, an increase of 2% over the last year, with such companies as Wells Fargo, JPMorgan Chase, and Scottsdale Insurance.



Education
Employment growth is seen in two key areas - education services, with 62,400 jobs (6% increase over the last year), and state education, with 52,500 jobs - ASU, U of A, and NAU.



Leisure & Hospitality
Stronger U.S. and state economies have increased employment in this sector by 4% to 296,500 jobs - of which 44,000 are in accommodations with such employers as Marriott, and 212,000 in food services.



Arizona's Key Sectors – 2016

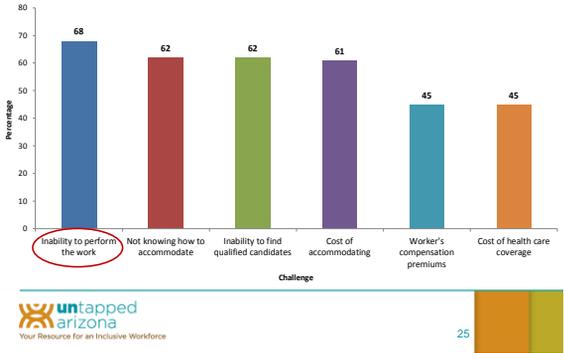
Retail Trade
Retail trade employment totaled 315,500 jobs in February 2015, an increase of 3% over last year, and includes Walmart. General merchandise accounted for 64,600 jobs, and food 55,700 jobs.



Government
Employs approximately 425,000 throughout Arizona, with 54,000 in federal, 90,000 in state, and 281,000 in local government jobs - of which over half (154,000) are associated with local education.



Challenges cited in hiring individuals with disabilities (ranking 1st to 6th)



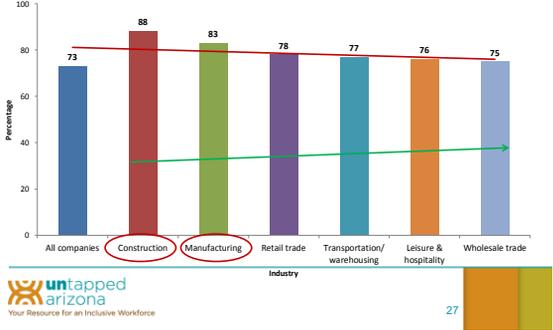
Addressing “inability of individuals with disabilities to perform the work”

- **Question:** What about inability to perform - is that referencing incumbent employees who acquire a disability and cannot do the job anymore? Or does that relate to applicants applying for jobs they cannot actually do?
- **Answer:** Based on the wording of the question, the responses related to hiring of new employees with disabilities versus incumbent employees.
- **Question:** Is it related to their disability that prevents them from performing or is it that they are not qualified? Does this get at the other issue of not having the years of experience or gap in work history?
- **Answer:** Work experience is important to employers and is a priority when determining if a candidate is “qualified”...
When hiring an employee with a disability, we do look at work experience and skill set, as with any employee. Today skills, including soft skills and demonstration of a “work ethic” is a priority.



Percentage of companies citing the inability to perform the work as a challenge to hiring individuals with disabilities, by business sector (ranking 1st to 6th).

Note: Green trend line is the percentage of companies that actively recruit individuals with disabilities



Interactive Strategic Discussion

- What tools do you need, e.g., brochure, one-pager, digital, video, PowerPoint slides?
 - Job candidate tools
 - Employment service provider tools

- What are some effective strategies for engaging target youth populations?
 - Transition age youth
 - Tribal youth
 - Disconnected youth

Thank you!

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