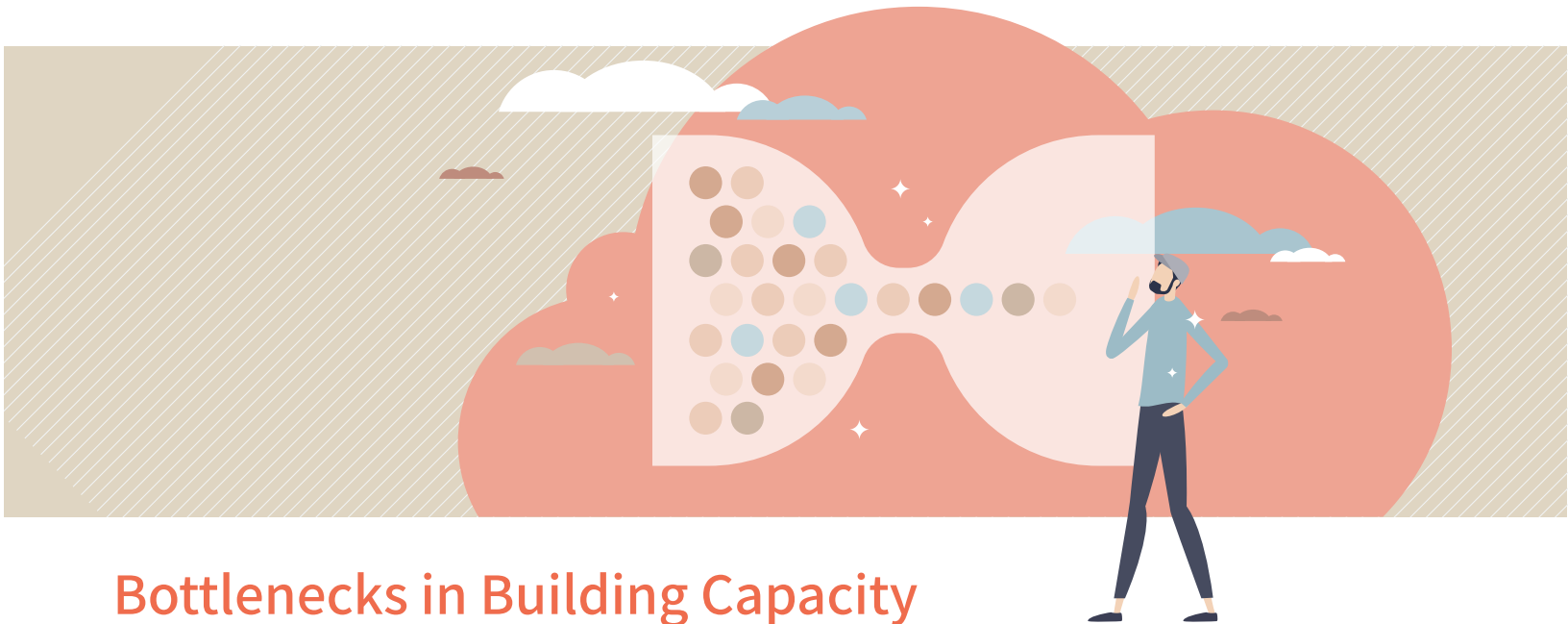


THE MISSED OPPORTUNITY OF THE DISABILITY WORKFORCE: USING ON-LINE TRAINING TO AUGMENT EXISTING PROGRAMS

Massive Untapped Opportunity

Companies that excel in providing disability employment and initiatives report 28% higher revenue, 30% higher economic profit margins, and 2X net income.¹ It has been shown that businesses embracing these best practices in their workforce outperform their peers.² When companies embrace disability inclusion, they gain access to more than 10.7 million potential employees in the US alone.³

Today, 1 in 5 Americans live with a disability. The inclusion of people with disabilities brings new perspectives and ideas to a workforce and is a key factor of any diversity and inclusion initiative. Less than 20% of the potential workers with disabilities are employed, and of those employed, 13% are part-time.⁴



Bottlenecks in Building Capacity

In 2021, 19.1 percent of persons with a disability were employed, up from 17.9 percent the previous year, showing that companies, government programs and non-for-profits are having **success in building participation within the workforce with Intellectual and Developmental Disability (IDD)**. Mentoring, internships and more traditional job readiness training courses have all shown themselves to be effective channels in on-boarding new employees. However, these programs can quickly become overstretched due to the relatively low ratio of trainer-to-trainee.

Nationally, there are more than 665,000 interested workers with IDD on a waiting list for workforce training programs.⁵ Some states report that up to 40% of this community looking for a job are wait listed. Ultimately, the problem is compounded by people waiting years for training and becoming disengaged.⁶



Using Technology Supports as a Catalyst

We believe that on-line learning and educational technology solutions can be integrated into already successful programs to create a force-multiplier effect, allowing trainers to access more trainees at the same time. By augmenting existing work force training with on-line supports you gain the following advantages:



A uniform training experience - Assistive technology closes gaps in knowledge transfer that can occur in one-to-one training.



Allows for optimization of coaching efforts - By allowing instructors and coaches to automate parts of the process their time is freed up to either assist other participants, or focus on their primary obligations.



Easy to review real-time application - The on-demand nature of these supports allows participants a chance to access information closer to the point-of-use. This effectively reinforces key ideas without putting additional strain on the coaches.



Cost savings - Implementing on-line supports to training programs with a low trainer-to-trainee ratio reduces the overall resources needed to bring potential employees up to speed.

Conclusion

The current landscape within the workforce of IDD is leaving a large portion of the population undeserved due to the constraints in training. The addition of on-line supports to existing programs would facilitate a larger workforce-ready pool of talent.

Appendix

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