

2015 Employment Fact Sheet

A guide to the benefits of hiring individuals with disabilities

"Oregon is strongest when people with intellectual and developmental disabilities, are employed in their community, pursuing careers and building assets just like people without disabilities."

Oregon's Commitment to Opportunity

2008 ODDS
Policy



Oregon becomes one of the first states to formally adopt an Employment First policy

2013 & 2015
Executive
Orders



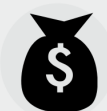
Governor Kitzhaber issued an Executive Order in support of employment for people with disabilities

2013
MOU Goal



A MOU was signed ensuring that all youth with disabilities leave school with integrated, community employment goals

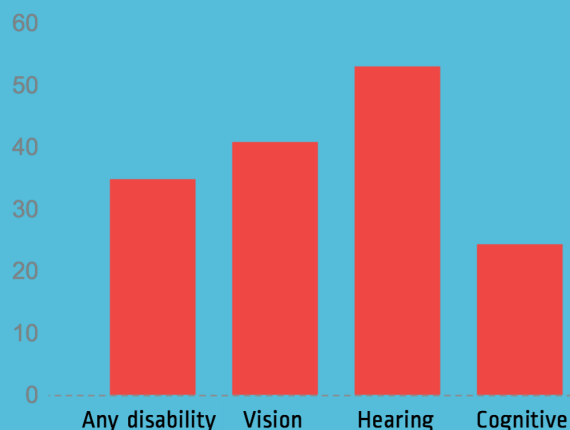
13-15
Governor's
Budget



Governor Kitzhaber allocated \$8.6 million to increase integrated employment options for people with disabilities

Legislative Request: Support Governor's 2015-17 budget package to improve employment outcomes for people with disabilities.

Employment Rates for People with Disabilities



Employment Rates for People with
Disabilities: Ages 21 to 64 (%)

Source: Cornell's Disability and Employment Institute

Background

There are **60,500** people with developmental disabilities in Oregon

In February 2014, the percentage of individuals with disabilities in the labor force fell to **19%** compared to **69%** for persons with no disability

In Oregon, only **one out of four** adults with cognitive disabilities are employed

Sources: U.S. Bureau of Labor Statistics (BLS)

Employing People with Disabilities Has Added Benefits

Return on Investment



Reduce hiring and training costs by increasing retention rates

Innovation



Utilize disability inclusive teams to stimulate new product and service developments

Marketing



Attract a wider consumer base that includes the wider community



What we need to work in the community

- Access to integrated, competitive jobs in the general workforce;
- A choice of jobs and careers, with advancement opportunities;
- Minimum wage or above compensation, plus benefits;
- Access to benefits planning services to help workers understand public benefits; and
- Appropriate job supports to obtain and maintain employment.

Employment Services in Oregon

More adults with developmental disabilities are accessing more ODDS employment services

12%

March 2013



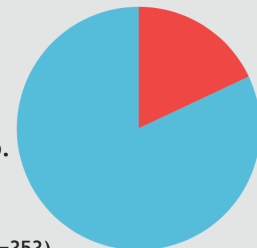
13.1%

March 2014

Do you have a paid job in your community?

2 out of every 10 people with I/DD have a paid job in their community

Yes, I have a paid job.



No, I do **not** have a paid job.

2012-2013 NCI Oregon Adult Survey data (n=353)

Support DD Services



Contact Jennifer Bickett, jbickett@communitypath.org, or Anna Keenan-Mudrick, anna@cas-dd.org, for more information.



SOURCES:
Oregon DHS
Cornell's Disability and Employment Institute
Oregon Employment First Data July 2014 Report

February 2015