



Your Next New Employee

NH Leadership Employment Action Group 2020



Introductions

Caitlyn Fulton

Brian Harlow

Jessica Littizzio

Kimberly Lynch

Mike Roy

Marilyn Shriver

Introductions

Caitlyn Fulton



My name is Caitlyn Fulton, and I grew up in the North Country of NH but currently call Dover home. I came to the NH Leadership Series to learn how to more effectively advocate for myself and others who experience disabilities and chronic illnesses, and I joined the Employment Action Group for both altruistic and admittedly mercenary reasons. You see, I love numbers, I love facts and figures, and I love the idea of connecting my fellow disabled people with employers who see the sense of hiring them. I also know that I have lost opportunities for work or advancement because of perceived limitations, and I want to see that narrow mindset changed to instead embrace creative problem-solving and inclusivity in the workplace.

Introductions

Brian Harlow



My name is Brian Harlow. I joined the NH Leadership Series for my niece and nephews, who I have legal guardianship over.

I am a board member of the NH Coalition Against Domestic and Sexual Violence, and received the Fleischman Award from the Crisis Center of Central New Hampshire in 2019.

I joined the Employment Action Group because I wanted to be a better advocate for my niece and nephews for now and when they're older and looking for employment.

Introductions

Jessica Littizzio



My name is Jessica Littizzio. I am a single mom of three awesome kids, two of whom have been diagnosed with disabilities. My oldest son has multiple disabilities and was the reason I joined the NH Leadership Series.

Professionally, I am the Human Resources Coordinator and Recruiter for Lakes Region Community Services, the Area Agency for New Hampshire that covers all of Belknap County and the southern part of Grafton County. In 2019, I had the honor of being named the Survivor Speaker for New Beginnings: Without Violence and Abuse.

I joined the Employment Action Group because of my passion for people with disabilities being treated equally and being offered the same opportunities as anyone else. It is my hope that my child with multiple disabilities is given chances to use his strengths and unique learning styles to offer great perspective to a company one day, as I wish for my other children as well.

Introductions

Kimberly Lynch



My name is Kimberly Lynch. I have a loving husband of 25 years and 2 beautiful children. Connor is 22 years old and after a variety of diagnoses, the final conclusion is that he is a person with Autism. Gillian is 18 and attends WVU. I hold degrees in Early Childhood and Special Education. I currently teach first grade and thrive helping students and families learn.

I joined Leadership in order to increase my awareness and knowledge, regarding special education issues. I am passionate about helping families find resources and learn how to advocate for themselves and their children. I don't ever want families to feel alone in the Special Education process.

Introductions

Mike Roy



My name is Mike Roy. I live in Hampton, NH with my wife and our young son and daughter. Our son experiences autism and I joined Leadership to learn advocacy that will ensure he enjoys an independent and fulfilling life.

I chose the Employment Action Group because I believe that meaningful work provides a sense of purpose, shapes self-identity and community association, and provides positive mental health exercise.

Introductions

Marilyn Shriver



My name is Marilyn Shriver. I am the mother to Bennett (16) and Phoebe (13) and wife to Brian. Phoebe happens to have Down syndrome. I enrolled in New Hampshire Leadership Series to learn how to better advocate for Phoebe. But, the experience has been rewarding both personally and professionally. I look forward to exercising my new “advocacy” muscles!

If you would like...



Lower Staff Turnover



Increased profits



**Improved employee
satisfaction**



Tax Breaks

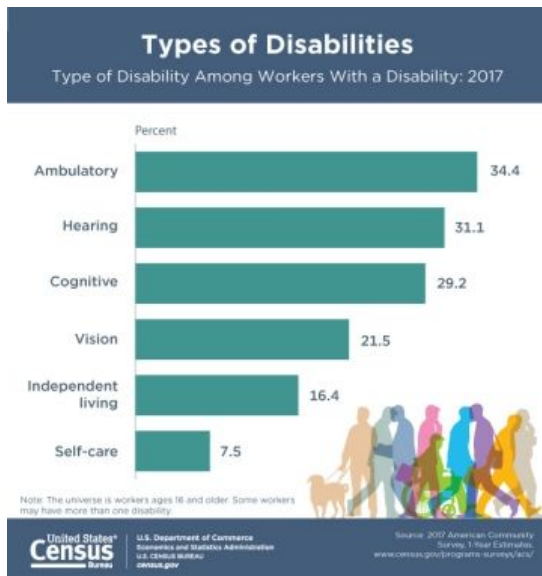
**...hire a
person with
a disability**

New Hampshire employers can do one thing that will increase their profits, reduce staff turnover, increase employee morale, and get tax breaks.

I know what you're thinking: "Sign me up!" Or, maybe you're thinking, "That's too good to be true."

Consider hiring someone with a disability!

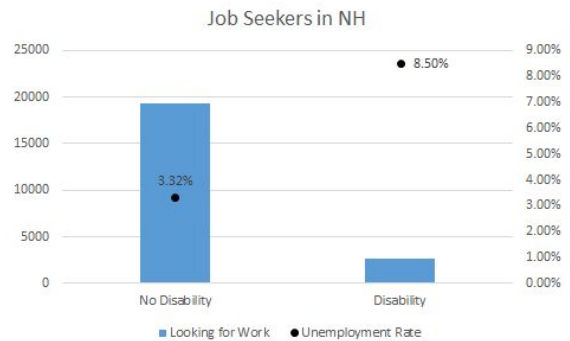
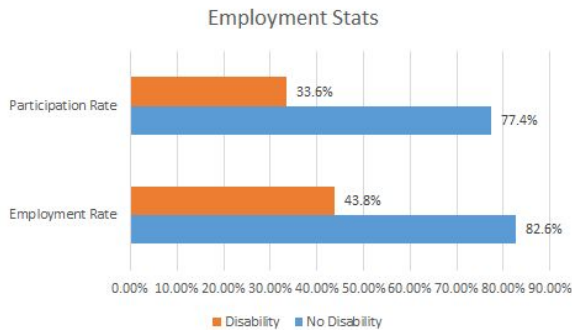
Workplace Disability Spectrum



1 in 8 NH persons reports a disability (12.5%)

The term “disabled” often conjures an image of a stereotype or specific disability a person has seen first hand, but the disability spectrum is broad and oftentimes not visible. The disability community is the only minority group that anyone can become a part of, at any time. People with disabilities can and do want to work.

Untapped Market Segment - PWD



- **12.5% or 1 in 8 job seekers has a disability**
- **39% employment gap for disabled working aged adults**
- **NH PWD unemployment rate 2.5X of those without a disability**
- **49.1% of working age PWD have some higher education**

Sources: [NH Institute on Disability Rehabilitation Research and Training Center](#) and the [US Department of Labor Office of Disability Employment Policy](#)

- 1 in 8 NH job seekers has a disability, the same as the population ratio, but due to lower participation rate and higher unemployment.
- The NH working aged people with disabilities employment rate is 44% vs 83% without disability.
- PWD education and work experiences are as diverse as those without disability, and often have unique qualifications. PWD are as capable as anyone else.
- Focus on the qualifications of someone self-identifying as disabled.

Accommodations for Workers with Disabilities

- 31% of accommodations cost nothing.
- 50% cost less than \$50.
- 69% cost less than \$500.
- 88% cost less than \$1,000.



Source: Job Accommodation Network

Employers are required to make “reasonable accommodations” for people in the workplace. While accommodations are typically thought of for people with physical disabilities, there are also accommodations for people with mental disabilities and chronic conditions that can be made as well. There is a link on the reference page to the Job Accommodation Network where you can look at conditions in alphabetical order - it will go over the nature of the condition or disability, the typical accommodations that might be needed, and suggestions for solutions. As an employer in New Hampshire, you have the added benefit of the UNH Institute of Disability offering Assistive Technology Resources. Assistive Technology in NH or ATinNH has a database of assistive technology solutions available around the state based on a variety of needs. You and your employee can demo most of the items on the site and request a loan if the tech works for you.

Did you Know...

You can look up accommodations for any of these Work-Related Functions on www.askjan.org?

[Access Information](#)

[Air Quality/Irritants](#)

[Communicate](#)

[Commute](#)

[Light](#)

[Manipulate Items](#)

[Move Items/People](#)

[Noise](#)

[Off Site Access](#)

[Operate Equipment/Vehicles](#)

[Parking](#)

[Policies](#)

[Safety Standards](#)

[Stress](#)

[Temperature](#)

[Use Cognitive Function](#)

[Work Site Access](#)

[Work Station Access](#)

If you had an employee who had a need for a noise accommodation, for example, you could click on the link to see various accommodation suggestions. When opening this particular Work-Related Function, the JAN website provides several options for accommodations such as Cubicle Doors, Shields, and Shades as only one out of eight examples of what might work well. Each accommodation has possible vendor and product ideas, if applicable - but there are no referral links. That is, this website is explicitly for informational purposes and not for money-making purposes.

As an added benefit, if you come across a barrier that requires an accommodation that you're struggling to problem-solve, you can also call the Job Accommodation Network to have a private, confidential call with them to try to problem-solve and create an appropriate solution that will work well for both your employee and your company.

After identifying some possible solutions, you have the ability to utilize the UNH Institute on Disability's Assistive Technology in NH's database to potentially demo or even borrow the technology or equipment you would like to use.

Transitions/Internships



Student interns are an excellent source to fill open positions and gain dependable employees.

Transition programs work with students to prepare them for job responsibilities, prior to beginning employment, such as- vocational skills, behavioral and social skills. This may include areas such as; specific job responsibilities, being on time, notification of being absent, phone usage, break time, communicating with co-workers and managers.

Many transition programs have job placement assessments and help to place students based on interest and aptitude. Employers will receive an intern that is interested and motivated to work.

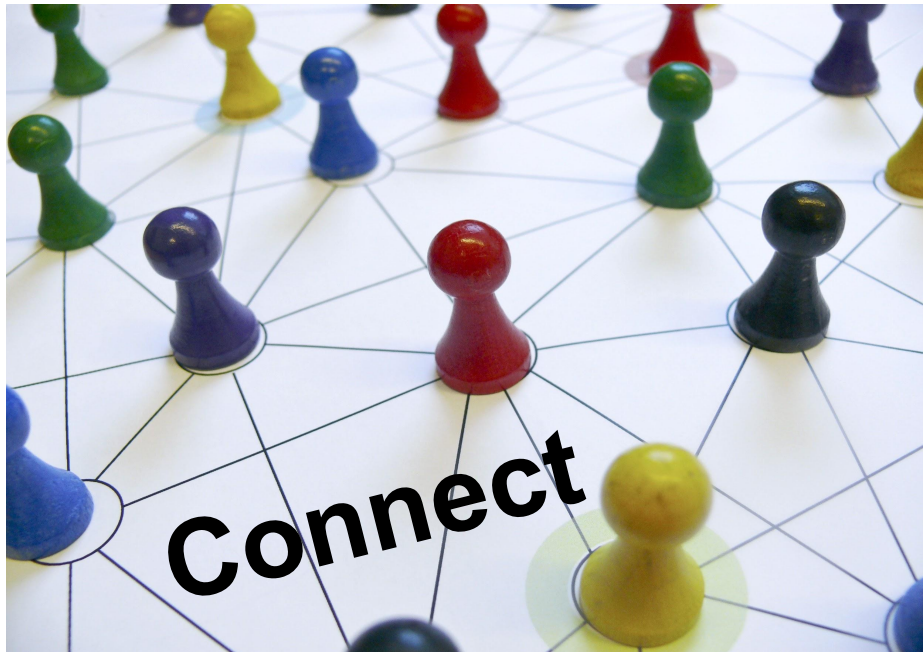
Continued support and feedback is available from transition coordinators in order to develop a productive member of the workplace.

When students are allowed the opportunity to compete for a job, employers will find, that they receive a good solid employee.

These transition and support services are at no cost to an employer. Transition programs are able to train for specific job needs within a company, and support employees in their community.

Employers should look to create partnerships with local schools and local area agencies to obtain supported and effective employees.

Involving all increases workforce diversity and inclusion.



After hearing about all of the amazing benefits of hiring people with disabilities, you are probably wondering, “But how do I connect to this vast pool of potential employees?” Here are some NH-specific entities that already exist to bridge the gap between those PWD seeking employment and businesses seeking quality employees.

- There are 10 local area agencies that exist in the Granite State, located in every region from the North Country to the Seacoast. The link and QR code you see here bring you to the contact page for each of them.
- NH Voc Rehab is the official State of NH Dept of Ed program designed specifically to support individuals experiencing a disability to find and maintain meaningful employment in NH.
- As you heard earlier, the Special Education programs at high schools throughout the state are required to provide transition services to enrolled students as they approach the end of their time in compulsory education. The link and QR code included here are to the State Dept of Ed Special Education website, which is an broad overview of special education in NH as a whole, including transitions services. If you are interested in connecting with local students, reach out to your local high schools and CTE programs directly.

Helping Employees Succeed



Government and employer
paperwork



Social Inclusion



Training/Job Coach



Reminders

Many employees with intellectual developmental disabilities may just need some natural supports to help them be successful at their job. Natural supports often come in the form of your already-established employees. For example, your Human Resources Department might be able to help with government and employer paperwork completion. You might have several employees assigned to certain duties to make sure that your new employees are included socially by inviting them to lunch or to company events. Another example would be having an employee or two assigned to reminding an employee who might forget to check the clock when it is time to leave or start a new task. Having employees who can be assigned to new employees to act as a job coach or mentor can benefit the company as a whole, whether the new employee has a disability or not.

Remember that each new employee has different learning styles and needs. No two employees will have the same supports look the same. It is important to get to know the employee and have a few trusted employees establish relationships with them to help them communicate what they feel what will be most helpful if they are having trouble self-advocating.

- Increased diversity of the company: 40%
- Saved workers' compensation or other insurance costs: 36%
- Hired a qualified person with a disability: 15%
- Promoted an employee: 10%

Indirect Benefits

- Improved interactions with co-workers: 63%
- Increased overall company morale: 61%
- Increased overall company productivity: 55%
- Increased safety: 46%
- Improved interactions with customers: 44%
- Increased overall company attendance: 41%
- Increased profitability: 29%
- Increased customer base: 18%

Also see an article published on March 13, 2019 by www.fastcompany.com which states, "According to a recent study of 140 U.S. companies by Accenture—alongside the American Association of People with Disabilities (AAPD) and Disability:IN—those that offered the most inclusive working environment for disabled employees achieved an average of 28% higher revenue, 30% greater economic profit margins, and twice the net income of their industry peers between 2015 and 2018."

Tax Credits

Employers who hire through a number of agencies, including Vocational Rehabilitation, may be eligible for tax credits

- A state plan approved under the Rehabilitation Act of 1973 OR
- An Employment Network Plan under the Ticket to Work program, OR
- A program carried out under the Department of Veteran Affairs.



The IRS offers tax incentives for hiring people with disabilities. The government designs tax credits to encourage employers to hire disadvantaged individuals who might otherwise have difficulty finding gainful employment. Businesses that make a concerted effort to identify and hire qualifying workers can reap the benefits. They can qualify for thousands of dollars in [Work Opportunity Tax Credits](#) and other incentives. These incentives can reduce federal tax liability or payroll costs. (source, Efficienthire.com)

Summary

- People with disabilities (PWD) represent 12% of NH job seekers
- PWD statistically perform well and enhance the work culture
- Accommodations are often simple and inexpensive, and may provide a tax break
- Employers experience multiple direct and indirect benefits after making accommodations
- Organizations exist to assist in recruiting, training, and supporting PWD in the workplace



ACTION



Action steps:

- Identify positions you want to fill and skill sets needed
- Contact your local area agency listed in the following resources
- Use the Job Accommodation Network resource listed in the following slides to troubleshoot specific accommodations

Resources to connect to potential employees

Local Area Agencies

<https://csni.org/area-agencies>



NH Vocational Rehabilitation

<http://bit.ly/NHVocRehab>



Local High School Transitions Programs -
NH Special Education

<http://bit.ly/NHDOESpEd>



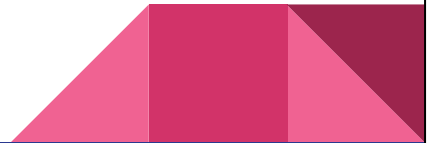
Resources to learn about tax credits

Information about tax credits:

<http://bit.ly/PWDTaxInc>



<http://bit.ly/WOppTCIRS>



Resources

ABLE NH

<https://www.ablenh.org/>



Community Supports Network Inc.

<https://csni.org/>



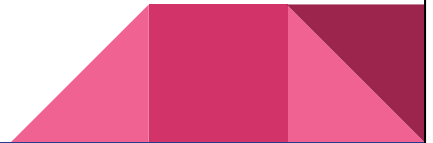
DD Council

<https://www.nhddc.org/>



Next Steps- NH Transition Information for Employers

<https://nextsteps-nh.org/>



Resources

Job Accommodation Network

bit.ly/JANA2Z



Assistive Technology Resource List

bit.ly/ATResList



Assistive Technology in New Hampshire

bit.ly/AT4ALLNH

