



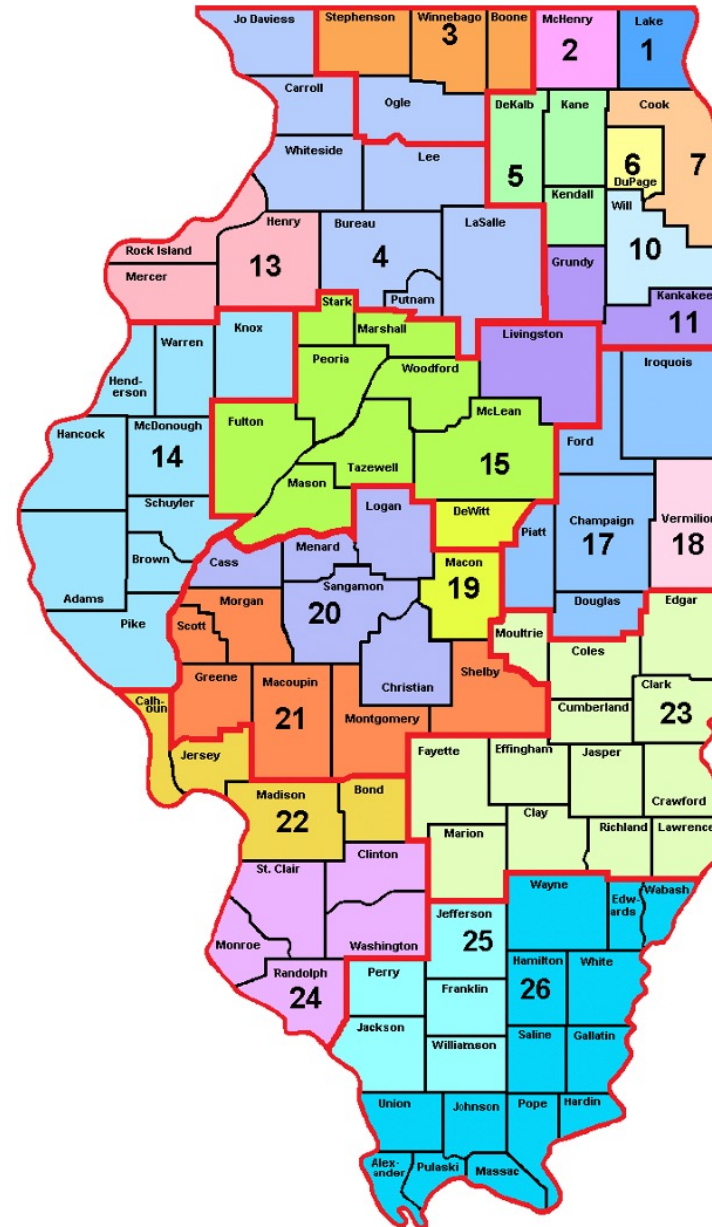
Professional Development

americanjobcenter®

Corporate Culture

April 19, 2023

Where is Your Local Area?



Which partner do you best represent?



Facilitator

- David Friedman
 - CEO/Founder, AutonomyWorks
 - Chair, CPTP Disability Workgroup



Introduction

David Friedman

- The CPTP Disability Workgroup meets monthly with the following charge:
Identify and provide strategies and recommendations for eliminating barriers to ongoing employment for individuals with disabilities.
- Workgroup members represent employers, State agencies, local workforce representatives, educators, and lawyers
- The workgroup is hosting a three-part series on hiring individuals with disabilities

April 19
Corporate Culture



May 17
Accommodations
and Universal Design



July 25
Individualized
Support

Agenda

David Friedman

- Overview of work by all three panelists
- Panelist Questions
- Audience Questions



Panelist Introductions

David Friedman

James Emmett

James is Founder/CEO of James Emmett & Company (JEC). JEC is one of the most recognizable brands in the field of disability inclusion. JEC is a global leader in the implementation of disability inclusion initiatives with essential businesses.

James has worked on many of the most visible retail disability inclusion initiatives with companies like Advance Auto Parts, Walgreens, Lowe's, Best Buy, and Office Depot/Max.

James helped plan & execute initiatives that have resulted in over 100,000 jobs for people with disabilities and numerous awards for innovation related to company-owned disability inclusion. James' career vision is to forever change the business and disability communities by helping hundreds of companies create disability inclusion brands.

James has done over 300 local, regional, national, global presentations on disability inclusion over the years. He has presented at conferences like DirectEmployers Annual Meeting & Conference (DEAM), Disability IN, National APSE, National ARC, Easter Seals National, Autism Speaks, ANTEC (Plastics Industry), National Association of Manufacturers, National Grocers Association, & E-Stewards (Electronic Recycling). James served for three years as the lead autism inclusion trainer for Spectrum Training Services presenting at over 30 venues across the country.



Panelist Introductions

David Friedman

Pat Maher

Director of Civic Engagement for SPR supporting career development among historically overlooked and under-resourced segments of workforce such as students/candidates with disabilities and early in career candidates from these segments. Pat directed nAblement for over a decade with SPR, which placed many candidates with disabilities into tech roles. He founded ITKAN with colleagues, which continues to present leading edge technology and opportunity to its members, including many with disabilities. SPR continues to support expanding a diverse workforce in tech inclusive of all.



Panelist Introduction

David Friedman

Karrie Pece

Karrie Pece is a dedicated and passionate leader in the field of disability employment. She currently serves as the Director of Talent and Operations at AutonomyWorks, a social enterprise that creates job opportunities for individuals with autism.

Karrie's interest in disability employment began early in her career when she worked as recruiter for an organization that specialized in placing individuals with disabilities into employment positions. She was struck by the potential of these talented individuals and saw firsthand the challenges they faced in finding meaningful employment.

Karrie's approach to disability employment is unique in that she focuses on the strengths and talents of individuals with disabilities, rather than their limitations. She believes that everyone has something valuable to offer, and she works to create corporate systems that allow individuals to showcase their abilities and contribute to the success of the company.

Through her work at AutonomyWorks and her advocacy for disability rights, Karrie Pece is changing the way we think about disability employment and creating new opportunities for individuals with disabilities to succeed in the workplace.





JEC

James Emmett



Professional Development
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James Emmett and Company (JEC) Is...



One of the most recognizable brands in the field of disability inclusion.



A global leader in the implementation of disability inclusion initiatives with essential businesses.



Founded by a man who has worked on many of the most visible disability inclusion initiatives with companies like Advance Auto Parts, Walgreens, Best Buy, Office Depot/Max, PepsiCo, and Mercy Health.



Now led by individuals that have created more disability employment inclusion success in the world than any other entity.

- In the past 20 years, the leaders of JEC have separately and together designed and or led about 90% of all initiatives related to how business learned to successfully include people with disabilities in their workforce. The root of all business-driven disability inclusion is the success Walgreens derived from 2007 to 2013 when JEC leaders designed and shepherded the model that all companies and consultants follow today.

Service Summary



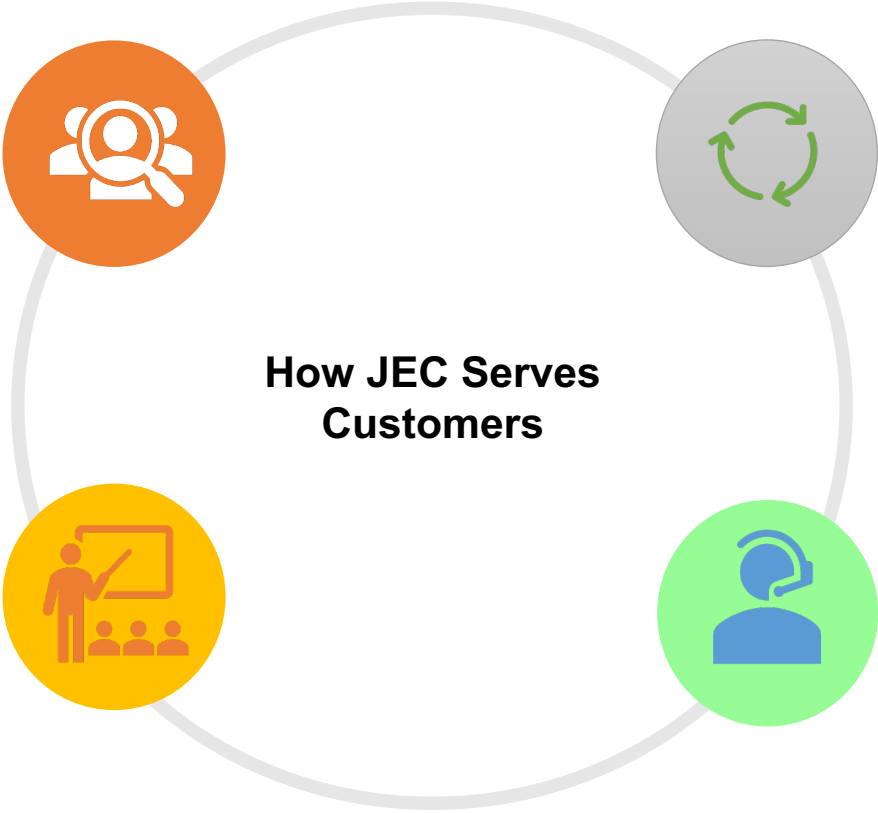
What we do

Sourcing Candidates

- Research and Relationship Building for Traditional and Nontraditional Entities
- Plus, Proprietary Virtual Methods to find the 90%

Training and Education

- Demystifying Disability and other Employment Barriers
- Inclusive Practices
- Business Case for Intentional Disability Hiring Initiatives
- Other topics as requested



Culture - Inclusion Revolution

- Internal and External Messaging
- Technical Support
- Communication Plans

Disability Expertise

- Accommodations
- Accessibility
- Regulations

Primary Services



Purpose

- Building a pipeline of talent
- Filling all types of operational roles
- Supporting the managers to evolve into a more inclusive workforce
- Provide inclusive trainings

Benefits

- Dedicated focused resource
- Recruitment/screening/training support
- Brand loyalty within the community
- Assistance with accommodations
- Tax and financial incentive assistance
- Long lasting relationships

JEC Offers

- We can customize the process to fit any companies needs
- We are with you every step of the way



SPR
Pat Maher

SPR Culture and Disability Engagement

CEO-centric

nAblement

ITKAN

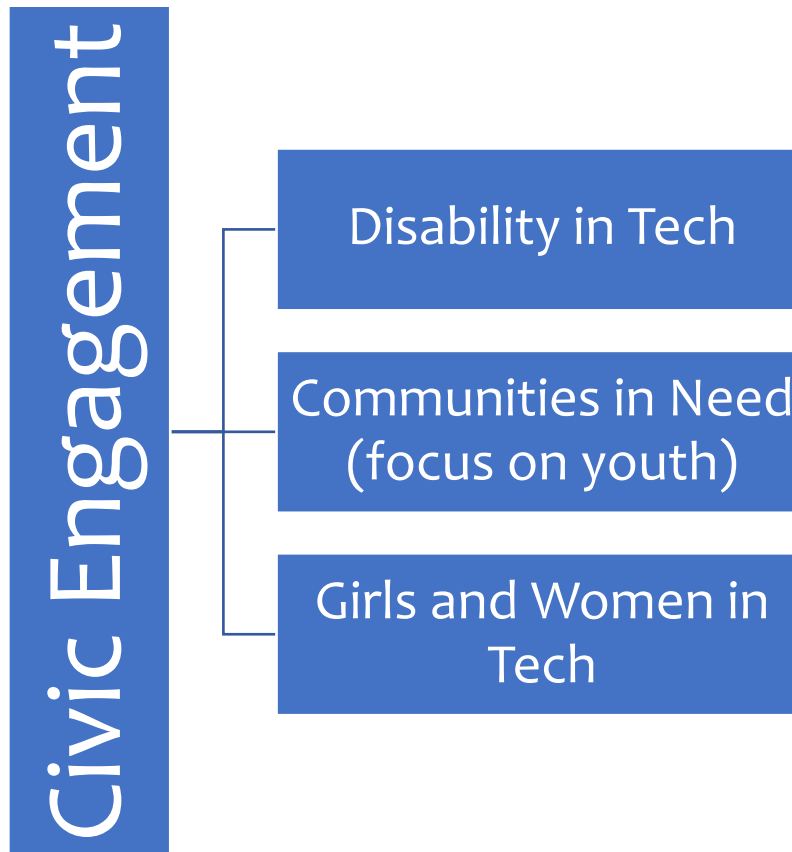
Disability Aware and Successful Culture at SPR

CEO, CDO or Sr.
Management key

Unique/Measurable
Initiative

Engage Organization
Widely

SPR Notable DEI Efforts



Disability in Tech

- Enablement direct placement delivery
- ITKAN monthly meetup and delivery
- Corporate partner to Research on Disability and Work/Career
- Tech Day/MOPD
- Relationships throughout Community

Youth and Community

- Year Up Chicago – Promising Candidates and Rigorous Program
- Learn Charter – Primary Schoolkids intro to fun and technology (3D Derby Day at SPR, 3D printer and training)
- SPR Cares Service in the Community

Girls and Women in Tech

- Step Up – Women-Led Mentoring and Academic/Career Development
- Ada Lovelace Project – 3D Bust and Featured Stories on Impactful Women at SPR
- Women’s History Month focus
- Women Impact Tech Event



AutonomyWorks

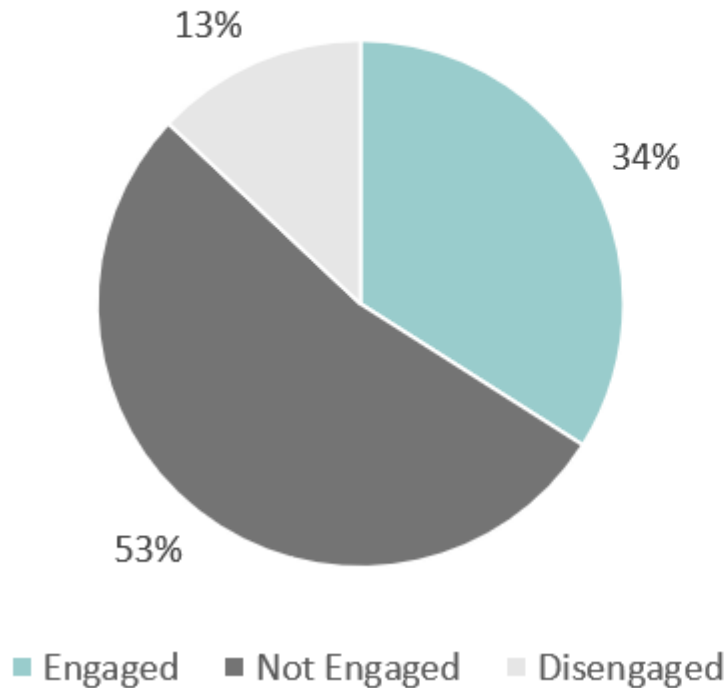
Karrie Pece

AutonomyWorks: Changing the way the world views people with autism

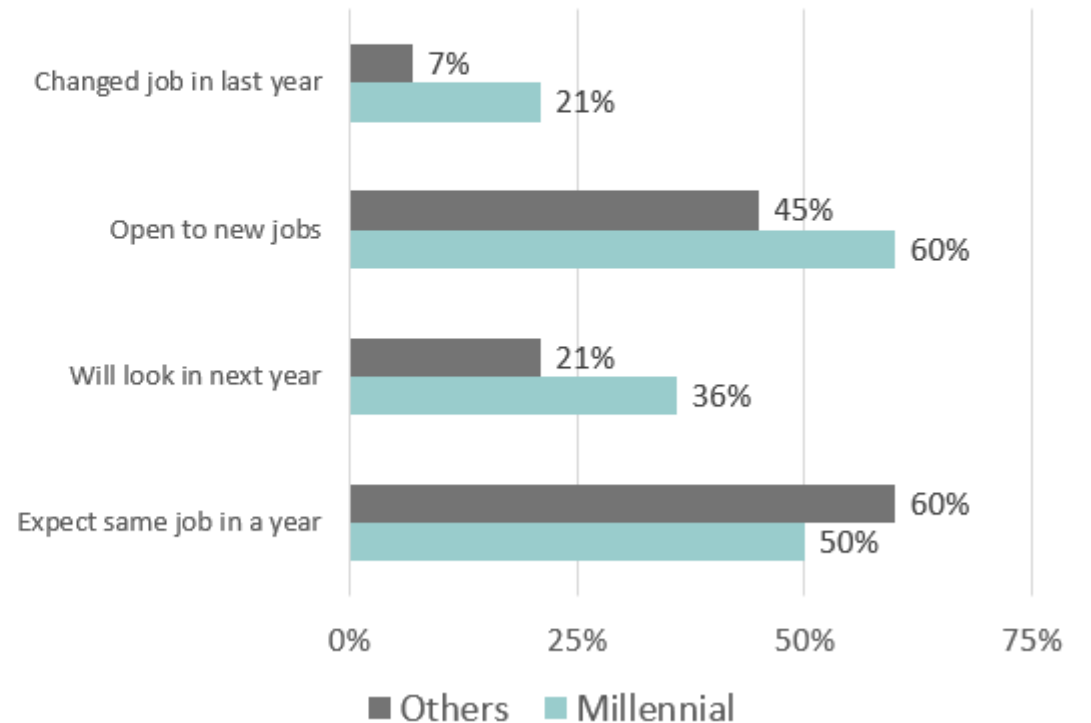


The Business Problem: Low employee engagement and high turnover

Employee Engagement

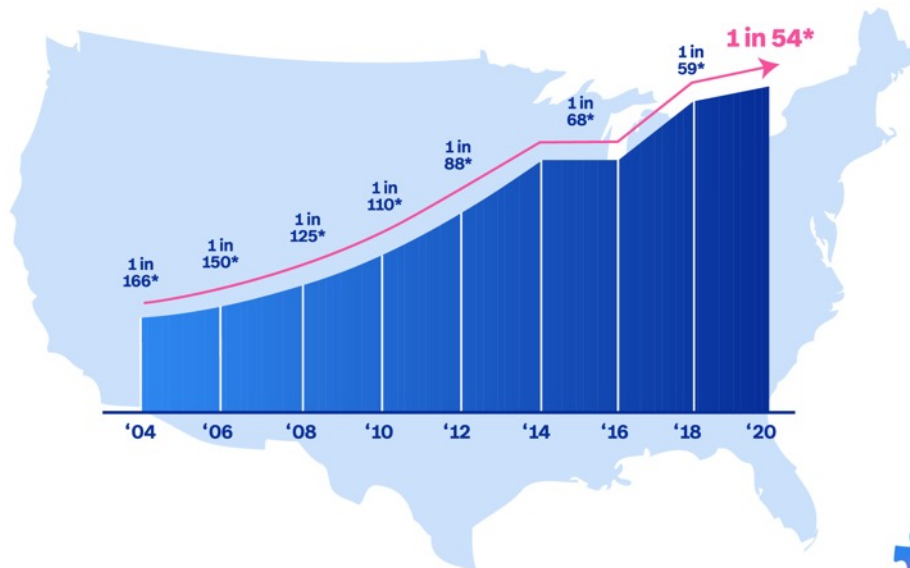


Employee Turnover



The Social Dilemma: Unemployment/under employment of people with autism

Estimated Autism Prevalence 2020



* Centers for Disease Control and Prevention (CDC) prevalence estimates are for 4 years prior to the report date (e.g. 2020 figures are from 2016)



- Autism is the fastest growing disability in America
 - 1 of 36 children are diagnosed
 - 500,000 people entering the workforce in next decade
- Many people with autism possess
 - Exceptional attention to detail
 - Affinity for repetitive work
 - Obsession for quality and accuracy
 - Keen math, technical, and analytical skills
- Highest unemployment rates of any disability
 - >80% unemployment
 - Most jobs are low skill
- Annual cost of more than \$250 B in the US

The AutonomyWorks Solution:

Business Needs

- Rapidly changing tools and technologies
- Extensive use of manual effort to link data and tools
- Recruiting challenges and turnover limit talent pool
- Lack of employee motivation on monotonous, repetitive tasks



AutonomyWorks

Talent with Autism

- Many people with autism possess exceptional attention to detail and intense focus
 - Affinity for repetitive work
 - Obsession for quality and accuracy
- 500,000 people with autism entering the workforce in next decade
- 80% unemployment rates



Our Approaches

Consulting/Pilot

Outsourcing

On-Site Support

Outsourcing: 3 Core Service Offerings

Data Management

- Integration of data from multiple sources into coherent data sets
- Validation and remediation of data sets



Transaction Processing

- Set-up, processing, and QA of complex transactions
- Direct engagement with multiple business systems



Quality Assurance

- Review, testing, and validation of unstructured assets
- Periodic review of on-going programs



On-Site Support: Suncast Case Study

- Manufacturer of outdoor living and storage items
- AW is building parts kits for dozens of different SKUs
- More than 25 employees and growing to 40 in 2023



AW Success

We are not just building a business, we are building lives.



“AutonomyWorks is a place where I’m comfortable. I’m learning a lot about clients, but also learning to be more independent, too.”

The Business:

- Team of more than 75; 80% have autism
- 16 clients; including: PepsiCo, Grainger, and Suncast
- Clients reporting:
 - 90% reduction in errors
 - 30% reduction in cost
 - Increased employee engagement

The Impact:

- Over 250 times each week, a person with autism gets up and works at AutonomyWorks
- Associates are taking on management tasks
- 95% of Associates independently manage transportation
- 100% of our team members have bank accounts
- Associates report:
 - Best place to work
 - Very supportive environment
 - Focus on skills and talents



Panelist Questions

Question 1

Karrie

- What gap did AutonomyWorks notice as you were starting up and why did you choose to fill that gap?

James

- What are the needs of some of the organizations that you work with as they seek to enhance their site culture for hiring individuals with disabilities?

Pat

- What has been SPR's history of supporting employment for individuals with disabilities?

Question 2

Pat:

How are you able to assess where a company falls on a continuum of readiness to actively engage, screen, hire/not hire, support, and create a career path for candidates with disabilities?

- What advice would you give to others who are helping assess organizations from this standpoint?

Question 3

Karrie, James and Pat:

How do you explain the value of creating a corporate culture to hire individuals with disabilities to those outside of your company?

Question 4

Karrie, James and Pat:

What was the largest challenge you or your clients overcame with the improvements or enhancements to culture for individuals with disabilities based on the size of the organization? How do you describe these challenges to other companies?

Question 5

Karrie, James and Pat:

What education/training to leadership and employees do you suggest to augment company culture?

Question 6

Karrie, James and Pat:

What are the next steps for the audience to get involved?



Audience Q&A



Next Steps

- Follow-up survey
- Attend our future webinar series, registration will be found [here](#).

