



# Changing the Landscape of the Workforce

**By, Ric Nelson, MPA**



# Today's Agenda

- **The purpose**
- **Ric's story**
- **The Arc Journey**
- **The Shared Vision and why is so important to us**
- **Q/A**



# American Disability Act (ADA)

- **32 years anniversary**
- **Title I**
- **Schooling**
- **Empowerment**
- **Change policy**
- **Statistics**



# Good for Business

- **Target addressing future workforce shortages.**
- **Increase talent from companies can recruit.**
- **Demonstrate high levels of performance**
- **Build employee engagement overall**
- **Contribute significantly innovating company**
- **Open new market opportunities because the \$1.5 trillion**
- **Offer attractive returns on employee investments.**

<https://mn.gov/deed/business/finding-workers/hiring-disabilities/good/>

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# Why Employment for People with Disabilities

- **Financial Security**
- **Independence Freedom**
- **Loyalty to the job**
- **Stay at the job**
- **Never call in sick**
- **Eager to do the work**

<https://www.ncsl.org/research/labor-and-employment/disability-101-employment-policies-and-etiquette.aspx#What>

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# Hiring People with Disabilities

- **Expand their pool of talent**
- **Create a culture of diversity**
- **Meet their workforce needs**
- **Foster creative business solutions**
- **Generate goodwill among customers**

[https://www.sba.gov/business-guide/manage-your-business/hire-employees-disabilities,](https://www.sba.gov/business-guide/manage-your-business/hire-employees-disabilities)

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# People with Disabilities in Leadership Roles

- **Under CEO person with disability**
- **Board member have a disability**
- **Talent pool within your organization**
- **Including people in the decision making**

## Ric's Story

- **Struggle high school**
- **Success college everyone thought fail**
- **Graduation with 3 degrees**
- **Work for 5 years before The Arc**
- **Why The Arc**
- **What have change since being there**





**The Arc**  
of Anchorage

**Why?**



[invictusactive.com](http://invictusactive.com)  
[en.wikipedia.org](http://en.wikipedia.org)  
[twitter.com/](https://twitter.com/)



**Why not?**

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# Why Change the Landscape



- Inclusive
- Positive Moral
- Role Model
- Disability in leadership will ...



Images by  
<https://myloview.com/>  
<http://clipart-library.com/>  
<https://twitter.com/>



# The Shared Vision

Why is important to hire someone with a disability?



**Alaskans share a vision of a flexible system in which each person directs their own support, based on their strengths and abilities, toward a meaningful life in their home, their job, and their community.**



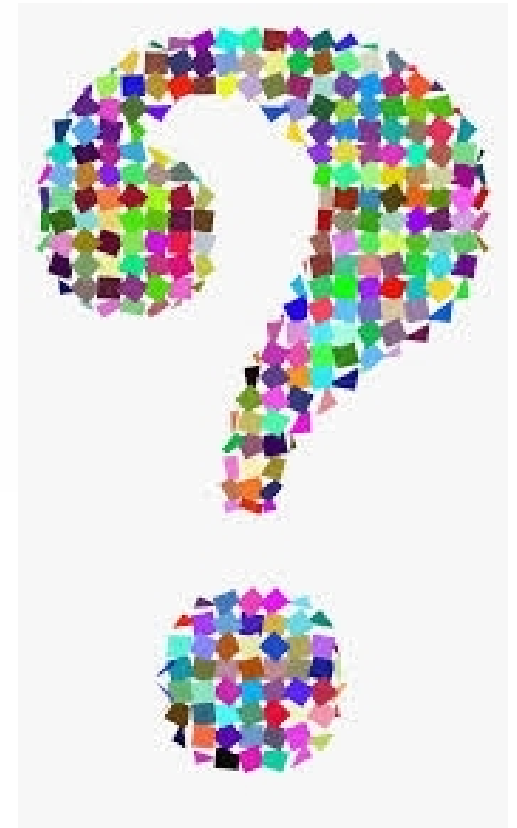
**Our vision includes supported families, professional staff and services available throughout the state now and into the future.**

Images by dreamstime.com

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# Questions

Images by clipartmax.com





## Contact Information

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A graphic with the words 'Thank you' written in a cursive, orange font, set against a light gray rectangular background.

*Thank  
you*