

WHAT WE DO...

- Job placements
- Vocational training
- Job carving/Employer evaluation
- Advocacy
- No cost to client or employer

JOB PLACEMENTS...

Long term employment with a public or private entity anywhere in the Portland Metro region.

VOCATIONAL TRAINING...

Skill development that includes:

- Computer, writing and soft skills
- Mock interviews
- Job shadowing
- On the job training

EVALUATION/JOB CARVING...

- **Job Carving:** Identify and bundle tasks performed by other employees not germane to their positions (photocopying, sorting, etc) to create an AAW job
- AAW job coaches provide a **FREE** evaluation and design an employment plan with the employer.

ADVOCACY...

- Raise awareness around the pool of interested job candidates with intellectual/developmental disabilities
- Conduct research and share information about the importance of economic and workplace inclusion.

Placement Success Rate

90% placements are permanent

Process...

Discovery

An AAW Employment Specialist meets with a client candidate to explore their interests and needs. Through "discovery", AAW meets with family and observes the candidate in the community and on job interviews to fully understand the client and facilitate the best job placement. Discovery is a thorough process conducted by AAW free of charge to clients and employers.

Regular Placement

Job developer meets with employer and arranges an interview with client.

Job Carve

Job coach meets with employer. Conducts evaluation of work, staff and tasks and with the employer helps craft a new position that maximizes employer's resources.

Ongoing Support

- Job developer onboards clients into jobs by walking through on site job training until client is ready to perform tasks independently.
- AAW remains a resource to the employer.

AAW Funding

Social security
Medicaid
County & State Funds



33 years dedicated to promoting economic and professional success for job seekers with intellectual/developmental disabilities throughout the Portland Metro region.

Employer Benefits

Job coach evaluation and support
Long term placements
Positive job morale
Social justice
Disabled Access Credit of up to \$5,000 for small businesses that hire people with disabilities
Work Opportunity Tax Credit (WOTC): 40% credit on first \$6,000 in wages

JOBS

Longterm placements (some up to 30 years)
Duties include: cleaning, sorting, packaging, administrative, retail/greeting, etc.

Industries: Hospitality, government, retail, manufacturing, nonprofit, office

EMPLOYERS

Over 35 current employers
Private and public/nonprofit
Examples: City of Hillsboro, Kaiser Permanente, Walgreens, Koi Fusion



Myth

People with intellectual/developmental disabilities have family who can take care of them.

People with intellectual/developmental disabilities are middle class or financially stable.

Most employers are eager to hire someone with a disability.

People with intellectual/developmental disabilities have limited skills and can perform only rote tasks.

People with intellectual/developmental disabilities are prone to tantrums and meltdowns that could disrupt the workplace.

Fact

Most people with intellectual/developmental disabilities live in group homes or adult foster care - services made available to them via social security and Medicaid.

34.7% of people with intellectual/developmental disabilities live below the poverty line (general population that count is 13%).

Hiring people with disabilities is often outside the scope of traditional HR. Over 9% of people with cognitive disabilities seeking work in Oregon are unemployed.

Intellectual/developmental disabilities impacts various functions, but does not mean that people with cognitive disabilities lack high end thinking. For example, individuals may possess strong computer and technical acumen, but may have a condition that impacts anxiety, i.e., autism.

Employees with intellectual/developmental disabilities are reported to be highly reliable, possess a positive attitude, and contribute to a higher workplace morale.