

How individuals with disabilities benefit from work

- Increase financial independence;
- Build job and career skills;
- Teach and learn from others;
- Connect with community.

“I really like my job. What I really like is getting to talk and meet so many different types of people.”

— *Jerry, employee, Wildhorse Resort & Casino, Pendleton*

“I actually learned things about myself that I didn’t know. I’ve definitely decided on a career with animals now.”

— *Bonnie, employee, LexiDog, Lake Oswego*

“If I can help a customer, show them the product they need, that’s a great day.”

— *Jeff, employee at Ray’s Food Place, Roseburg*



Resources for job seekers and employers

Oregon Office of Developmental Disability Services
www.oregon.gov/DHS/dd/

Oregon Vocational Rehabilitation
www.oregon.gov/DHS/vr

Oregon Department of Education Transition Network
<http://tcntransition.org/>

Oregon Council on Developmental Disabilities
www.ocdd.org/

Department of Labor Integrated Employment Toolkit
<http://www.dol.gov/odep/ietoolkit/>

Job Accommodation Network
<http://askjan.org/>

For more information on Oregon’s Employment First, contact:

Employment First
500 Summer Street N.E.
Salem, Oregon 97301
www.IWorkWeSucceed.org
Email: employment.first@state.or.us

This document can be provided upon request in alternate formats for individuals with disabilities or in a language other than English for people with limited English skills. To request this brochure in another format or language, email employment.first@state.or.us, or call 503-945-5944 (voice) or 711 for TTY.

DHS 9425 (04/2015)

I WORK WE SUCCEED



**Promoting
community jobs
for people with
intellectual and
developmental
disabilities**



I Work. We Succeed.

When people with developmental disabilities work in their communities, everyone succeeds. With the right job and supports, everyone can work.

Employment First is about opportunity.

The opportunity for people to:

- Explore career paths;
- Fully use their talents and skills;
- Work and advance in jobs/careers;
- Participate in and contribute to their community, like everyone else;
- Increase social connections;
- Become more financially independent;
- Improve quality of life.

Employment First is a catalyst for state agencies to work together to improve job outcomes for people with intellectual and developmental disabilities (I/DD). Cooperating agencies include the Oregon Department of Education and the Department of Human Services' Vocational Rehabilitation and Office of Developmental Disability Services.

How employers benefit

Employers are starting to see that individuals who experience I/DD can be dedicated and hard-working employees. They contribute greatly to the productivity, culture and diversity of the workplace. In fact, hiring individuals with I/DD can be good for the bottom line.

A national study from the Institute for Corporate Productivity found that three-quarters of companies that hire workers with I/DD report a positive experience, with one-third saying the experience exceeded expectations.

The businesses listed these benefits for hiring workers with I/DD:

- Inclusive, diverse work force;
- Good talent matches for jobs;
- Motivated, dependable employees;
- Increased customer loyalty;
- Overall engagement.



“Hiring Matt, Ian and Brad has united this team in ways I didn’t think was possible.”

— *Curtis, parts and service director, Butler Hyundai of Medford, on the benefits of hiring three employees who experience developmental disabilities*

“I cannot tell you, as a manager, how hard it is to find someone who wants to work, cares about their work, and takes pride in that work. It has made all the difference in our business.”

— *Christy, manager, Desert Lanes Family Fun Center, Hermiston, on employee Vivian*



“Donald has not missed a single day or called in sick since he started ... He has a special skill set, and if anyone fails to see that, that’s on them. He’s 100 percent a member of my team.”

— *Jim, manager, Safeway store, Portland (Photo: Donald with Safeway co-worker)*