

# The Arc San Francisco



## Workforce Development Programs

Presented By

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# A b o u t U s

The Arc San Francisco is a nonprofit education and workforce development center for adults with intellectual and developmental disabilities (I/DD) serving adults in San Francisco, San Mateo and Marin counties. For over 70 years.

The Arc has been widely recognized for its innovation in education and Workforce Development programs as well as independent living services, health advocacy and a broad range of arts and recreation opportunities.

## O u r S e r v i c e s

The Arc supports individuals with autism, Down syndrome, and other disabilities to meet the challenges of adulthood while achieving personal goals and lifelong success.

Our affiliations with over 200 business, education and health partners enable us to provide successful internships and employment opportunities while offering a more diverse, enriching life experience for those we serve.

[www.thearcsf.org](http://www.thearcsf.org)

# W o r k f o r c e   D e v e l o p m e n t

We provide employment minded individuals with individual career assessments, job training and placement plus ongoing coaching and career development for both part-time and full-time competitive jobs.

We currently serve over 250 individuals and helped over 150 individuals find employment since 2019 alone.

## Job Development and Placement

- Program Intake
- Career assessment and placement
- Learning styles and strategies for success
- Situational and Vocational Assessments
- Understanding responsibilities and job performance

Inclusion and Sensitivity Training (New Employer Training )

# Current Bay Area Labor Market

- Unemployment rate in SF 2.7%
- Disability unemployment rate 76%
- Competitive recruitment environment
- High turn over particularly in administrative and entry level roles

## Disability in America :

- **40 million** Americans have a disability – **12%** of the population
- 11 million people with disabilities are not in the labor force, 7% of national labor force
- Only 17% of people with disabilities are born with their disability – the other **83% *acquire* their disability later in life.**
- **71% of people with disabilities have an invisible disability** (e.g. epilepsy, diabetes, etc.) and only 29% have a visible disability (e.g., wheelchair user, cane, assistive animal, etc.)

# Workforce Development

## Ongoing Job Coaching Supports

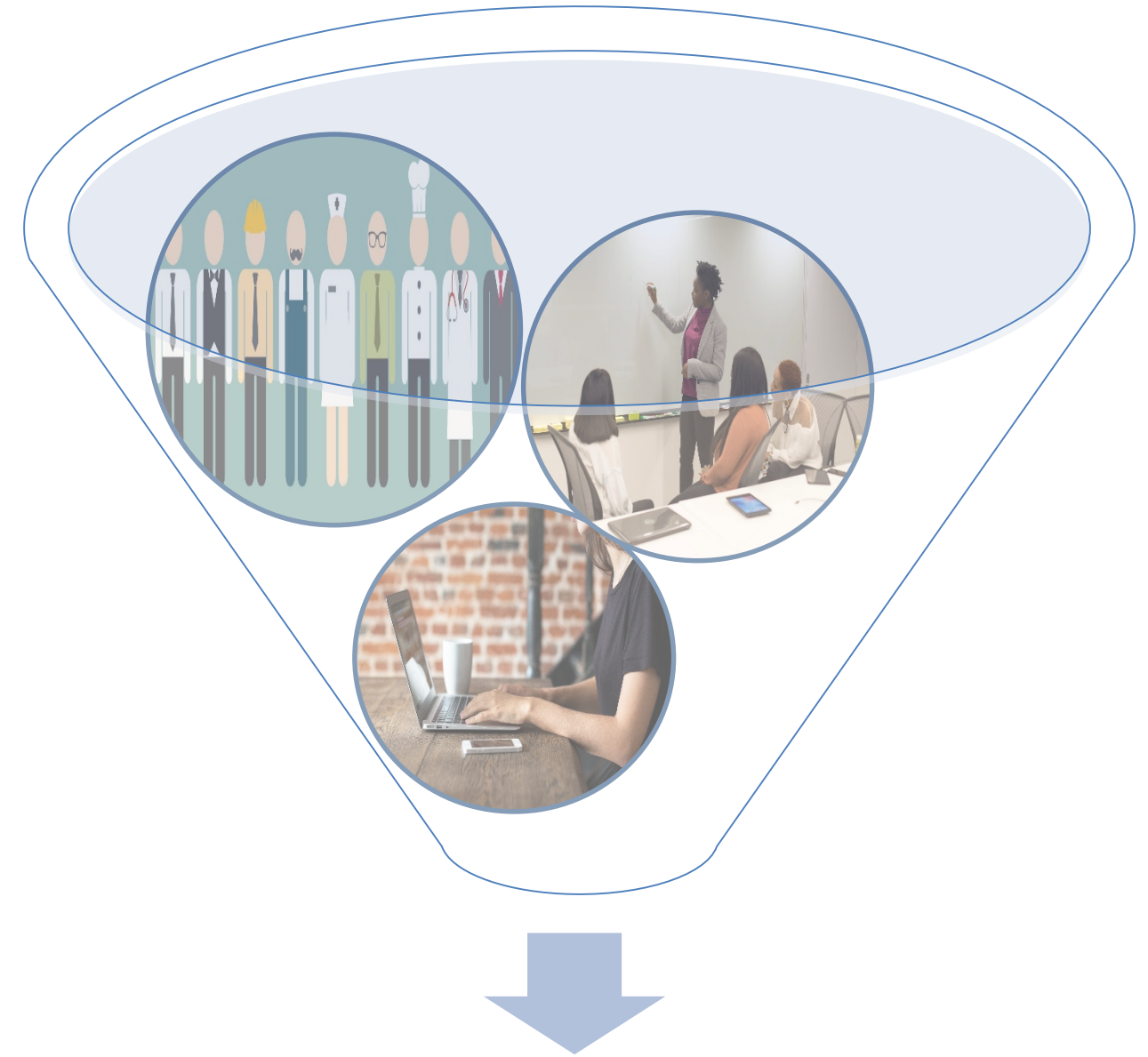
- Job Coaching support on site (as needed)
- Employer and Employee Participant Relationships
- Workplace Acclimation: boundaries and relationships
  - Navigating Managing benefits
  - Prioritizing and time management
    - Achieving work/life balance
- Career development, growth and advancement

# PARTICIPANT SKILLSETS



# Internship Program Overview and Goals

Arc Internships are collaboration between our Arc Workforce Development Programs for adults with Intellectual and Developmental Disabilities and business champions throughout the Bay Area.



Total workplace immersion facilitates a seamless combination of **classroom instruction, career exploration** and on the **job training**.



# Internship Program Logistics

## Worksite Rotations:

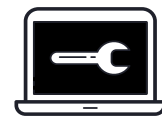
- Interns will build both academic and vocational skills through hands-on work experience in different department rotations focusing on a variety of skills including but not limited to:



Administrative support



Customer service



IT Support



Facilities support

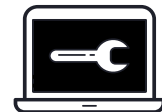
- Our teams of Employment Specialists identify departments or areas of business and tasks that are suited to our interns and provide consistent onsite classes and coaching to ensure success.



# Internship Program Logistics

## Host Departments:

- Each participating department or work assignment site partners with onsite Arc staff to develop job descriptions and task lists for each intern.
- Host department mentors play a key role in developing both **intern professionalism** and **transferable work skills**.  
Host department sites may be but are not limited to:



IT Support Desk: staffing IT Help Desks, imaging computers, setting up work stations for new hires, delivering components



Administrative support: data entry, scheduling, reimbursement processing ordering of supplies and meeting preparation



Facilities Support: visitor check in, meeting room support, event set up



Quality Assurance

# Benefits to Host Companies

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- Demonstrates to management and personnel that the organization embraces diversity and equal opportunities.
- Interns complete work assignments that support business need
- Allows business to prescreen candidates from a new talent pool
- New supervisory experience for managers
- **W**ork **O**ppportunity **T**ax **C**redits available for to companies hiring individuals with disabilities



## The Arc San Francisco has been partnering with:



- For 6 years and has hosted over thirty interns
- We have a 96% placement rate post-internship.

## Other employers of Arc internship grads include:



# WHERE OUR PARTICIPANTS ARE WORKING



VENABLES  
BELL &  
PARTNERS



McCANNWorldgroup  
.....



CALIFORNIA  
ACADEMY OF  
SCIENCES



Services of the San Francisco  
Public Utilities Commission



# Key Takeaways



COVID-19 has disproportionately impacted individuals with disabilities in the workforce.



The new work landscape presents new opportunities for people with disabilities in the workplace.



Hiring demand is outpacing available talent pool. We can help!



# GET IN TOUCH!

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# Q&A



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# Thank You!

