



ARC DE TRIOMPHE

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DISABILITY EMPLOYMENT

This issue of The Arc de' Triomph is spotlighting all things employment for people with intellectual and developmental disabilities (IDD) and other disabilities. IDD's include autism spectrum disorders, cerebral palsy, Down Syndrome, fetal alcohol spectrum disorders, and intellectual disabilities. The unemployment rate for people with IDD's is about 2x higher than for people without disabilities. Most people with IDD's are willing and able to work and are an unseen labor resource in today's tight job market.

Findings indicate that barriers to employment for people with IDD's include discrimination, workplace attitudes, misunderstandings about the cost of accommodations, effects on benefits, and transportation. Findings also identify a host of benefits to companies who hire people with IDD's: lower turnover rate, and higher rates of reliability, retention, loyalty, and punctuality, as well as an increased degree of favorable public opinion toward the company and greater enrichment from workplace diversity (Forbes Business Council 12/03/21).

With a major funding initiative from the AWS Foundation, the Arc of Wabash County is addressing obstacles to competitive, integrated employment (CIE) for people with IDD's. The Arc Wabash County is transforming employment programs and services to promote, nurture, and support CIE for people with IDD's.

The Arc Wabash County is creating and supporting employment with competitive pay for people with IDD's. We are expanding our secure document destruction business and hiring people with IDD's to work in the business. We have expanded our Community Employment staff who assist people with IDD's in finding competitive pay employment in the local community.

Thank you! Jeff Patton, CEO

EMPLOYMENT SERVICES

- Reachability Enterprises**
- Secure Document Shredding - *Shredz of Hope*
- Manufacturing & Small Assembly
- Coffee House
- Retail Merchandising - Coming Soon!

- Sunrise Employment & Career Services**
- Community Employment
- Pre Employment Support
- Services for Students
- Project Search Internship Program



COMMUNITY EMPLOYMENT

Community employment for individuals with disabilities offers the individual the opportunity to develop skills, gain confidence, improve the quality of their social relationships, enhance their independence, and a sense of purpose. For businesses, employing an individual with a disability creates greater diversity in the workplace with a wide variety of perspectives. Studies show higher productivity and retention rates for workers.

The Arc's Sunrise Employment Services is always seeking new community partnerships for employment. The Arc will work with the business to ensure a good fit and provide 24 months of on the job Supported Employment Services.



"I have been working at Pizza Hut for almost 12 years. I enjoy washing dishes and having my own space at work."

Tasha (Pizza Hut - Wabash)

"I like working at the YMCA as a janitor. I like cleaning and doing the work on my own. I get a membership to workout and a paycheck."

Richard (Wabash Co YMCA)



"I work doing dishes at Eugenias and at The Arc doing parts for Ford Meter Box. I like getting paid and having money!"

Mark (Eugenia's Restaurant)

REACHABILITY ENTERPRISES

Reachability Enterprises at The Arc includes manufacturing and small assembly employment. Clients can earn a paycheck working at The Arc working on parts from our area partnerships.

For over 35 years The Arc of Wabash County has had a partnership with Ford Meter Box Company. The Arc is able to offer employment to 49 individuals due to this partnership.

Thank you to all of our business partners!



FORD METER BOX



Jon
Wabash Senior Center



Kristina
Papa Johns - Peru



Samantha Metzger
Pizza Hut - North Manchester

COFFEE HOUSE OPENS NEW DOORS

The Arc of Wabash County has purchased a coffee house located in North Manchester. The former, Kenapocomocha Coffee Shop, will remain a coffee house empowering and employing individuals with disabilities. This purchase will allow us to not only offer employment but job skills training.

Located in the North Manchester historic district, the coffee house will be the first business in Wabash County run by individuals with disabilities. There will be an onsite manager and career coach. According to the Bureau of Labor Statistics the unemployment rate for individuals with special needs is over 80% and employment opportunities are limited after the age of 22. We are aiming to break all the limitations and are confident that everyone is capable of being a functional part of society.

We look forward to meeting new friends over a cup of coffee starting late Summer. Follow along with our new business adventure on our Facebook page.



LIFE AFTER HIGH SCHOOL

Pre-Employment Transition Services (Pre-ETS) is a service offered to local students with disabilities who are eligible or potentially eligible for Vocational Rehabilitation (VR) services. This is a great opportunity to ensure students have access to meaningful career planning in order to help with the seamless movement from high school to employment or post-secondary training.

The Arc's Sunrise Employment Services is currently in all Wabash County schools and will be expanding in to Grant and Miami counties. The Arc works with the students on job exploration, work based learning, and instruction in self advocacy as part of the Pre-Ets program.

Meet Jacob, a Manchester High School student, interning with MPS Egg this Summer. Jacob not only works weekly with our Pre-Ets team, but he is getting hands on job experience. Jacob will walk the rows to move the birds, help with feeding, discard abandoned eggs and work on special projects.

The Arc would love to share more with you about our Pre-Ets program if you have someone that you think would benefit from our services. There is a lot more to both Pre-Ets and VR that The Arc can help you navigate.



Thank you MPS Egg for the photos of Jacob!

SHREDZ OF HOPE

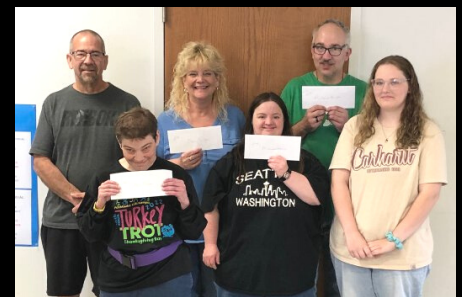
Our mobile shredding and cardboard business, Shredz of Hope, provides employment and competitive pay for individuals with disabilities. Shredz of Hope currently employs six individuals with disabilities. You've probably seen our mobile shred truck around the community. But did you know we soon be iSigma NAID certified? This tells you that we are secure, following all government requirements for secure documents, and completing audits.



THE BIGGEST WINNER

In an effort to promote health and wellness throughout our organization, we started a Health Challenge here at The Arc. We had 32 staff and individuals we support join this challenge, resulting in over 165 pounds lost in just 12 weeks!

Each participant weighed in weekly. The winners were based off of highest percentage of body weight lost. The top 3 winners from the staff challenge and the top three winners from the individuals served challenge were awarded \$250 (1st place), \$200 (2nd place) and \$150 (3rd place). We had a great time working together and encouraging each other to be healthier!



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MYTEAM TRIUMPH

Matt and Kim finished the Indy Mini Marathon in May and then clients and staff joined the Run the River event in Wabash in June. We have several more races scheduled this year. We are always looking for more captains and angels. Come join the fun!



JOIN MYTEAM TRIUMPH

3 WAYS TO VOLUNTEER:

- **Captain** - the person in the racing chair or needing assistance
- **Angel** - person pushing, pulling, or offering assistance
- **Financial Support**



Scan the QR Code to learn more about how you can be a part of this amazing team!

myteamtriumphthearc@gmail.com



@MyTeamTriumph - The Arc Wabash