

**Solve the mystery of
“who, what and where”
to create a
Business Leadership Network**

December 6, 2006

“Who what and where” Agenda

- ▶ **Who is solving today’s mystery?**
- ▶ **What is a Business Leadership Network?**
- ▶ **Why are BLNs important?**
- ▶ **What are the benefits of a BLN?**
- ▶ **Why is a BLN important for Indiana?**
- ▶ **Where do we go from here?**

Who is solving today's mystery?

- ▶ **Presenter: Jeanine Motsay, SPHR**
 - ◆ **Executive Principal, HR Business Cafe LLC**
 - **Human resource management firm**
 - ◆ **Human resource expertise**
 - **Current clients: Indiana Family & Social Services Administration, Indiana State University**
 - ◆ **Former Director of Business Services, Indianapolis Private Industry Council**
 - **Indianapolis Business Leadership Network**
 - ◆ **Special Guests**
 - ◆ **And YOU!**

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What is a Business Leadership Network?

- ▶ **National, employer-led endeavor of the Department of Labor's Office of Disability Employment Policy (ODEP)**
 - ◆ **Formally the President's Committee on Employment of People with Disabilities**
 - ◆ **Supported by the U.S. Chamber of Commerce**
 - **the world's largest business federation**
 - **National Business Steering Group is chaired by Thomas J. Donohue, the President and CEO of the U.S. Chamber of Commerce**

More on what is a BLN

- ▶ **First initiated in 1994.**
- ▶ **Offers a combination of service, advocacy, and empowerment to a population which experiences chronic unemployment.**
- ▶ ***"People with disabilities have much to contribute, and businesses are taking notice by proactively and successfully including disability as a diversity strategy."***

***Katherine McCare, President
US Business Leadership Network***

BLN Stats

- ▶ **43 BLNs in 35 states, the District of Columbia, and Puerto Rico.**
- ▶ **In 2000, 1,676 employers participated in BLN activities resulting in a higher number of individuals with disabilities becoming employed in the competitive labor market.**
- ▶ **On a national level, BLN employer participation increased by 316% between 1999 and 2000.**
- ▶ **Today, there are more than 2,000 employers participating.**

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Why are BLNs important?

▶ Tap workforce

◆ People with disabilities make up largest minority in the U.S.

- 56 million in 2003

- (Source: American Association of People with Disabilities)

◆ 70% of disabled Americans are not employed

- (Source: US Dept. of Labor Statistics)

More on why BLNs are important

▶ Provide awareness

- ◆ **73% of employers employ disabled persons without accommodation**

- (Source: Job Accommodations Network)

- ◆ **Safety records of workers with and without disabilities are identical**

- (Source: US DOL Education Kit)

More on why BLNs are important

▶ Address employment needs

◆ **29% of families in U.S. have at least one member with a disability**

● **20.3 million out of 69.6 million in 2004**

(Source: U.S. Census Bureau)

◆ **13% of respondents report senior management member with a disability**

(Source: SHRM Management Survey)

BLN missions

- ▶ **Increase employment of people with disabilities by improving awareness among businesses regarding the resources for and the benefits of hiring them.**
- ▶ **Expand diversity in the workplace through the dynamic exchange of information among public and private businesses, community leaders and job seekers with disabilities.**
- ▶ **Allow employers to understand and benefit from people with disabilities.**

State BLN's: Florida

- ▶ **8 local chapters including employers like Clear Channel Broadcasting, IBM, Alpha Data, Double Tree Hotels, and Sun Trust.**
- ▶ **Hire and promote workers with disabilities**
- ▶ **Attend business forums that provide information on critical disability employment issues**
- ▶ **Conduct job seeking skills sessions for candidates with disabilities**
- ▶ **Serve as mentors to postsecondary students with disabilities**
- ▶ **Recruit at disability employment fairs**
- ▶ **Provide summer, internship and co-op work experiences to enable students with disabilities to gain related work experience**

State BLN's: Kentucky

- ▶ **Statewide membership network with regional chapters consisting of employers as directors, state agencies, nonprofit professionals and Kentuckians with disabilities.**
- ▶ **Employers include Bank One, University of Kentucky, Holiday Inn, University of Kentucky Credit Union.**
- ▶ **Serves as a clearing house for busy Kentucky employers who are interested in hiring qualified employees with disabilities or retaining employees who recently may have acquired a disability.**

State BLN's: Massachusetts

- ▶ **Network of employers who assist other employers by sharing what they have learned while engaging people with disabilities in the market place both as employees and customers.**
- ▶ **Members include: FleetBoston Financial, Comcast Cable Communications, Inc., John Hancock Financial Services, Inc., UnumProvident, Massachusetts General Hospital, Harvard University**
- ▶ **Members share best practices both formally and informally to raise the awareness of other employers about the business value of including peoples with disabilities in their corporate strategy.**
- ▶ **Offers resources through a broad network of providers and assists in marketing to people with disabilities.**

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Benefits to participating employers

- ▶ **Resources for recruiting candidates with disabilities.**
- ▶ **Information on disability issues and disability hiring information.**
- ▶ **Exposure to qualified job applicants with disabilities.**
- ▶ **Recognition for best disability employment practices.**
- ▶ **A network of employers who share information on common disability employment issues.**
- ▶ **Opportunities to provide information and training to employees with disabilities and those who supervise employees with disabilities.**

Monroe County's Hire Potential Indiana

- ▶ **Members:** Indiana University, Bloomington Hospital, the City of Bloomington, Monroe Bank, Technology Service Corporation, Huse Inc., Textillery Weavers, the Herald Times, Bloomington City Council, and IU Credit Union.
- ▶ **Worked with the Bloomington Chamber of Commerce to produce a handbook for employers that provides ideas and resources about hiring people with disabilities.**
- ▶ **Training events held in conjunction with the local Human Resource Professional Association and others provided guidance to HR professionals in hiring people with disabilities.**
- ▶ **HPI's collaboration with the Chamber of Commerce and school systems provided job shadowing for youth with disabilities enhancing their career development.**
- ▶ **HPI website (www.hirepotentialindiana.org) provides information and resources and is linked to several other sites employers frequently visit.**

More on HPI

- ▶ **Received the Bloomington Chamber of Commerce Workforce Development Award**
- ▶ **Visited by officials from the US Department of Education and US Chamber of Commerce, which commended HPI and the Chamber on its activities.**

Indianapolis Business Leadership Network

- ▶ **IBLN participants: Eli Lilly and Company, Wellpoint, The Marriott Downtown, National City Bank, The Children's Museum, Citizens Gas, the YMCA of Greater Indianapolis, and the Indianapolis-Marion County Public Library.**
- ▶ **Supported by the efforts of the City of Indianapolis and the Indianapolis Private Industry Council.**
- ▶ **Also supported in partnership with Easter Seals Crossroads Rehabilitation Center and Goodwill Industries of Central Indiana.**

IBLN 2005

- ▶ **Indianapolis participates for first time in Disability Mentoring Day (October 19, 2005)**
 - ◆ **Nationwide effort to promote career development for young people with disabilities.**
 - ◆ **14 employers hosted students from Pike, North Central and Arsenal Tech high schools, the Indiana School for the Blind, Butler University, Ivy Tech Community College of Indiana and Indiana University-Purdue University at Indianapolis.**
- ▶ **Indianapolis named by National Organization on Disability as a top 10 finalist in 2005 Accessible America Awards (March 2006, Disability Awareness Month).**

IBLN 2006

- ▶ **4th annual Accessibility and Diversity Job Fair (May 10, 2006)**
 - ◆ Range of 30 employer participants
 - ◆ Over 300 job seekers in attendance
- ▶ **Disability Networking Day (December 4, 2006)**
 - ◆ Job-shadowing event to introduce students and adults with disabilities to companies in Indianapolis where they can learn about career opportunities.

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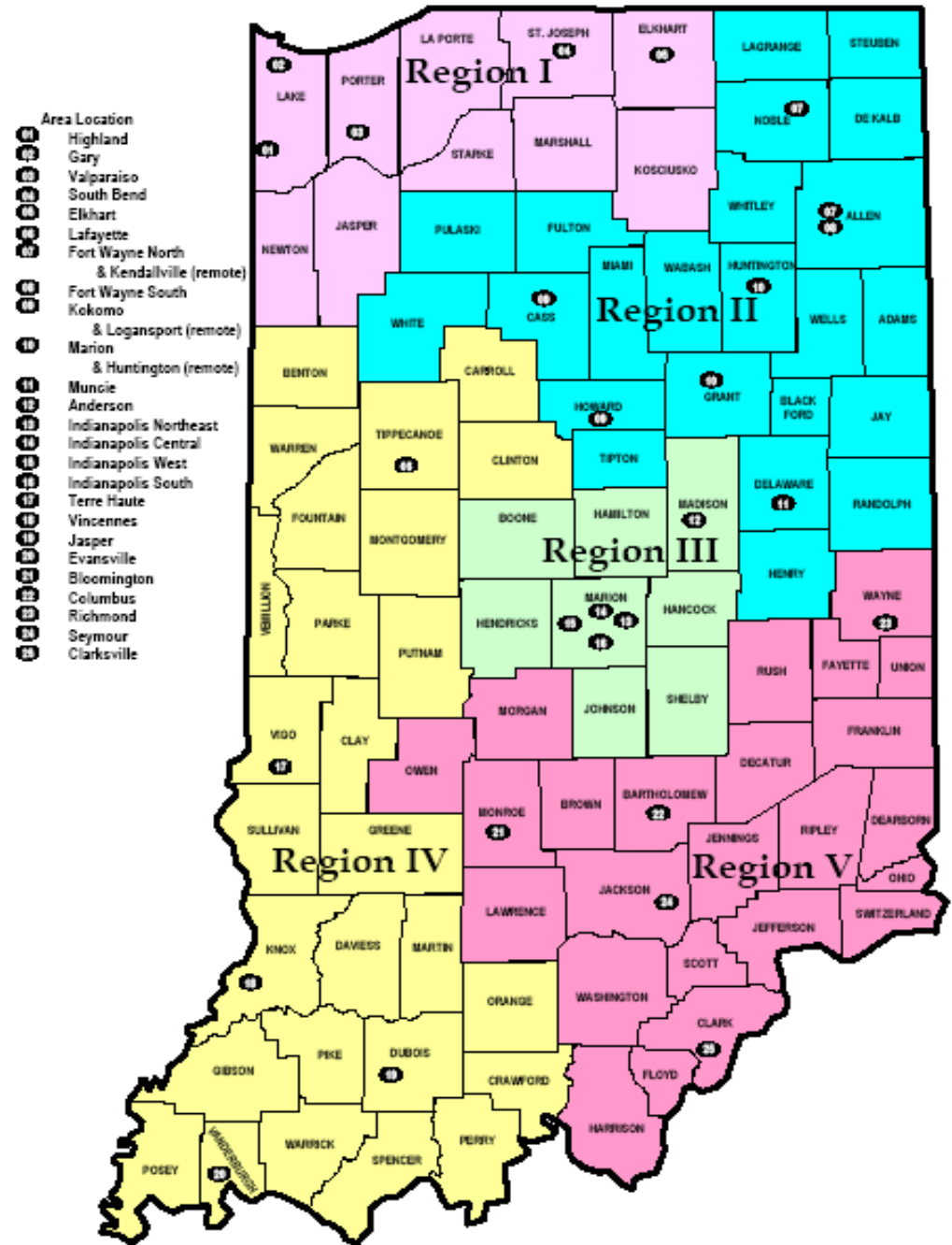
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Why is a BLN important for Indiana?

- ▶ **Hoosiers with disabilities have the highest unemployment rate of any minority.**
- ▶ **Over 270,000 working age people with disabilities in Indiana and only 1/3 are employed.**
- ▶ **Important economic and workforce development tool for the state of Indiana and Hoosier employers.**

Statewide Indiana BLN

- ▶ Partnership to establish
 - ◆ HR Business Cafe
 - ◆ Sandy/Savage & Associates
- ▶ Partners' approach would utilize a regional concept in concert with the five regions of Indiana's Office of Vocational Rehabilitation.



Regional concept

- ▶ **Allows for a smooth ramp up of the Indiana BLN**
- ▶ **Recognition of varying demographics, economies and resources across the state**
- ▶ **Provide flexibility to most effectively meet the needs of the regions and ultimately, the State.**

Mission and Vision of the Indiana BLN

Mission

- ▶ ***Increase integration of individuals with disabilities into Indiana's workforce and marketplace.***

Vision

- ▶ ***Increase employment opportunities for individuals with disabilities.***
- ▶ ***Provide employers with a pool of potential employees and disability employment information.***
- ▶ ***Develop and promote a network of best practice employers.***
- ▶ ***Recognize Indiana's diverse workforce and marketplace accomplishments.***

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Questions & Answers

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