A Hidden Source of Talent for Florida Employers
Agenda

• Who HAAPE Is and What we Do
• Social Return on Investment (SROI)
• HAAPE’s Working Model
• Fear and Uncertainty- Methods to Address
• HAAPE’s Training Offerings
• Autism Coalition Ecosystem
• Questions & Answers
HAAPE’S PURPOSE IS TO PROVIDE MEANINGFUL AND SUSTAINABLE EMPLOYMENT OPPORTUNITIES FOR THE AUTISTIC COMMUNITY

Vision:
Extend HAAPE’s programs to all communities to help as many autistic individuals discover and showcase their special abilities for visionary employers.

Mission:
HAAPE provides autistic individuals with opportunities for training, education and employment along with the support to achieve meaningful and sustainable careers and an independent and fulfilling lifestyle.

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Why Does HAAPe Focus on Employment?

>1 in 44 Births

80-90% Unemployment/Underemployment

People on the Spectrum are highly productive, skilled, focused, reliable, forthright and loyal
Orange County has 1.42 million people.
If 1 in 44 are autistic, that equates to 35,500 people with an autism diagnosis.
With support costs at $60,000/person, that suggests that support costs are $2.1 billion/year.

If we can train and employ 5% of this population, that would equal 1,775 people.
They would produce over $62,000,000/year in income.
Conservatively, support costs would be reduced by 50% equal to $53,000,000/year saved.
DOL suggests 875 other jobs would be created equal to $26,000,000/year.

SROI FOR ORANGE COUNTY FOR AUTISTIC EMPLOYMENT – A $140,000,000/YEAR BENEFIT!
HAAPE’S WORKING MODEL FOR AUTISM EMPLOYMENT

HAAPE is All volunteer/IRS 501c3/~98% of Funds to Programs

Create Programs
- Career Path Orientation
  - Demand > Supply
  - Autism Friendly
  - Sustainable
- Partner with Leading Providers

Funding Programs
FUNDRAISING:
- Individual Contributions
  - Foundations
  - Corporations
  - Partners
  - Grants

Sustain Employment
- Advisory Board Participation
- Continuous Improvement
- Funding Support

Utilize Best in Class Partners to Operate Programs
**FEAR AND UNCERTAINTY ARE IMPEDIMENTS TO OUR VISION**

**Autism Employment Challenge:**

**Root Cause Analysis**

**Employer Concerns:**
- Accommodations
- Legal Issues
- Costs
- Interview Process
- Retention
- Career Path
- Employee Integration
- Support

**Candidate/Parent Concerns:**
- Long Term Prospects
- Losing SSI and SSDI Benefits
- Career Path
- Support
- Disclosure
- Social Interactions
- Costs

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METHODS TO ADDRESS EMPLOYER CONCERNS

Autism Employment Challenge:

Employer Concerns:
- Accommodations
- Legal Issues
- Costs
- Interview Process
- Retention
- Career Path
- Employee Integration
- Support

Methods to Address:
- Qualified Candidates
- Unique Abilities
- Productivity
- Loyalty - Retention
- Strong Safety Behavior
- Tax Benefits
- Sr Leadership Commitment
- Management Training
Companies actively employing people with disabilities have:

- 89% higher retention rates,
- 72% increase in employee productivity
- 29% increase in profitability.

Source: Inclusivity
EMPLOYER BENEFITS BY HIRING INDIVIDUALS WITH AUTISM

- Qualified, well-educated candidates to fill hard-to-hire for jobs
- Improved managerial, communications, and team-building skills
- Showcased innovation
- Increased employee engagement
- Improved workforce diversity
- Tax Incentives

Source: https://www.integrateadvisors.org
THE IRS ALLOWS MAJOR TAX CREDITS AND DEDUCTIONS FOR HIRING INDIVIDUALS WITH AUTISM

- **Disabled Access Credit**
  The **Disabled Access Credit provides a non-refundable credit for small businesses** that incur expenditures for the purpose of providing access to persons with disabilities. An eligible small business is one that earned $1 million or less or had no more than 30 full time employees in the previous year; they may take the credit each and every year they incur access expenditures. Refer to [Form 8826, Disabled Access Credit PDF](https://www.irs.gov/pub/irs-pdf/f8826.pdf) for information about eligible expenditures.

- **Barrier Removal Tax Deduction**
  The Architectural Barrier Removal Tax Deduction encourages businesses of any size to remove architectural and transportation barriers to the mobility of persons with disabilities and the elderly. **Businesses may claim a deduction of up to $15,000 a year for qualified expenses for items that normally must be capitalized.** Businesses claim the deduction by listing it as a separate expense on their income tax return. Also, businesses may use the Disabled Tax Credit and the architectural/transportation tax deduction together in the same tax year, if the expenses meet the requirements of both sections. To use both, the deduction is equal to the difference between the total expenditures and the amount of the credit claimed.

- **Work Opportunity Tax Credit**
  The **Work Opportunity Tax Credit provides employers incentives to hire qualified individuals from these target groups.** The **maximum tax credit ranges from $1,200 to $9,600, depending on the employee hired and the length of employment.** The credit is available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment. This includes people with disabilities and veterans.

# METHODS TO ADDRESS CANDIDATE/PARENT CONCERNS

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**Autism Employment Challenge:**
THERE ARE MULTIPLE PATHS TO EMPLOYMENT
THE CHOICE IS AN INDIVIDUAL DECISION

Training and Certificate Programs
College Degree/Certificate Programs
On the Job Training (OJT)/Apprenticeships

Other Considerations
• Career Path
• Interests
• Location
• Transportation
• Accommodation
WHY EMPLOYERS MAY WANT TO HIRE YOU
YOU HAVE UNIQUE STRENGTHS AND ABILITIES

- Excellent attention to detail
- Excellent memory/recall
- Ability to absorb facts
- Extremely focused
- Thinking Out of the Box
- Rules and routine oriented
- Accuracy
- Loyal and reliable
- Honest
Can I work Part Time on Social Security Disability?

- The major such program is Ticket to Work, which offers people on SSDI and SSI job training, work experiences and other services to help them become self-supporting. As do other work incentives, Ticket to Work temporarily waives the SGA earnings limits, so you continue collecting your disability benefits while you engage in trial work with employers who have signed up to participate. If you get a job through the program, you go off disability benefits.

- SSDI beneficiaries are also allowed a trial period of up to nine months to test their ability to work. The trial months can be spread out over five years, and during these months you can get your full benefit regardless of your earnings. You’ll find more information on these and other work incentives in the Social Security publication "Working While Disabled — How We Can Help."

Source: https://www.aarp.org/retirement/social-security/questions-answers/part-time-work-on-disability.html
HAAPE TRAINING OFFERINGS

Meaningful and Sustainable Career Options Offered by our Collaborative Partners

**Supply Chain and Logistics Certification**
Institute of Supply Chain Management at Broward College. 8 online certifications, 25-30 hours each, National Certification

**Commercial Drone Pilot/Observer**
6-hour introductory online course to determine interest and capability followed by FAA Part 107 Drone Pilot Certification Program, License Exam

**Avionics Repair Certification**
Broward College Aviation. 3 semester program leading to career in aviation

**Document Management/Scanning**
Scan IT Forward. 3 Week internship leading to a career in document management and information technology

**Software/Quality Assurance Testing**
SPECTRUMTECH. Trusted Tester (TACT), Software/QA Testing, ADA Website Compliance

**Computerized Numeric Control (CNC) and/or Cybersecurity**
(2023)
Multiple Opportunities Uniquely Abled Project

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Emerging and Mid Sized Business Advantage of Hiring People on the Autism Spectrum

Scan IT Forward, Plantation, FL
- Document Scanning, Management
- 35-60% Productivity Improvement
- Defects down from 20-25% to <1%
- Loyal, Reliable Employees

Summit Aerospace, Medley, FL
- Aviation Parts Repair and Certification
- Factory Floor, Inventory Planning, Avionics Repair, Landing Gear refurbishment
- Superior employees with little or no support needed
AVIONICS PROGRAM SUCCESSES

NEW HORIZONS
Broward College offers first autism-friendly avionics training

From an employee's point of view, employees on the autism spectrum tend to be exceptionally loyal and very hard workers. Sky's the limit: Autistic Broward College

By RICK MEYERS
Sun-Sentinel Correspondent

South Florida

Sky's the limit: Autistic Broward College

For Zachary Hopkins, 2023 will be a special year as he rainy suoi-school with autism begins a new, and memorable chapter in his life. Hopkins, who lives in Coral Springs, is already serving with enthusiasm while in the final months of his studies on a path to becoming the first graduate of Broward College's autism-friendly avionics training program.
JP Morgan Chase has enjoyed tremendous success hiring autistic people

- "I firmly believe that companies could always benefit from having employees who see things in an unconventional way, which is something to remember any time an individual on the spectrum is seeking a job."

- "Our autistic employees achieve, on average, 48% to 140% more work than their typical colleagues, depending on the roles."

- "They are highly focused and less distracted by social interactions."

- "There’s talent here that nobody’s going after."

- While job opportunities at Chase started in tech-related jobs like software engineering and code writing, the categories have expanded. Today, openings for personal bankers and problem-resolution specialists are filled, with the highest-level autistic employee brought in at the vice president level.

Quotes from: James Mahoney, Executive Director and Head of Autism at Work for JPMorgan Chase
THANK YOU

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