



A Hidden Source of Talent for Florida Employers

HELPING ADULTS WITH AUTISM PERFORM & EXCEL (HAAPE)

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



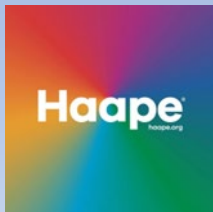
HAAPE'S PURPOSE IS TO PROVIDE MEANINGFUL AND SUSTAINABLE EMPLOYMENT OPPORTUNITIES FOR THE AUTISTIC COMMUNITY

Vision:

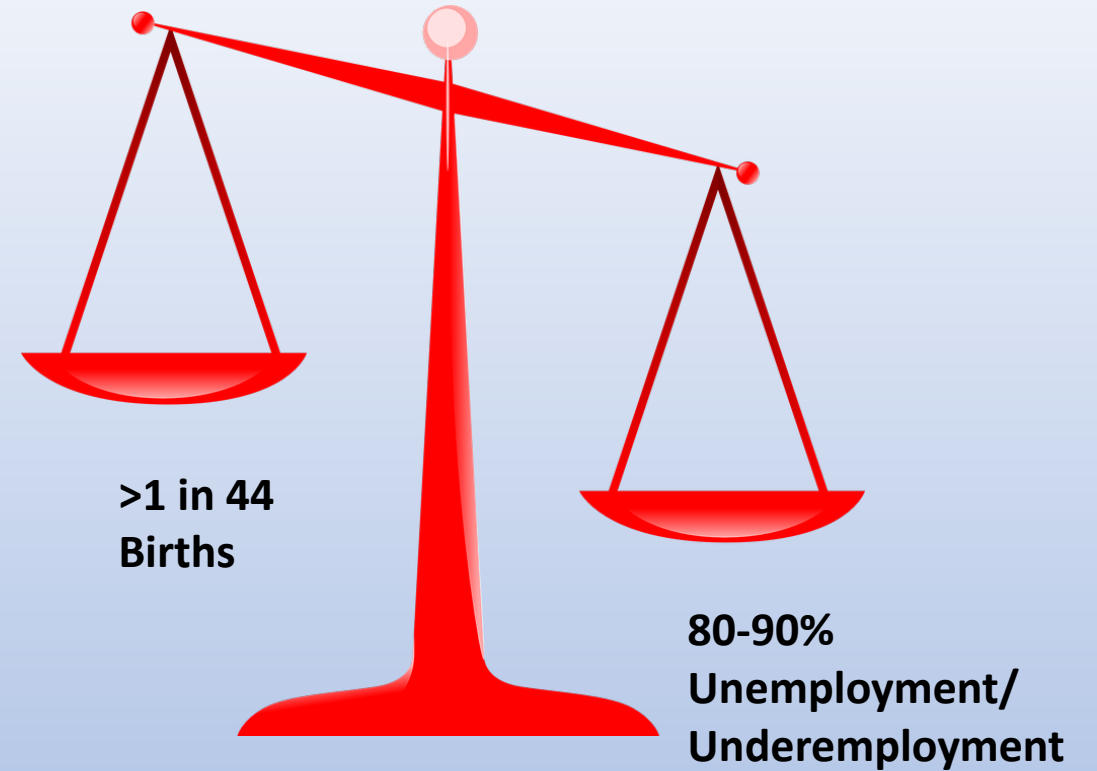
Extend HAAPE's programs to all communities to help as many autistic individuals discover and showcase their special abilities for visionary employers.

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



Why Does HAAPE Focus on Employment?



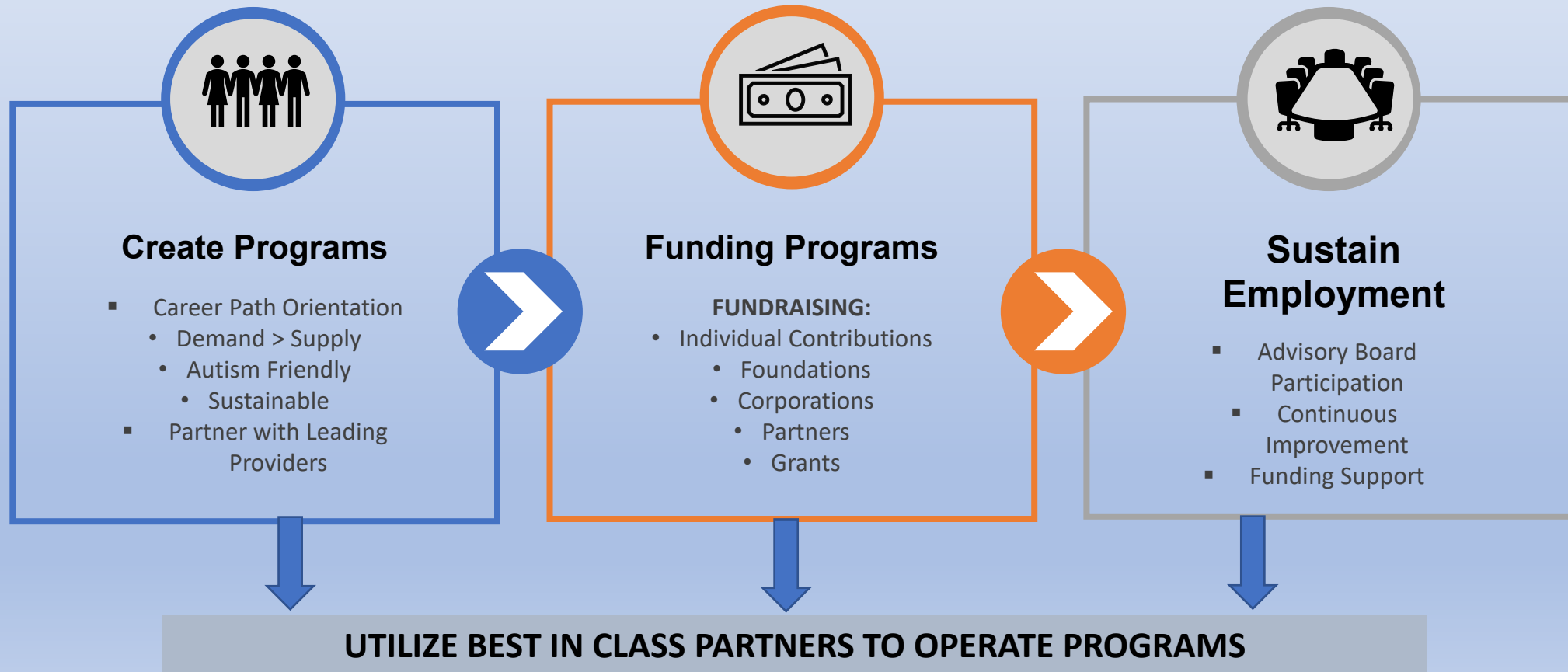
**People on the Spectrum are highly productive,
skilled, focused, reliable, forthright and loyal**

SROI FOR ORANGE COUNTY FOR AUTISTIC EMPLOYMENT – A \$140,000,000/YEAR BENEFIT!

- 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

HAAPE'S WORKING MODEL FOR AUTISM EMPLOYMENT

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

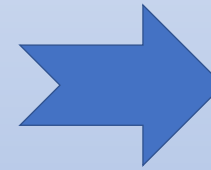
- Long Term Prospects
- Losing SSI and SSDI Benefits
- Career Path
- Support
- Disclosure
- Social Interactions
- Costs

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



BUSINESS BENEFITS OF HIRING PEOPLE WITH DISABILITIES



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



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](#) (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**

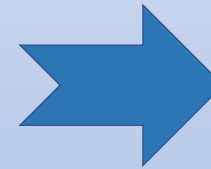
The credit provides employers incentives to hire qualified individuals from these target groups. **The maximum tax credit ranges from \$1,200 to \$9,600, depending on the employee hired and the length of employment.** The credit is available to employers for hiring individuals from Certain target groups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

METHODS TO ADDRESS CANDIDATE/PARENT CONCERNS

Autism Employment Challenge:

Candidate/Parent Concerns:

- Long Term Prospects
- Losing SSI Benefits
- Career Path
- Support
- Disclosure
- Social Interactions
- Costs

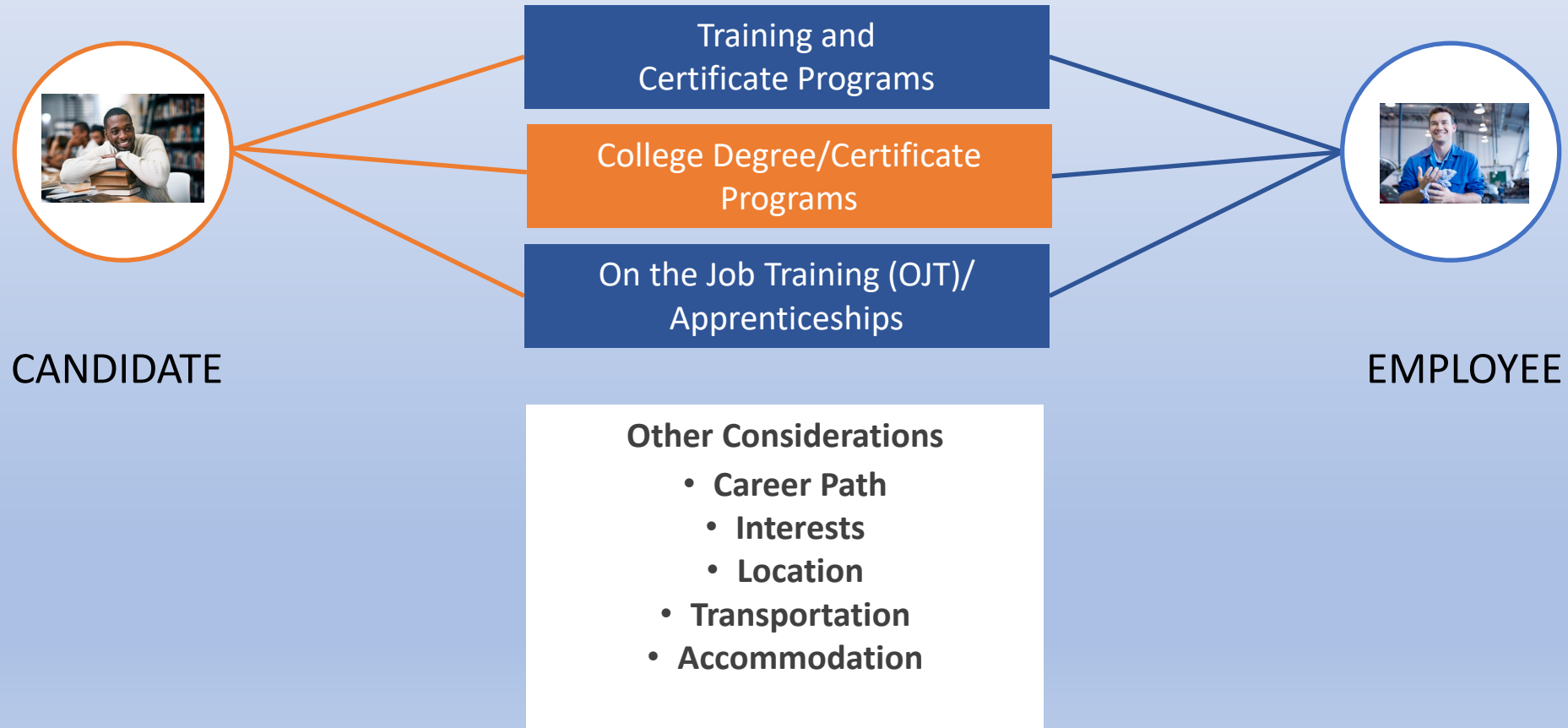


Methods to Address:

- ESE Presentation
- Replace a Disability Check with a Paycheck
- Careers Available
- Higher Income & Improved Benefits
- Communicating Accommodation Needs
- Job Coaches
- Independence & Self Esteem

THERE ARE MULTIPLE PATHS TO EMPLOYMENT

THE CHOICE IS AN INDIVIDUAL DECISION





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haape.org

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

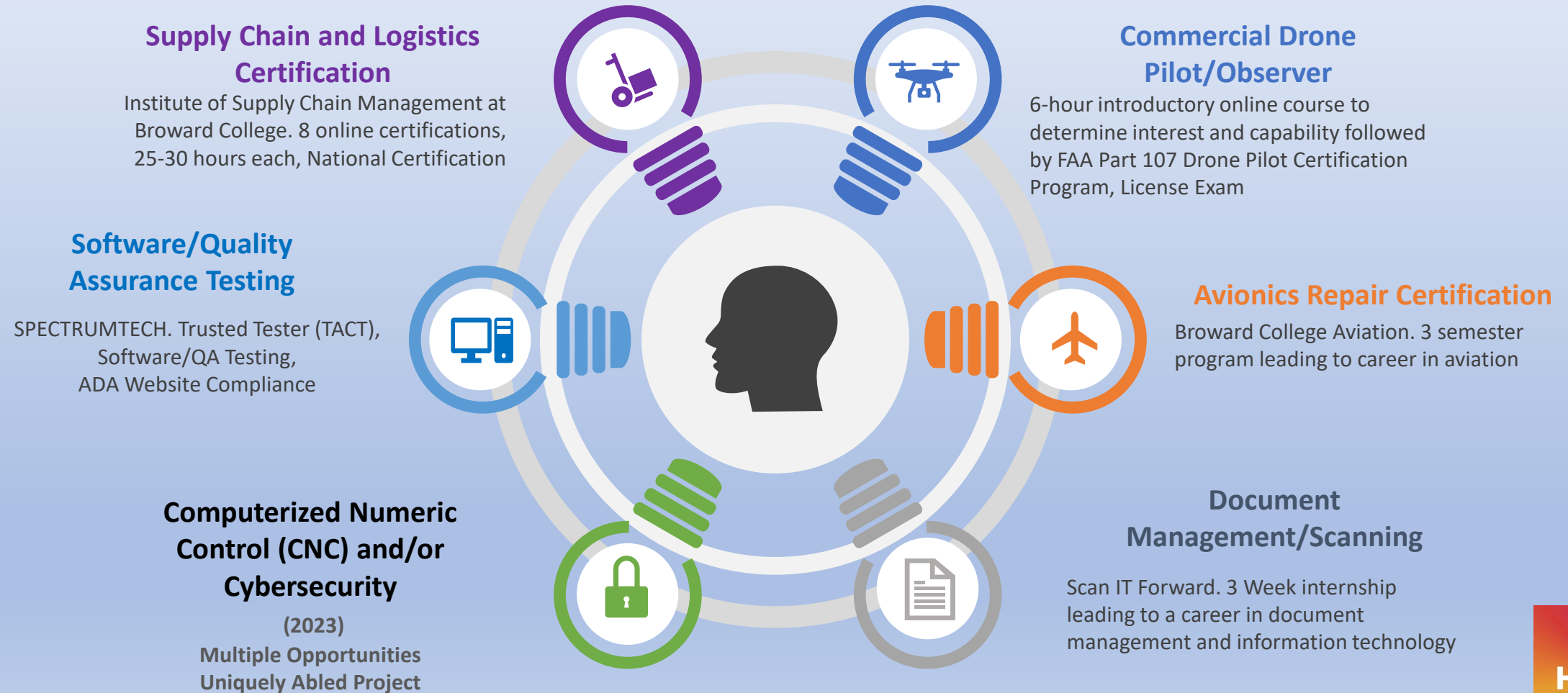
Can I work Part Time on Social Security Disability?

- 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.](#)"



HAAPE TRAINING OFFERINGS

Meaningful and Sustainable Career Options Offered by our Collaborative Partners



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

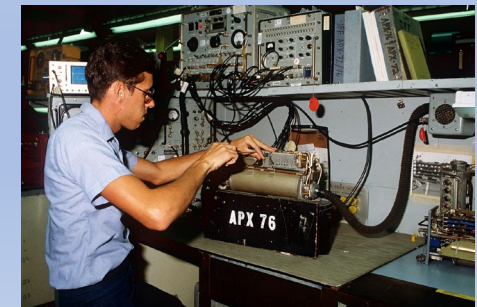
Scan IT Forward, Plantation, FL

- 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

feature



NEW HORIZONS

Broward College offers first autism-friendly avionics training

STORY BY CHRISTINE KNAUER

In December, Zachary Hopkins will graduate from what's likely the first initiative of its kind in the country – an autism-friendly avionics training program at Broward College in southern Florida. The new program exemplifies how the school celebrates diversity and inclusion and empowers students of all abilities by providing them with pathways to employment.

"Electronics was something I was interested in, but not airplanes specifically," Hopkins said. "I was open to the idea and willing to see what the options were."

In launching the program, Broward College partnered with a local organization called HAAPE (Helping Adults with Autism Perform and Excel), which creates, funds and nurtures employment programs by collaborating with companies and other organizations.

"HAAPE started in mid-2016 when several friends

"FROM AN EMPLOYER'S POINT OF VIEW, EMPLOYEES ON THE AUTISM SPECTRUM TEND TO BE EXCEPTIONALLY LOYAL AND VERY HARD WORKERS."

RUSSELL MCCAFFERY,
Dean of Transportation at Broward College

and I heard about the plight of autistic people, specifically our friend's son who was 22 and aging out of high school," said Dr. Larry Rothman, chairperson and co-founder of HAAPE (pronounced happy). "The situation was dire with no real support after high school and bleak employment prospects."

For today's workers, having a tangible and highly marketable skill is important. For adults with autism, it's even more crucial.


To reach individuals with autism and their families, HAAPE partners with the Center for Autism and Related Disabilities, a nonprofit collaboration between the University of Miami and Nova Southeastern University, or UM/NSU CARD.

"When we met with the head of UM-NSU CARD, we learned that unemployment and underemployment rates for people with autism is 80% to 90%, and few organizations

South Florida
Sun-Sentinel

Sky's the limit: Autistic Broward College

By RICK MENNING
SUN SENTINEL CORRESPONDENT |
SEP 23, 2021 AT 3:58 PM



Zachary Hopkins, left, is greeted by Johan Alvarez as the two prepare to enter the aircraft that will provide real-life training into the numerous equipment and panels. (Ania Kramenacker / Courtesy)

For Zachary Hopkins, 2022 will be a special year as the 23-year-old with autism begins a new and memorable chapter in his life. Hopkins, who lives in Coral Springs, is already soaring 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.

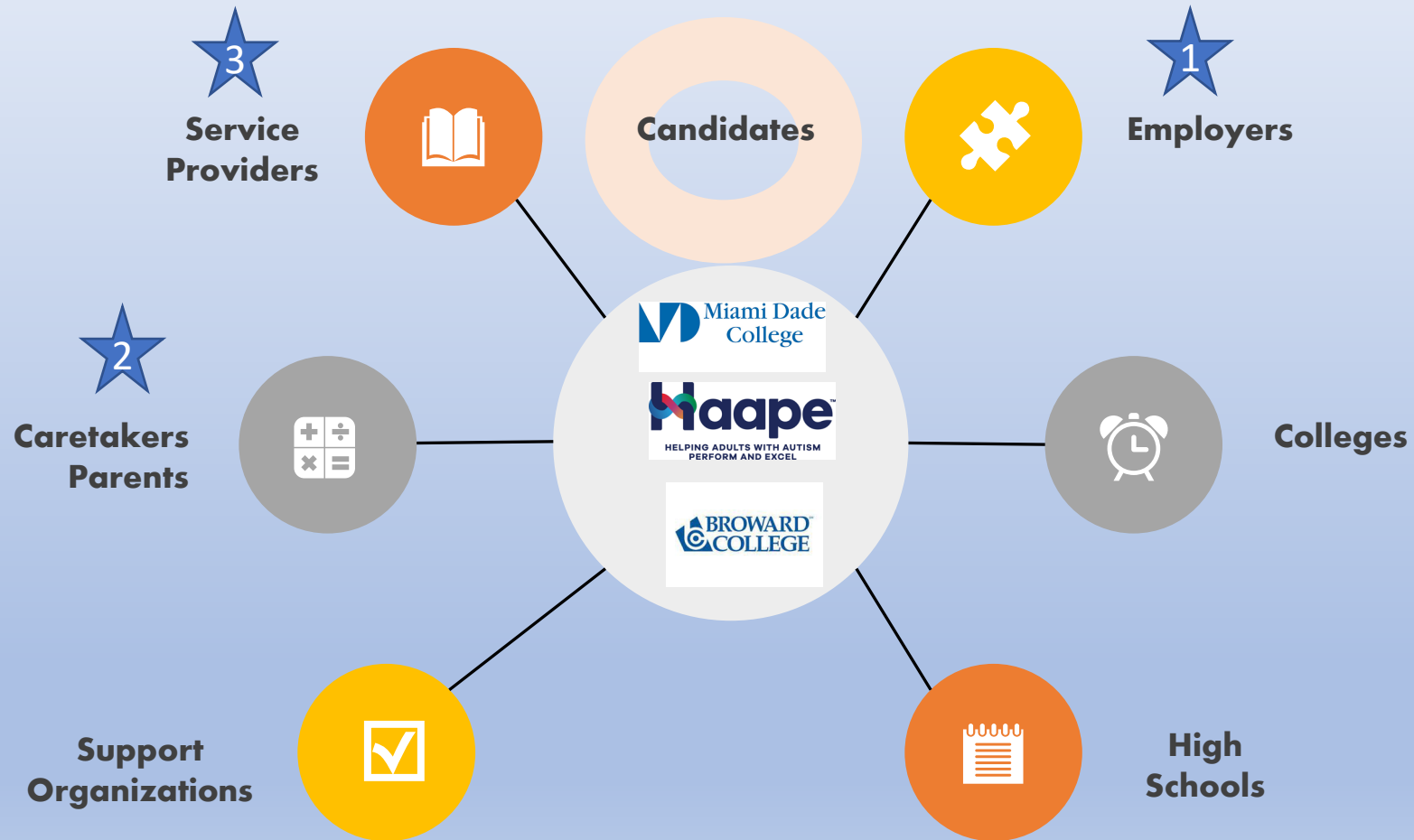
Quotes from: James Mahoney, Executive Director and Head of Autism at Work for JPMorgan Chase

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AUTISM COALITION: AUTISTIC EMPLOYMENT ECOSYSTEM

WORKFORCE DEVELOPMENT, SUPPORT AND TRAINING





Connie Alden
Managing Director,
Central & North Florida
c.alden@haape.org
www.haape.org

THANK YOU