

Change Leaders Conference

**Organizational Collaboration / Competition =
Improved Collective Outcomes**

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September 29, 2020



Today's Discussion Topics

1. The Greenville Collaborative Action Network (Greenville CAN)
2. Strategic Priority: Employment
3. From Competition to Collaboration
4. Current Model
5. Outcomes & Adaptation



Greenville CAN

Strengthening Community for Individuals with Disabilities

A coalition of self advocates, service providers, families, individuals, caregivers, and professionals on a mission to make Greenville County a better place to live for individuals with disabilities.

Vision - A fully inclusive community with equitable opportunities for all.

An initiative of the Barbara Stone Foundation.

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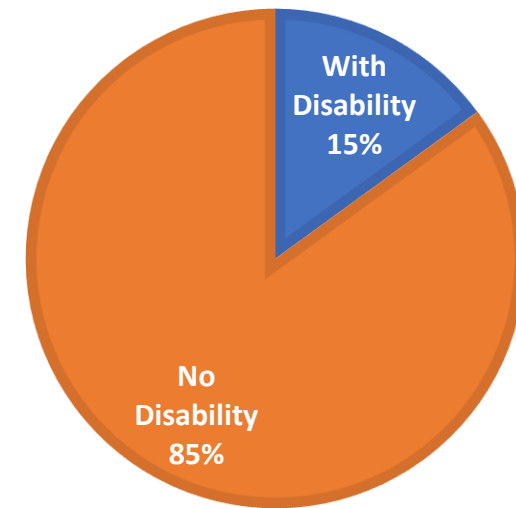


Greenville CAN Strategic Priority: Employment

World Report on Disability (WHO, 2011):

- Over 1 billion people worldwide have some form of disability - about 15% of the world's population.
- People with disabilities are more likely to be unemployed than non-disabled people.

WORLD POPULATION



Greenville CAN Strategic Priority: Employment

Nonprofits and Government Organizations

Employers

Employers

Employers

Employers

Employers

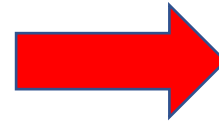


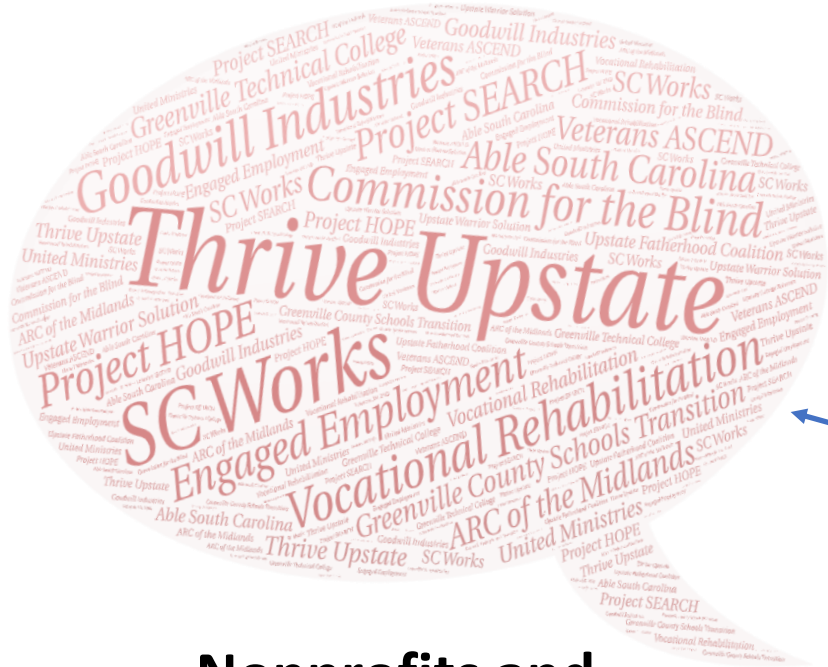
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Strengthening Community for
Special Needs and Disabilities

From Competition to Collaboration...





Nonprofits and Government Organizations
 Helping people with disabilities get jobs



Neutral Facilitator
 Single point of contact



Employers
 Businesses that need to hire people for jobs

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Single Point of Contact System

Achievements in 1st 6 Months

- 79 job seekers with disabilities referred to jobs by 9 non-profits and government organizations
- 26 job seekers with disabilities hired by 5 employers

Persistent Challenges

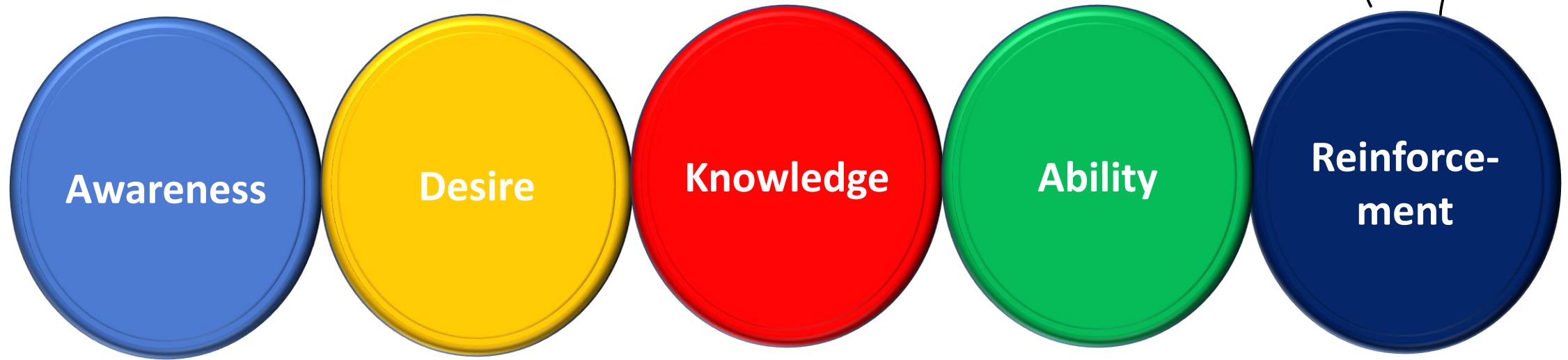
- **Mismatch in types of jobs available versus types of jobs wanted**
- **Employer awareness**
- **Employer accommodations**
- **Job seeker preparation**
- **Not sustainable**

Goals of Employment Collaboration on Disability

1. To improve employment outcomes among people with disabilities
2. To benefit businesses by helping them hire excellent employees –
people that may have been overlooked without assistance

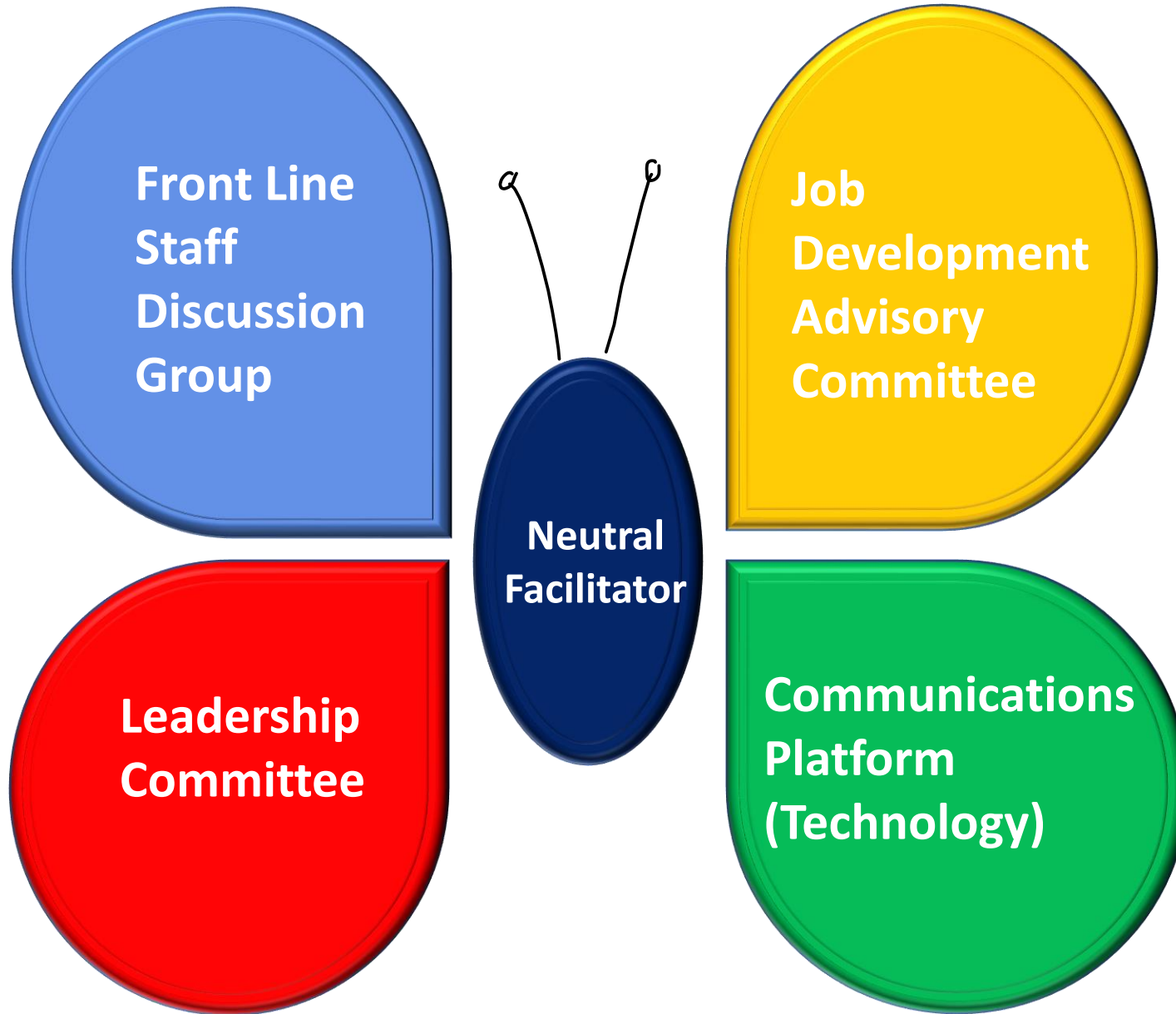
Shared Outcome

ADKAR[®] – Mobilizing a Change Agent Network



1. What are our biggest restraining forces that we anticipate?
2. How can we overcome these restraining forces?

Current Employment Model

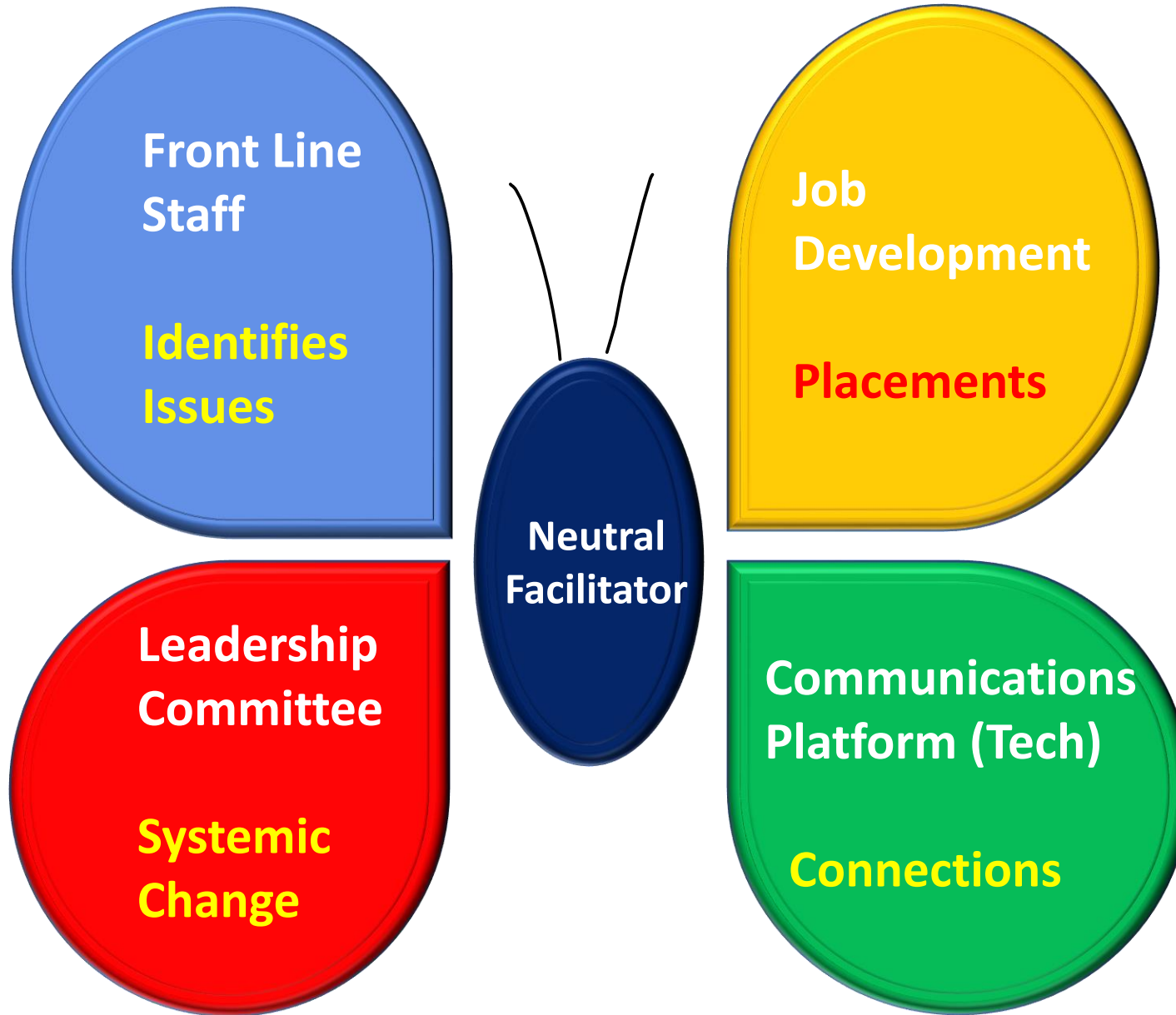


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Strengthening Community for
Special Needs and Disabilities

Current Employment Model



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Outcomes & Adaptation

1. Current & Future Outcomes
2. Adaptability of Model to Other Scenarios



Thank you

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GreenvilleCAN.org