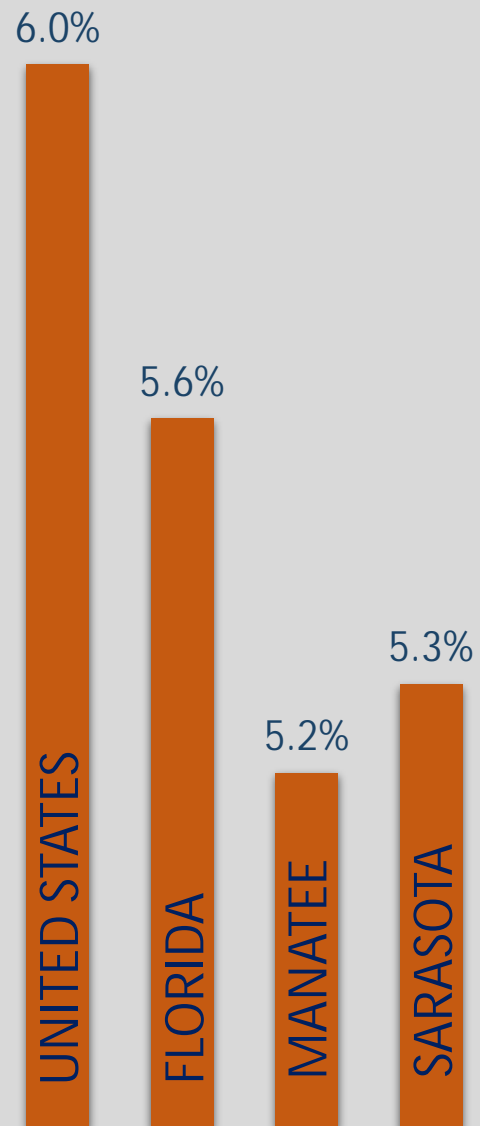


STATE OF EMPLOYMENT: VETERANS

15 ORGANIZATIONS THAT EMPLOY VETERANS WERE ASKED:

VETERAN UNEMPLOYMENT



HOW DIFFICULT IS IT TO RECRUIT VETERANS?



HOW DIFFICULT IS IT TO RETAIN VETERANS?



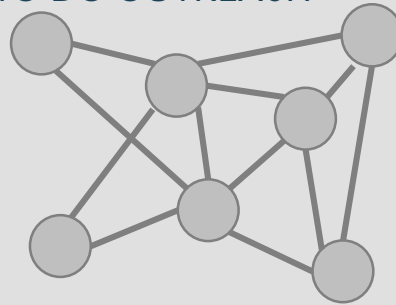
14 SUCCESSFUL STRATEGIES MOST MENTIONED: JOB FAIRS



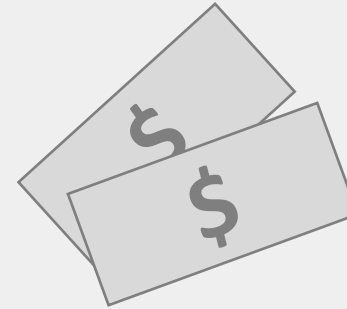
12 CHALLENGES MOST MENTIONED: LACK OF KNOWLEDGE THAT COMPANY PROVIDES TRAINING



15 POTENTIAL STRATEGIES MOST MENTIONED: PARTNER WITH LOCAL GROUPS TO DO OUTREACH



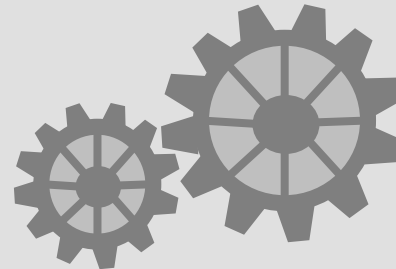
19 SUCCESSFUL STRATEGIES MOST MENTIONED: OFFER GOOD WAGE AND BENEFITS



6 CHALLENGES MOST MENTIONED: MEDICAL AND OTHER ISSUES



6 POTENTIAL STRATEGIES MOST MENTIONED: STRENGTHEN RELATIONSHIPS WITH EXTERNAL GROUPS



ONLINE SURVEY WITH 38 PARTICIPATING ORGANIZATIONS

27% HAD A WRITTEN GOAL STRATEGY OR OBJECTIVE TO RECRUIT VETERANS



69% EXPRESSED INTEREST IN HIRING MORE VETERANS



43% PARTNERED WITH COMMUNITY AGENCIES



11% APPLIED FOR/RECEIVED GOVERNMENT INCENTIVES FOR HIRING VETERANS



Manatee and Sarasota counties are located on Florida's southwest gulf coast. In 2014, Sarasota County's population of 396,962 and Manatee's population of 351,746 ranked fourteenth and fifteenth respectively among Florida's 37 counties (www.florida-demographics.com). These two counties form the region served by Goodwill Manasota, a non-profit organization that changes lives through the power of work. Goodwill Manasota's initiatives currently focus on two groups in the community that face challenges in finding employment: military veterans and persons with physical or mental disabilities

COMMUNITY INFOGRAPHIC: EMPLOYING VETERANS

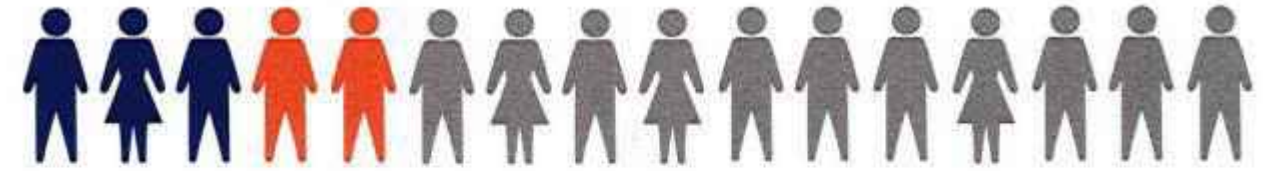
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STATE OF **EMPLOYMENT**

Employing Veterans and Persons with Disabilities
in Sarasota and Manatee Counties

PREPARED BY

Sharon L. Dorfman, ScM, CHES
Consultant to Goodwill Manasota
September 21, 2015

This project was funded by a grant to Goodwill Manasota from an anonymous donor. Goodwill Manasota thanks the employer representatives in Florida's Manatee and Sarasota Counties who provided information for this report. The author is grateful to the Goodwill Manasota staff members who collaborated on the design and implementation of the data collection process.

STATE OF EMPLOYMENT: PERSONS WITH DISABILITIES

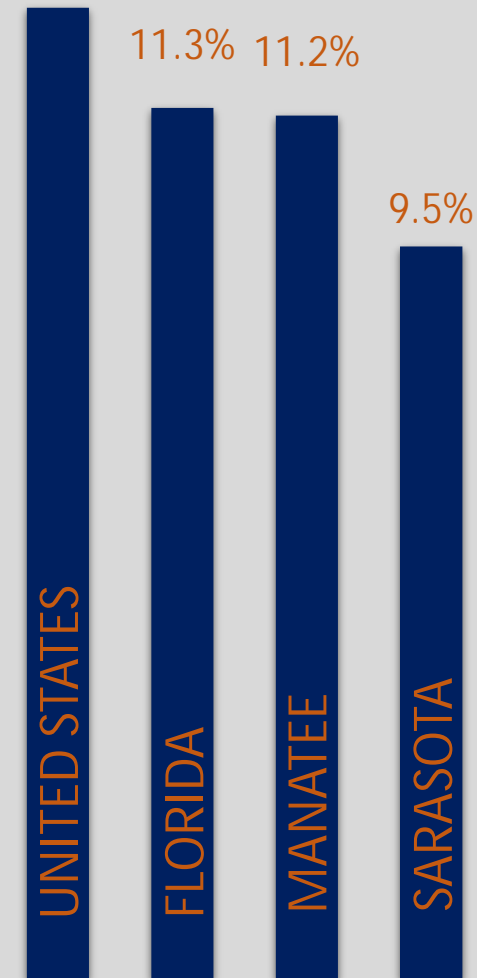
9 ORGANIZATIONS THAT EMPLOY PERSONS WITH DISABILITIES WERE ASKED:

PERSONS WITH DISABILITIES UNEMPLOYMENT 12.6%

HOW DIFFICULT IS IT TO RECRUIT PERSONS WITH DISABILITIES?



HOW DIFFICULT IS IT TO RETAIN PERSONS WITH DISABILITIES?



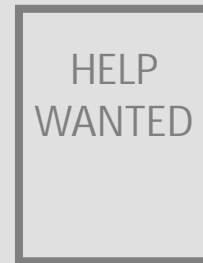
10 SUCCESSFUL STRATEGIES MOST MENTIONED: AGENCY PARTNERSHIPS



9 CHALLENGES MOST MENTIONED: HAVING JOB OPENINGS THAT REQUIRE PHYSICAL ABILITIES



9 POTENTIAL STRATEGIES INCLUDING: GET THE WORD OUT THAT POSITIONS ARE AVAILABLE



7 SUCCESSFUL STRATEGIES MOST MENTIONED: ACCOMODATING DISABILITIES AS NEEDED



2 CHALLENGES INCLUDING: REACHING A MUTUAL UNDERSTANDING OF ABILITIES AND EXPECTATIONS



2 POTENTIAL STRATEGIES INCLUDING: INCREASE CONATCT WITH EMPLOYEE'S PARENT OR JOB COACH

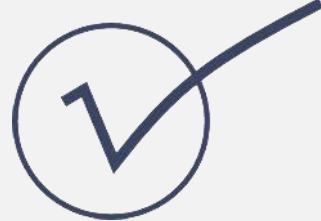


ONLINE SURVEY WITH 38 PARTICIPATING ORGANIZATIONS

31% HAD A WRITTEN GOAL STRATEGY OR OBJECTIVE TO RECRUIT PERSONS WITH DISABILITIES



53% EXPRESSED INTEREST IN FIRING MORE PERSONS WITH DISABILITIES



17% PARTNERED WITH COMMUNITY AGENCIES



5% APPLIED FOR/RECEIVED GOVERNMENT INCENTIVES FOR HIRING PERSONS WITH DISABILITIES



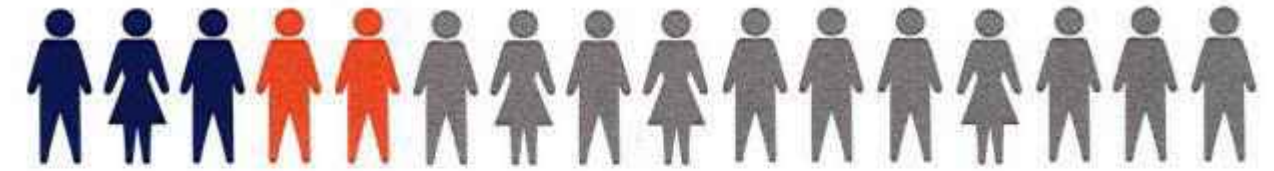
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COMMUNITY INFOGRAPHIC: EMPLOYING PERSONS WITH DISABILITIES

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