

Helping People Throughout  
Life's Journey

**GLOBAL CONNECTIONS TO EMPLOYMENT**

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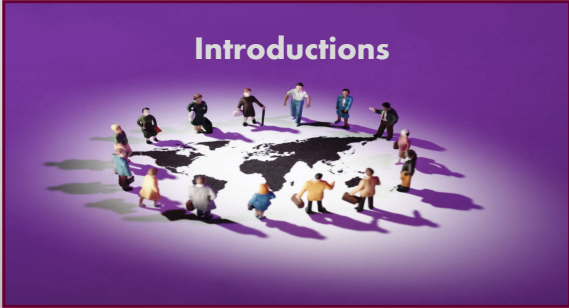
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**Introductions**

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We **"Use a Wheelchair for Mobility"**





Senator Tammy Duckworth

Ali Stoker, in Oklahoma

We Are Not **"Wheelchair Bound"** !!

We Are Not **"Confined to a Wheelchair"**!



Amanda Boxtel

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**We are not "Disabled People"**  
**We are People with "Different Abilities!"**

Shaquille Griffin, Seahawks, NFL

Amy Purdy

Amy Van Dyken Rouen

Michah D. Fowler, TV Show, "Speechless"

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Lakeview Center  
BAPTIST HEALTH CARE

HELPING PEOPLE THROUGHOUT LIFE'S JOURNEY

GCE Home

GLOBAL CONNECTIONS TO EMPLOYMENT  
HELPING PEOPLE THROUGHOUT LIFE'S JOURNEY

About Us...  
Career Opportunities  
Business Lines  
Testimonials  
Successes  
Training  
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Lakeview Center Home  
Baptist Health Care

**SSA**  
**CIMS**  
FOR CENTERS FOR  
HONORS

**AbilityOne**

**GCE**

**About Us**

Since our organization was established in 1985, Global Connections to Employment (GCE) (previously known as Best Coast Enterprises) has grown to become the largest private Northwest Florida employer of persons with disabilities. We employ approximately 1,200 people in 12 states and the District of Columbia.

**Our Mission is to "enrich lives by creating opportunities for people with disabilities." We strive to consistently meet the expectations of our various government and commercial customers by providing our team to the highest of operational excellence. Best People. Best Service. Best Quality. Financial Performance and Growth.**

Learn more about some of the services we provide:

- Administrative Support and Services
- Custodial Services
- Facility Management
- Food Services
- Health Care Environmental Services
- Information Technology/IT
- Janitorial Services

Visit our [Contact Us](#) web page to reach our team.

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**AbilityOne Organization**

President of the United States

Presidential Appointees:

- EOP
- DOL
- DHS
- DOJ
- EPA
- HHS
- HUD
- ICA
- IRS
- NGA
- NIA
- NPS
- OIG
- OMB
- OSHA
- USA
- VA
- WHA

U.S. AbilityOne Commission

Congress

NIB  
National Institute on Disability and Independent Living

nish  
National Institute on Sign Language and Hearing Impaired

People's Customers

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**Mission**

Provide employment opportunities for people who are blind or have other significant disabilities through the manufacture and delivery of products and services to the Federal Government.

**AbilityOne Background**

- 1938 – NIB created
- 1938 – Wagner -O'Day Act Passed for the blind. Named for Senator Robert Wagner and Congresswoman Caroline O'Day of New York
  - Created the Committee on Purchase of Blind Made Products
- 1971 – Amended by Senator Jacob Javits of New York
  - Created the Committee for Purchase From People Who Are Blind or Severely Disabled Staff
- 1974 –SourceAmerica created (formerly NISH)
- 2006 – Adopted AbilityOne name

2018 National Training and Achievement Conference  
with thanks to all donors
SourceAmerica®

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[Varied numbers] Approx. 61 million adults in the US live with a disability:  
Percentage of adults living with functional disability types in the United States (CDC, 2017)

| Disability Type    | Percentage |
|--------------------|------------|
| Mobility           | 6.60%      |
| Cognition          | 4.80%      |
| Hearing            | 3.50%      |
| Vision             | 2.40%      |
| Self Care          | 2.50%      |
| Independent Living | 4.50%      |

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**Disability Employment – By the Numbers**

**Disabled Labor Pool**

- > 19M working age Americans with significant disabilities
- > Less than 6.5M of this population are employed either full- or part-time
- > More than 12.5M are unemployed or otherwise not participating in the labor force

**Employment for Wounded Warriors and Other Veterans with Disabilities**

- > 50K wounded warriors (physically injured in combat) since Sept 2001
- > 400K estimated w/ PTSD
- > 320K estimated w/ TBI
- > 7.7% U.S. rate of unemployment (Feb. 2013)
- > 5.4% Gulf War II Era vets unemployment (Feb. 2013)
- > 720K total unemployed vets in the U.S. (Feb. 2013)

**AbilityOne Employs Veterans**

- Over 3,000 vets in AbilityOne Program today
- Over half have significant disabilities
- 23 are direct labor employees; 1/2 work in indirect labor, supervision and management
- Leverage skills and aptitudes developed on active duty

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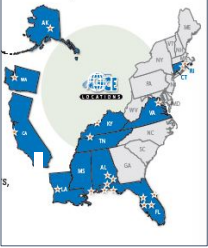
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- One of the largest employers of individuals with disabilities
- GCE is the non-profit division of Lakeview Center / Baptist Health Care, of Pensacola, FL
- Hires, trains and supervises a workforce of about **1,700 persons with disabilities**
- **13 states and the District of Columbia**
  - **73 Government and Commercial Contracts**



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Helping People Throughout Life's Journey



- Joint Base Lewis McChord
  - Dining Facility Attendants
  - Five Dining Halls on Base
- Seven Days, Breakfast, Lunch and Dinner
- Benefits, Union Membership, and advancement
  - Flexible hours, team supports

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**Dining Facility Attendant  
Joint Base Lewis  
McChord**

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Helping People Throughout Life's Journey



- DMDC, Monterey California / Seaside
- Information Technology Help Desk
- Professional Pay, Technical Training




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### Targeted Employment Navigators



- Reports to Pensacola Headquarters Vocational Services Div.
- Assigned to multiple contract sites, nationwide
- Community Outreach, Education, Recruiting, Job Fairs
- Ability One Disability Eligibility Process
  - Interviews
  - Research
  - Document Requests
  - Eligibility Reports
  - Evaluations
- Employee Disability Related Accommodations/Evaluations
- Outplacement to non-Ability One opportunities

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### Work Opportunities for all Abilities

#### Transferable Skills

- Above market wages
  - Team Work
- Personal Hygiene
- Observational Skills
  - Balance, Stamina
- Interpersonal Communication
  - Learning Skills
- Professional/Technical Skills






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### Ability One Contract Requirements

- 75 % of all employee **work hours** must be accomplished by individuals with

*Documented*  
**Significant**  
*Disabilities*




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### Contract Requirements for Eligibility Determination



AB1 – Eligible employees must:

- **Require** Supported Work Environments
- Must ***not*** be eligible for competitive employment
- Must be able to perform the **basic functions** of the job, with supports and/or adaptations/accommodations




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### Disability Documentation Requirements per Ability One Contract Guidelines

- Eligibility will be determined via a report created by assigned Targeted Employment Navigator, based on the provided documentation:

- A letter
- On letterhead
- Stating specific disability
- Signed by:
  - Appropriate Medical Provider
  - or Government Employed Vocational Rehabilitation Counselor




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| Affirmative Phrases   | Negative Phrases  |
|---|---|
| A person with an intellectual, cognitive, developmental disability/delay    | <b>Retarded</b>   |
| <b>A person who is blind,</b><br>a person who is visually impaired          | <b>the</b> blind  |
| <b>A person with a disability</b>   | the disabled; handicapped   |
| <b>A person who is deaf</b>   | the deaf; deaf and dumb   |
| <b>A person who is hard of hearing</b>                                      | suffers a hearing loss  |
| A person who has multiple sclerosis   | afflicted by MS   |
| A person with cerebral palsy  | CP <i>victim</i>  |
| A person with epilepsy, person with seizure disorder                        | <b>epileptic</b>  |
| A person who uses a wheelchair  | confined or restricted to a wheelchair  |
| A person who has muscular dystrophy   | stricken by MD  |
| A person with a physical disability,<br>A person who is physically disabled | crippled; lame; deformed  |
| unable to speak, uses synthetic speech                                      | dumb; mute  |
| A person with psychiatric disability  | crazy; nuts   |
| A person who is successful, productive                                      | has <i>overcome</i> his/her disability;<br>is <i>courageous</i> (when it implies the person has courage because of having a disability) |

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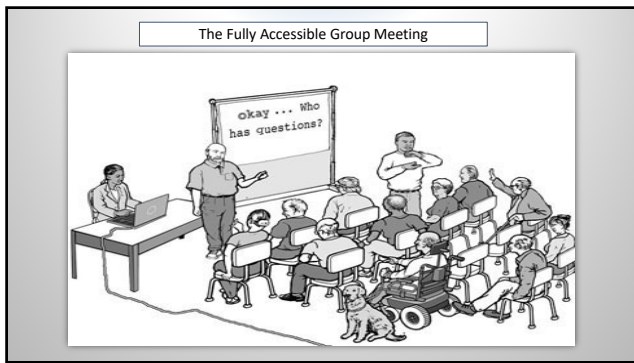
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