



**Department of Labor Advisory
Committee Presentation
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Jim Martin

President and CEO

Goodwill Industries of Lane and South Coast Counties

- President and CEO, Goodwill Industries of Lane and South Coast Counties (12 years)
- Director of Operations, Workforce Services, Goodwill Industries of Central Indiana (6 years)
- Director, State of Indiana IMPACT Program under Governor Evan Bayh (2 years)
- Deputy Director, Indianapolis Head Start Program (3 years)
- State Coordinator, Indiana Head Start Association (3 years)
- MBA, University of Indianapolis; Bachelor of Science, University of Oregon

Goodwill Industries of Lane and South Coast Counties

Our mission: To provide vocational opportunities to individuals with barriers to employment.

- In 2014, we served 7,762 individuals in our various programs.
 - Job Connections
 - Prosperity Program
 - Work Experience Program
 - Long Term Services (14c Program)
 - Vocational Rehabilitation Services
 - Community Service Program
 - Jobs Plus Program
 - Tax Preparation
- We serve individuals who are:
 - Unemployed
 - Underemployed
 - Developmentally Disabled
 - Veterans
 - Homeless
 - TANF recipients
 - Dislocated workers
 - Incarceration history
- In 2014, we served 128 individuals with developmental disabilities.

Mission Integration

- Of the 128 developmentally disabled individuals we serve, 80 work within our mission integrated retail program.

- Cashiers
- Drive-thru Attendants
- Donation Processors
- Greeters

These individuals work side-by-side with a Goodwill Job Coach and Case Manager to accomplish goals outlined in their Individual Service Plan's (ISP's).

- The remaining 48 individuals work within our production center doing assembly and packaging.

- Assembling toy bags
- Making candles
- Packaging and fulfillment for local businesses
- Paper shredding

Goodwill 14c Wages

- Our average wage is \$7.12 per hour.
- Of the 128 individuals we serve, 40 earn Oregon's minimum wage of \$9.25 per hour.
- 62 of the 128 individuals (48%) earn more than the Federal minimum wage.
- 44 of the 128 individuals earn between \$5.00-7.25 per hour.
- 21 of the 128 individuals earn between \$3.35 and \$5.00 per hour.
- 1 of the 128 individuals earns less than \$3.35 per hour.

Alternative Minimum Wage

And Additional Assistance

- Every individual we serve under the certificate receives Social Security disability income (SSDI).
- Every one of the individuals we serve under the certificate is on Medicare.
- 90% of the individuals we serve under the certificate receive transportation assistance.
- The individuals we serve under the certificate receive the support of a Goodwill Job Coach, Case Manager, and a County Case Manager.

Employee Story - John

Down Syndrome, Autism, has had a heart condition and pacemaker since childhood

- John began his employment with Goodwill in November 2011 after working in our transitional student volunteer program while attending high school. At that time, he had not had any previous paid employment and was only utilizing day activity services. His vocabulary was very limited and included only about 20 words. John's productivity level upon entry into GW was about 25% of the average non-disabled worker performs and his wage was \$4.00 per hour.
- Over the last three years, John has increased his vocabulary and now speaks over 100 words and has dramatically improved his ability to communicate with work staff. His productivity has since increased to 36% and he earns \$5.94 per hour. John progressed quite a bit over the last three years, but despite his progress, everyone who supports John (parents, Goodwill staff, and county case manager) agrees he is not ready for community placement. In addition, John has the option of working at other organizations providing similar services in the community at his ISP meetings he chooses Goodwill.
- John's family is his primary support and they are very appreciative of the services provided by Goodwill. John's life has greatly improved as a result of the work opportunities Goodwill provides to him. He has made friends, become more independent and has learned a variety of skills to help improve his work experience.
- John's parents are grateful to Goodwill because we not only provide relief for them as his caregivers, they also know he is coming to a place that offers him a safe work environment, and one that fully understands and supports all aspects of his disability.

Employee Story - Jane

Developmentally Disabled & Bi-Polar

- Jane started with Goodwill in 2003 a few years after finishing high school. Jane has been diagnosed with Bi-Polar disorder and has a developmental disability. During the 10 years she worked for Goodwill, she was an employee who flourished with the support she received and moved from a foster home to independent living.
- While working at Goodwill, she focused primarily on improving her interpersonal skills, hygiene and grooming, which previously prevented her from doing the jobs in the store that she preferred.
- In 2011, after many months of training, Jane reached one of her long term goals and was promoted to cashier in our retail stores. She became independent enough to work evenings and weekends without her Skills Trainer. Jane requested assistance from her team to obtain community employment.
- In late October 2013, Jane was hired by a national electronics chain, where she loves her job.

It's Not Broken

- Today, thousands of organizations provide services to hundreds of thousands individuals with barriers to employment. The certificate allows the providers to pay a wage commensurate with the individual's ability.
- Individuals who are served under the certificate have the opportunity to:
 - Earn additional income beyond their SSDI
 - Improve socialization skills by participating in a work activity
 - Increase self-esteem
- In addition, caregivers receive valuable respite

It's Not Broken.....But Let's Improve It

My recommendation would be to recognize the tremendous value this program offers to individuals with profound disabilities.

I am in favor of increasing enforcement to deal with organizations that are abusing the program.

Maintain criteria for eligibility for 14c as individuals must have a documented disability which affects their ability to be competitive in the workplace.

Only development disabled individuals receiving SSDI would be eligible.

Institute a floor where an individual does not make less than minimum wage when including their SSDI.