



EMPLOYMENT OPTIONS UNLIMITED
END OF YEAR REPORT

2020

MAY THROUGH SEPTEMBER 2020

Dear Friends,

Employment Options Unlimited is a private, not for profit Michigan Corporation dedicated to increasing employment among the 56 million Americans with disabilities. Our goal is to work with all members of the community – including people with disabilities, service providers, government agencies, advocacy groups, existing organizations and employers – to eliminate barriers to employment and to bridge the gap between job seekers who have a disability and the employers who want to hire them.

In conclusion of this fiscal year, we take this opportunity to show our appreciation for the many community partners we have. These partnerships allow us to do what we do best! They are the businesses who provide volunteer opportunities and employ the individuals we serve. These partners give people with ALL abilities the opportunity to feel the pride of being a part of our communities.

We appreciate our partnerships with Oakland Community Health Network, Community Living Services, Macomb-Oakland Regional Center and the many transportation companies we work with; LETS, NOTA, McTumps, On-Time and Worry Free. We truly value our working relationships with each entity and always strive to meet their needs.

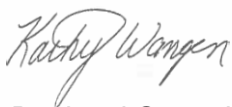
Of course, none of this would be possible without our wonderful team of employees who are each committed to our agency's mission and vision by providing high quality services. We thank them for their dedication, service and commitment to the people we serve.

We are beholden to Allied Human Services and Safeguard Accounting for their guidance and support during our start up in the midst of the Covid-19 pandemic.

Our team is not just a team, we are a family and this family has pulled through a very challenging year. We have persevered and are looking forward to a wonderful new year!

The following pages are just a sample of what this team has accomplished in such a short time! We hope you enjoy reading this and find a little bit of yourself embedded in the stories!

Thank You!



Regional Operations Director

Mission

To provide individuals whom we support with employment services, disabilities enrichment opportunities and alternatives, including recreational, academic, social, and therapeutic services that enable them to function at their optimum potential with all the rights afforded them as full citizens.

Services

Employment Options Unlimited (EOU) began providing services on May 18, 2020 in the midst of the COVID-19 pandemic. Many of the individuals we serve are essential employees and they were being asked to come back to work.

We started with 17 individuals in Supported Employment and 5 individuals in Independent Supported Employment along with 10 employees providing services to them.

Throughout the next four months, we almost doubled the number of individuals served to 29 Individuals in Supported Employment and 13 individuals in Independent Supported Employment.

As of October 5, 2020, we added 25 *more* individuals back to our Community Based Vocational Skill Building Program. This brought back 7 more employees to us.

We are currently serving a total of 67 individuals which is 56% of our total individuals served.

Vocational Program

Our Vocational Program is set up with our community partners and businesses. People in this program have life goals towards gaining and maintaining employment and work on specific objectives related to their skills and abilities.

More than half of the individual attending our program are employed and receive varying levels of support from our program to assist them in becoming as independent as they possibly can. The other half are working on goals to increase their vocational skill levels and have delivered over **500 hours of volunteer services** in our communities **each month!**

Data

The individuals we support have reached a cumulative total of 90% of their intended Goal Objectives along with a 94% Attendance Rate!

Surveys say that 95% of the individuals we support are happy and satisfied with their services with us!





Outstanding Employer

DMF Bait

DMF Bait has 16 employees that EOU provides employment supports to in many different ways! DMF strives to provide the type of environment that enables their employees to work as independently as possible while growing and learning at their *own* rate.

As a result of the relationship between DMF Bait and EOU, the employees that we support have moved from just packing red worm containers for shipment and working in the bottle room, to being assigned the tasks of changing bait, assisting in the shipping process, and actually packing red worms into their containers.

The addition of new job duties has been beneficial in many different ways. The employees have experienced a sense of growth, accomplishment, productivity and a feeling of truly belonging and being heard and appreciated for their hard work. As a result of this, their work season was extended by three months!!!

DMF Bait also added another employee, Kirk, to their year round crew, due to his increase in productivity and being versatile and productive in multiple job duties. Congratulations Kirk!

EOU looks forward to getting our full crews back to work at the beginning of January and helping support DMF Bait employees with learning more job duties, increasing production rates, becoming more independent and expanding their involvement in the business.

Growth, Success and Employment!!



EOU recently started volunteering at the Habitat Restore in Waterford.

Due to his enthusiasm, hard work and learning many different job duties, Chris really showed this employer what he was capable of! In less than a month of volunteering at the site Chris has been offered a permanent job in the store and is very excited to become an employee.

Great job Chris!!!



Business Facts

As an employer, people with disabilities represent an untapped talent pool to help you expand and enhance businesses. People with disabilities have the highest rate of unemployment or underemployment even though the turnover rate for employees with disabilities is extremely low as compared workers without disabilities.

Employers typically see \$28.69 average return for every dollar invested for accommodations. Customers with disabilities and their families, friends and associates represent a \$3 TRILLION market segment. Additionally, 87% of customers say they would prefer to patronize businesses that hire employees with disabilities.¹

There are also great tax benefits available for employers who hire employees with disabilities, including:

- Small Business Tax Credit – 50% credit for expenditures between \$250 and \$10,250.
- Architectural/Transportation Tax Deduction – up to \$15,000 per year.
- Work Opportunity Tax Credit – federal tax credit reducing employers' federal income tax liability by as much as \$2,400 per qualified new worker.²

Sources:

¹ Siperstein, Romano, Mohler, Parker; "A national survey of consumer attitudes towards companies that hire people with disabilities"; University of Massachusetts, Boston, MA; Journal of Vocational Rehabilitation; 2005.

² U.S. Department of Labor's Office of Disability and Employment Policy

Employees

Employment Options Unlimited had a total of 17 staff returning to us during the pandemic. Of the staff that did not return, 4 found new employment opportunities, 7 stayed home due to home schooling their children.

We have already had two internal promotions during this time which consists of a Team Lead position and a Service Coordinator position. Congratulations to Tom and Ryan!

Thank You!!

Employment Options Unlimited is extremely thankful to the following businesses who have supported our services throughout our new start up and the covid-19 pandemic:

ABM Industries (for Oxford Schools)	Meijer
ACE Hardware	Michigan Red Sox Baseball & Softball Training Center
Busch's Fresh Food Market	Olive Garden
DMF Bait	St. Mary's Church in the Hills
Friendship Circle	Soul Center
Goodwill	Troy Historical Village
Hope Senior Apartments	Tim Horton's
Kroger	Union Woodshop
Marshal's	Waterford Senior Center



