



Helping People Throughout
Life's Journey

GLOBAL CONNECTIONS TO EMPLOYMENT

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Introductions



We *“Use a Wheelchair for Mobility”*



We Are Not ~~“Wheelchair Bound”~~ !!

We Are Not ~~“Confined to a Wheelchair!”~~



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



Shaquille Griffin, Seahawks, NFL



Amy Purdy



Amy Van Dyken Rouen



Micah D. Fowler,
TV Show, "Speechless"



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About Us

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Since our organization was established in 1986, Global Connections to Employment (GCE) (previously known as Gulf Coast Enterprises) has grown to become the largest private Northwest Florida employer of persons with disabilities. We employ approximately 1,800 people in 13 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 grounding our team in our pillars 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](#)
- [Facilities Management](#)
- [Food Services](#)
- [Health Care Environmental Services](#)
- [Information Technology \(IT\)](#)
- [Vocational Services](#)



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



AbilityOne Organization



President of the United States

Presidential Appointees

DOC	DOJ	VA
DoD	DOL	Citizen
Air Force	ED	Citizen
Army	GSA	Citizen
Navy	USDA	Citizen



Staff
U.S. AbilityOne Commission

Congress
(Legal Authority)



Nonprofit Agencies
Employing People
Who Are Blind

Nonprofit Agencies
Employing People with
Significant Disabilities

Federal Customers

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.



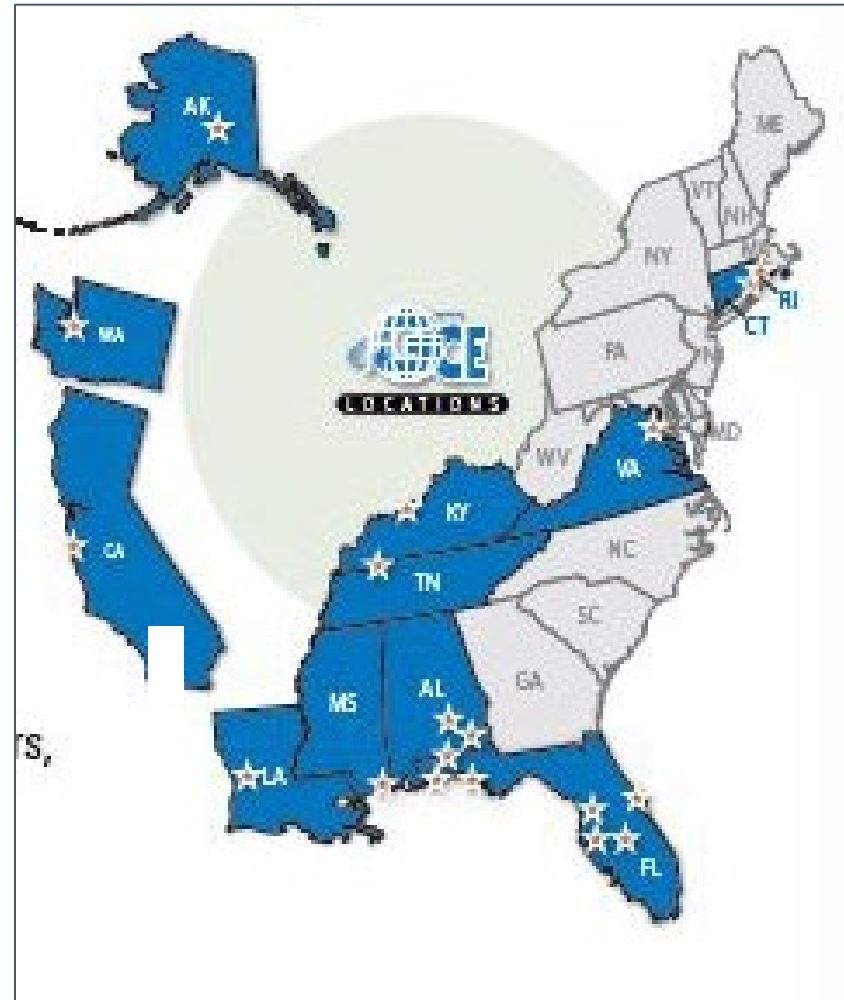
AbilityOne Background

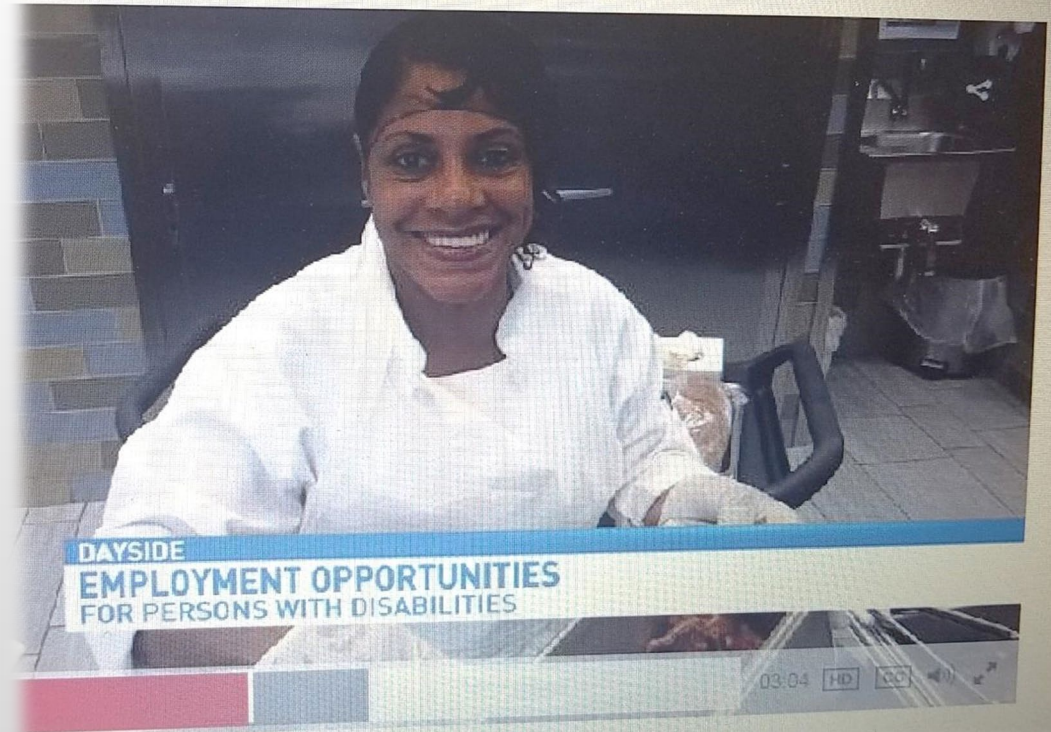
- **1938 – NIB created**
- **1938 – Wagner -O'Day Act Passed for the blind. Named for Senator Robert Wagner and Congresswoman Caroline O'Day of New York**
 - Created the Committee on Purchase of Blind Made Products
- **1971 – Amended by Senator Jacob Javits of New York**
 - Created the Committee for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





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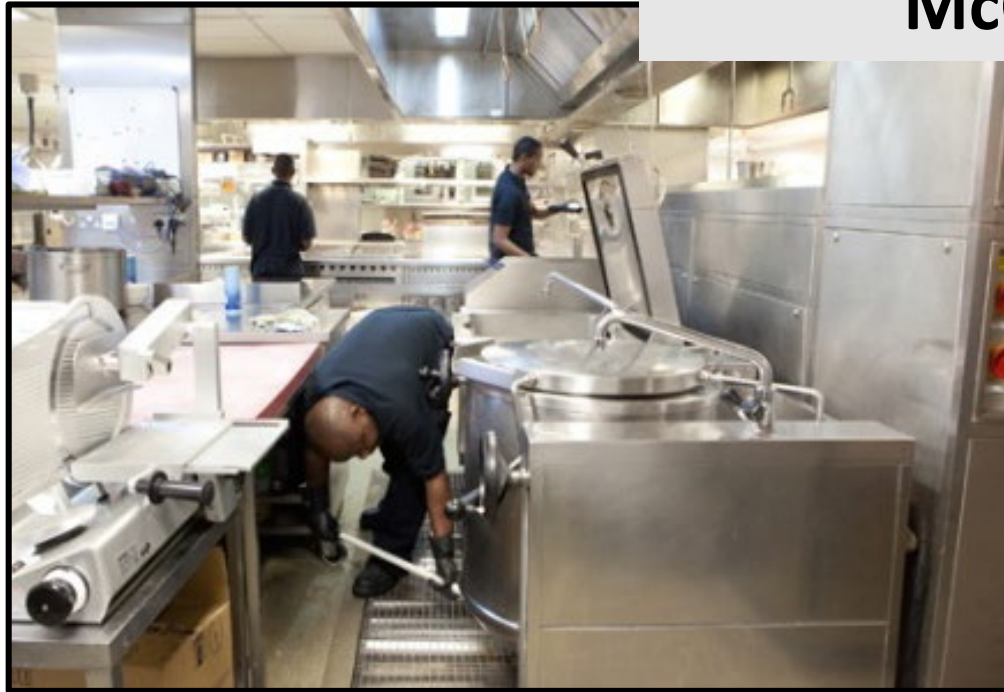
- Joint Base Lewis McChord
- Dining Facility Attendants
- Five Dining Halls on Base
 - Seven Days, Breakfast, Lunch and Dinner
- Benefits, Union Membership, and advancement
 - Flexible hours, team supports



Joint Base Lewis McChord



**Dining Facility Attendant
Joint Base Lewis
McChord**





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- **Eielson Air Force Base, Fairbanks Alaska
Two Seasons Dining Facility**

- Food Service Workers, Pots and Pans Attendants

Alaska



- Flexible hours, team supports
- Summer “Red Flag” Temp Assignments



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Life's Journey



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



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

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



Ability One Contract Requirements

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

Documented

Significant

Disabilities



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



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



Affirmative Phrases	Negative Phrases
A person with an intellectual, cognitive, developmental disability/delay	Retarded
A person who is blind, a person who is visually impaired	the blind
A person with a disability	the disabled; handicapped
A person who is deaf	the deaf; deaf and dumb
A person who is hard of hearing	suffers a hearing loss
A person who has multiple sclerosis	afflicted by MS
A person with cerebral palsy	CP victim
A person with epilepsy, person with seizure disorder	epileptic
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, 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 overcome his/her disability; is courageous (when it implies the person has courage because of having a disability)

The Fully Accessible Group Meeting



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