

GETTING STARTED: LOCAL ORGANIZATIONS TO CONTACT



BANCROFT

www.bancroft.org

856-348-1137

info@bancroft.org



DEVEREUX

www.devereux.org

800-345-1292



ELWYN

www.elwyn.org

ROSE DOWNEY

Manager of Supported Employment

610-364-3564



MELMARK

www.melmark.org

KAREN PARENTI

Executive Director

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MERAKEY

www.merakey.org

REBECCA HALEY

Senior Vice President of Human Resources

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WOODS

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215-750-4000

communications@woods.org



THE PRECISIONISTS, INC. (TPI)
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www.ThePrecisionists.com

Our Services

Accounting Services
Application Development
Application Support
Database Optimization
Device Testing
Regression Testing
Software Testing
Data Process QC
Data Analytics
Data Entry
Data Mining
Data Documentation & Digitalization
Records Management
Cyber Security

TPI's Innovation & Technology Center Locations

Wilmington, Delaware
Nashville, Tennessee
Phoenix, Arizona

We Make It Real

The Precisionists, Inc. (TPI) is a national company focused on creating 10,000 jobs for people across a broad range disabilities by the year 2025, by providing industry best-practices for delivering administrative and technology services to our client partners. TPI builds teams comprised of neuro-typical and neuro-diverse professionals to work in nurturing environments to deliver solutions to our clients. The company is focused on working with adults with developmental disabilities, such as autism, as well as disabled veterans.

Supporting People With Autism

At The Precisionists we address the growing need to improve working opportunities for individuals with developmental disabilities, with a special focus on employing autistic adults. Attention to detail, recognizing patterns, focus and precision are all valuable skills for information technology and business operations roles, and these attributes and skills are what the autistic workers bring to the workplace and their projects.

TPI bridges the employment divide for individuals on the autism spectrum. Our innovative model successfully empowers autistic adults to do meaningful work in technology and administrative roles, such as software testing, quality assurance, programming, accounting, records management, scanning, indexing, data mining, and data entry. We provide a team-based, nurturing environment for the individuals as they begin their job assignments and support them as they grow in their careers.

**To begin your exciting journey toward innovative disability employment,
please call 610-659-8268**

Successfully Delivering Results to Our Clients



The Precisionists partners with companies like Independence Blue Cross to carry out project-based work, to be performed either at one of The Precisionists' Innovation & Technology Centers or at the client's location.

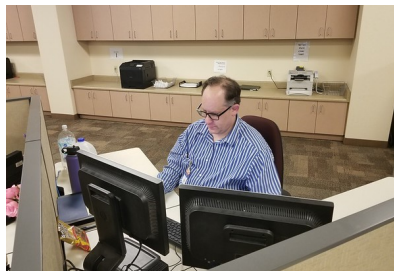
"The Precisionists has created a forward-thinking employment model based on excellence, innovation, and empowerment – three values that guide our work at Independence," said Daniel J. Hilferty, CEO of Independence Blue Cross. "We are proud to team-up with TPI to offer a supportive, welcoming work environment for the people in the program, many whose talents have traditionally been underutilized in the workplace." "The work being done by the TPI associates is invaluable. They have enthusiastically undertaken projects essential to our business while greatly exceeding key milestones every month," said Jeanie Heffernan, Executive Vice President and Chief Human Resources Officer and lead executive sponsor of the pilot project.



Helping Our Associates Grow Their Careers

"Before The Precisionists, I worked a variety of customer services positions. These jobs were difficult for me because they were a little too physically demanding for my health. Plus, I was only working part-time shift work. I tried asking for full-time work but I never made it that far. Working for The Precisionists has been the best thing to happen to me in my life."

» Kregg Berk, TPI Associate



TPI fosters an inclusive workplace environment for our clients, such as Pfizer, Pepco Holdings, Inc., Delmarva Power, Independence Blue Cross, Vertex, M&T Bank and UBS, while delivering best practices support.

More than 75 percent of people with autism in the U.S. are either unemployed or underemployed. TPI has developed an innovative model utilizing this untapped talent pool to support needs of our customers in today's competitive labor market.

Individuals taking part in this program are identified, assessed, trained and employed by The Precisionists, and carry out project-based work for our clients either at their worksite or in one of TPI's Innovation and Technology Centers. When properly assessed, trained and employed, people on the autism spectrum are extremely high-performing employees in critical and challenging jobs.

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The Pennsylvania Office of Vocational Rehabilitation, or OVR, provides vocational rehabilitation services to help persons with disabilities prepare for, obtain, or maintain employment. OVR provides services to eligible individuals with disabilities, both directly and through a network of approved vendors. Services are provided on an individualized basis. The OVR counselor, during face-to-face interviews, assists customers in selecting their choice of vocational goals, services and service providers. An Individualized Plan for Employment (IPE) is developed, outlining a vocational objective, services, providers and responsibilities. Certain services are subject to a Financial Needs Test (FNT) and may require financial participation by the customer. Counseling and guidance, diagnostic services, assessments, information and referral, job development and placement, and personal services such as readers or sign language interpreters are provided at no cost to the individual. Also, by law OVR customers receiving Social Security benefits for their disability (SSI, SSDI) are exempt from OVR's Financial Needs Test.

Statewide there are 21 District Offices staffed with trained, professional Vocational Rehabilitation Counselors which serve Pennsylvania in all 67 counties. The Hiram G. Andrews Center in Johnstown provides vocational training and comprehensive rehabilitation services to people from across the state. OVR's Bureau of Blindness and Visual Services also provides specialized services to blind and visually impaired individuals. These services are designed to increase an individual's independence and employability. OVR's central administrative offices in Harrisburg provide technical assistance to local district offices in order to improve service delivery.

The Office of Vocational Rehabilitation provides a wide range of services just for employers. Dedicated to serving Pennsylvanians with disabilities who want to work, we are ready to help you meet your recruitment and hiring needs. We match prescreened, qualified candidates to your business requirements, and provide follow-up and support to make sure both the employee and the employer are satisfied. Employing qualified people with disabilities makes good business sense.

Key Stats:

From 2017-2018 fiscal year, there were 72,334 Pennsylvanians engaged with OVR. OVR processed 21,129 applications from citizens of PA who have disabilities and 25,601 students in secondary and post-secondary education received Pre-Employment Transition Services.

7,885 individuals with disabilities were placed into employment helping them become more independent. PA OVR estimated \$53 million in annual government savings.

Dave Bautista supervises the Philadelphia Business Service Team whose mission is to provide support to businesses throughout the region with on-site ADA assessments, ADA Training, recruiting and on-boarding talents from a pool of talented candidates who are job ready, to name a few. To find out how OVR can assist your business, employees or to diversify your talent pool, call Dave at 215-560-1937 or email dbautista@pa.gov

NEURODIVERSITY

Is the variety of different cognitive, neurological, and psychological differences that exist in *all* people.

NEURODIVERSITY IN THE WORKPLACE is an initiative of the SpArc Philadelphia family of organizations. Through powerful partnerships with leading enterprises such as SAP, EY, Dell and many more, we can connect qualified candidates with Autism to quality jobs that fit their skill sets.

HOW THE PROGRAM WORKS

The Neurodiversity in the Workplace program has lead the process of identifying, training, and supporting neurodiverse individuals for numerous organizations over the past 3 years. We created a structure that has now been implemented into multiple different offices, locations, and organizations around the country. We have perfected how to successfully develop partnerships to place individuals with ASD into career-focused positions while mitigating the risk associated with any new hire for our partners by building a critical support structure into our program design.

FOR EACH NEW PARTNER WE



IDENTIFY

roles within the workplace that are appropriate for our candidates



TRAIN

and educate candidates to prepare them for long-term careers



SUPPORT

your staff and new employee(s) through an ongoing program designed to maximize potential

SUCCESS STORIES: INDIVIDUALS



SAM BRIEFER

Account Support Associate, **EY**

Works on a national team with an accounting background to bring creative account solutions to clients



GLORIA MENDOZA

Mission Control Analyst, **SAP**

Works on a national team with an accounting background to bring creative account solutions to clients

QUICK FACTS

- In the past few years we have helped to place more than 75 people into full-time positions at 7 companies representing 7 states.
- Our initiative has a 96% retention rate for people placed in full time positions.
- We have provided more than 350 opportunities for individuals to enhance their resumes, develop portfolios, and prepare for the workforce.
- Our program has served as a model in the forefront of the neurodiversity in the workplace movement around the globe, the successes of which have been communicated to hundreds of businesses and organizations.