



# MANAGING THE CLIFF

EMPLOYMENT OPPORTUNITIES FOR ADULTS WITH SPECIAL NEEDS AND IDD

Brian Damiani – Executive Director ABLE Force Employment







# WHY WE GOT STARTED

▶ **82% Unemployment Rate**



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- ▶ **82% Unemployment Rate**
- ▶ **Sons had reached the age of 21+**



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- ▶ **Provide Self Esteem**





# WHY WE GOT STARTED

- ▶ **82% Unemployment Rate**
- ▶ **Sons had reached the age of 21+**
- ▶ **Provide Self Esteem**
- ▶ **Provide Supplemental income**



# EVOLUTION OF OUR COMPANY

EMPLOYMENT AGENCY

# EVOLUTION OF OUR COMPANY

## EMPLOYMENT AGENCY

- **Partner had many business contacts who were interested in hiring adults with IDD**



# EVOLUTION OF OUR COMPANY

## EMPLOYMENT AGENCY

- **Partner had many business contacts who were interested in hiring adults with IDD**
- **Difficulty in sustaining this business model**

# EVOLUTION OF OUR COMPANY

EMPLOYMENT  
AGENCY



DETAIL SHOP



# EVOLUTION OF OUR COMPANY

DETAIL SHOP



- **Established April 2019**



# EVOLUTION OF OUR COMPANY

DETAIL SHOP



- **Established April 2019**
- **Currently employs 8 adults with IDD**





# EVOLUTION OF OUR COMPANY

DETAIL SHOP



- **Established April 2019**
- **Currently employs 8 adults with IDD**
- **Average 2 cars per day**



# EVOLUTION OF OUR COMPANY

EMPLOYMENT AGENCY

```
graph TD; A[EMPLOYMENT AGENCY] --> B[DETAIL SHOP]; B --> C[NON-PROFIT ENTITY WITH 4 BUSINESSES];
```

DETAIL SHOP

NON-PROFIT ENTITY WITH 4  
BUSINESSES



# EVOLUTION OF OUR COMPANY

## ABLE FORCE



# EVOLUTION OF OUR COMPANY

## ABLE FORCE



- **Parent Company**

# EVOLUTION OF OUR COMPANY

## ABLE FORCE



- **Parent Company**
- **Established 2019**



# EVOLUTION OF OUR COMPANY

## ABLE FORCE



- **Parent Company**
- **Established 2019**
- **501C3 Non-Profit**

# EVOLUTION OF OUR COMPANY

## ABLE FORCE



- **First Venture**

# EVOLUTION OF OUR COMPANY



## ABLE FORCE



- **Purchased in October 2021**





# EVOLUTION OF OUR COMPANY



## ABLE FORCE



- **Established in December 2021**

# EVOLUTION OF OUR COMPANY



# EVOLUTION OF OUR COMPANY

EMPLOYMENT AGENCY

```
graph TD; A[EMPLOYMENT AGENCY] --> B[DETAIL SHOP]; B --> C[NON-PROFIT ENTITY WITH 4 BUSINESSES]; C --> D[EXPANSION];
```

DETAIL SHOP

NON-PROFIT ENTITY WITH 4 BUSINESSES

EXPANSION



# CHALLENGES

## ► LOCATION



# CHALLENGES

## ▶ LOCATION

- **First 2 potential landlords had issues with special needs being employed in their building.**



# CHALLENGES

- ▶ LOCATION
- ▶ WAGE OPTIONS





# CHALLENGES

## ▶ LOCATION

## ▶ WAGE OPTIONS

- Pay subminimum wage under Sec. 14c FLSA



# CHALLENGES

## ▶ LOCATION

## ▶ WAGE OPTIONS

- Pay subminimum wage under Sec. 14c FLSA
- Pay Minimum wage



# CHALLENGES

- ▶ **LOCATION**
- ▶ **WAGE OPTIONS**
- ▶ **SOCIAL SECURITY**





# CHALLENGES

- ▶ **LOCATION**
- ▶ **WAGE OPTIONS**
- ▶ **SOCIAL SECURITY**
  - **SSI has restrictions on assets**





# CHALLENGES

## ▶ LOCATION

## ▶ WAGE OPTIONS

## ▶ SOCIAL SECURITY

- SSI has restrictions on assets
- Parents confused by SSI regulations and fear of losing SSI



# CHALLENGES

- ▶ **LOCATION**
- ▶ **WAGE OPTIONS**
- ▶ **SOCIAL SECURITY**
- ▶ **SUSTAINABILITY**



# CHALLENGES

- ▶ **LOCATION**
- ▶ **WAGE OPTIONS**
- ▶ **SOCIAL SECURITY**
- ▶ **SUSTAINABILITY**
  - ▶ **Rising costs put grip on profits**





# CHALLENGES

- ▶ **LOCATION**
- ▶ **WAGE OPTIONS**
- ▶ **SOCIAL SECURITY**
- ▶ **SUSTAINABILITY**
  - ▶ **Rising costs put grip on profits**
  - ▶ **Unable to get workshop approval from ODP**





# THE FUTURE

The Future

NEXT EXIT



# THE FUTURE

## ▶ EDUCATION



# THE FUTURE

## ▶ EDUCATION

- Summit



# THE FUTURE

## ▶ EDUCATION

- Summit
- Adult Classes





# THE FUTURE

## ▶ EDUCATION

- **Summit**
- **Adult Classes**
- **Fitness Classes**



# THE FUTURE

## ▶ EDUCATION

- **Summit**
- **Adult Classes**
- **Fitness Classes**
- **Podcasts**







**THANK YOU**

