



THE EXPERIENCE

• CONVENTION AND TRADE SHOW •

SEPTEMBER 9 – 11
2026 PARIS LAS VEGAS



Hidden in Plain Sight:

The Only Minority Group Anyone Can Join
And Why They May Be Your Greatest Asset

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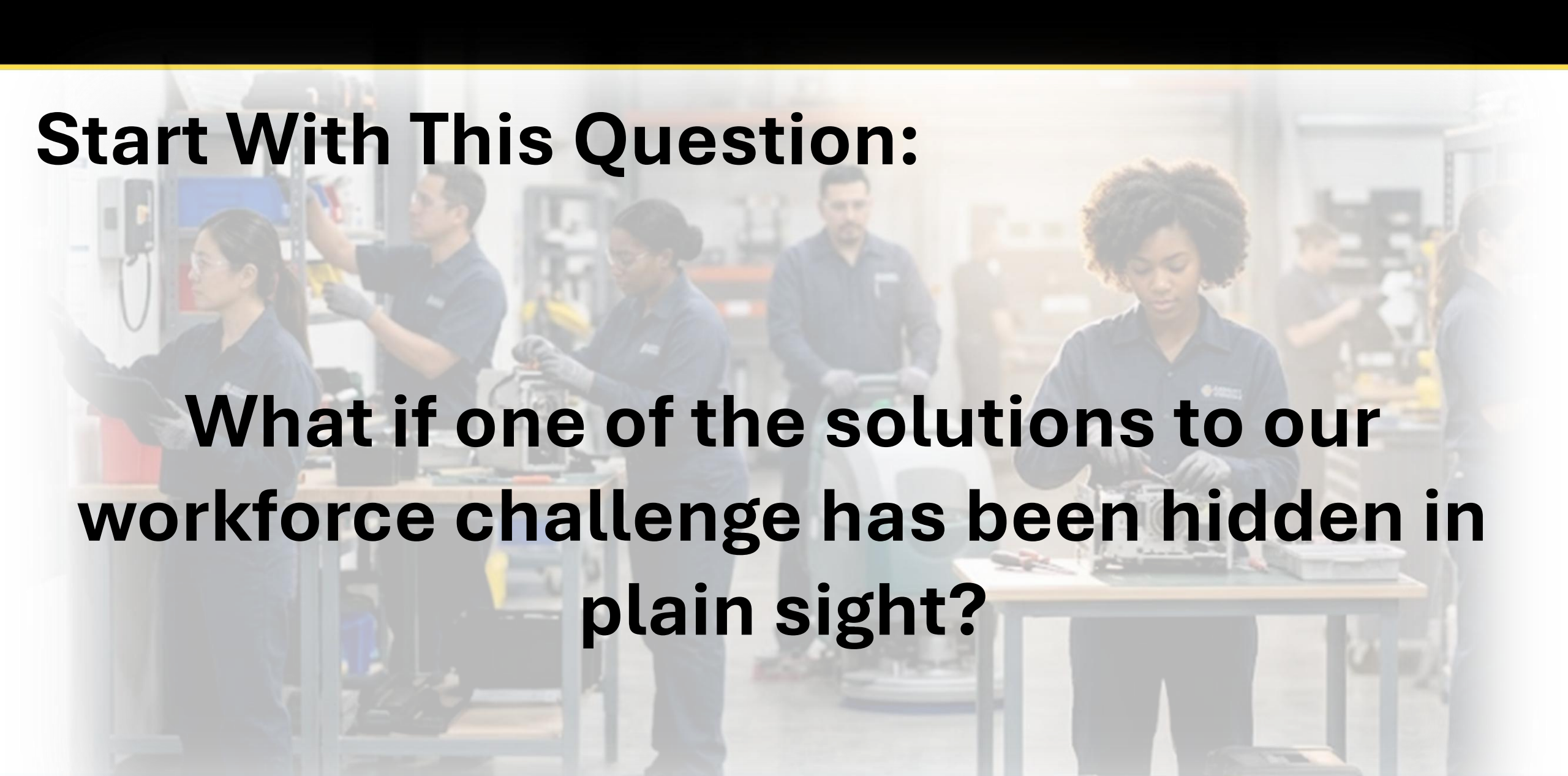
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Why am I Talking About This?

- Vocational rehabilitation nonprofit leader
- Custodial and facilities operations background
- Former leadership roles with JLL
- Board Member, Cleaning Industry Research Institute (CIRI)
- Former IICRC Board Member and Vice Chair of Cleaning and Inspection Standards
- Focused on operational excellence, workforce development, and meaningful employment





Start With This Question:

What if one of the solutions to our workforce challenge has been hidden in plain sight?



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Disability Is More Common Than Many Realize

Disability is part of the human experience

- 1.3 billion people worldwide
- Approximately 16% of the global population
- About 1 in 6 people



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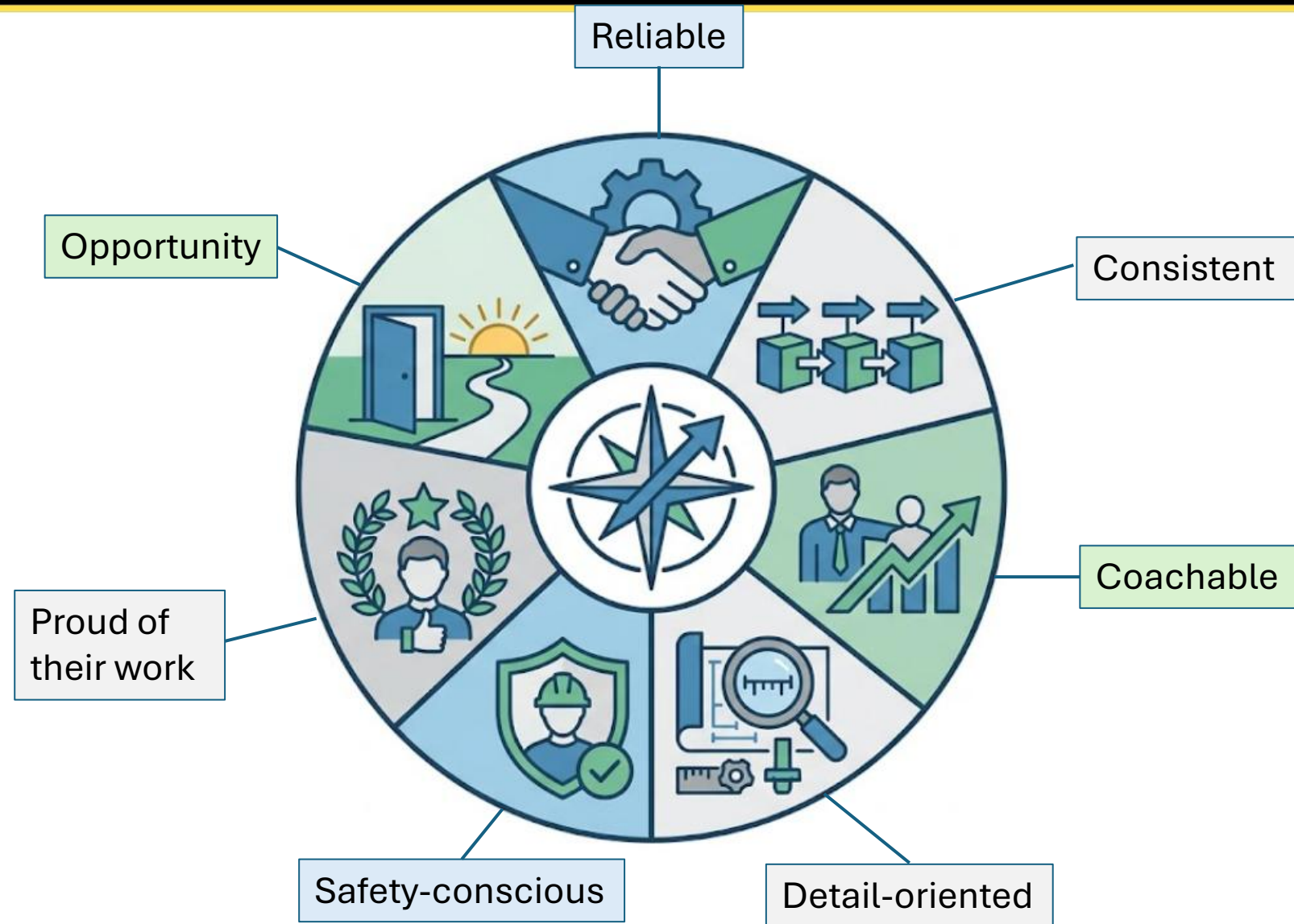
The Only Minority Group Anyone Can Join

Anyone can join this population at any time.

- An accident or injury
- Illness or a chronic condition
- A mental health condition
- Aging



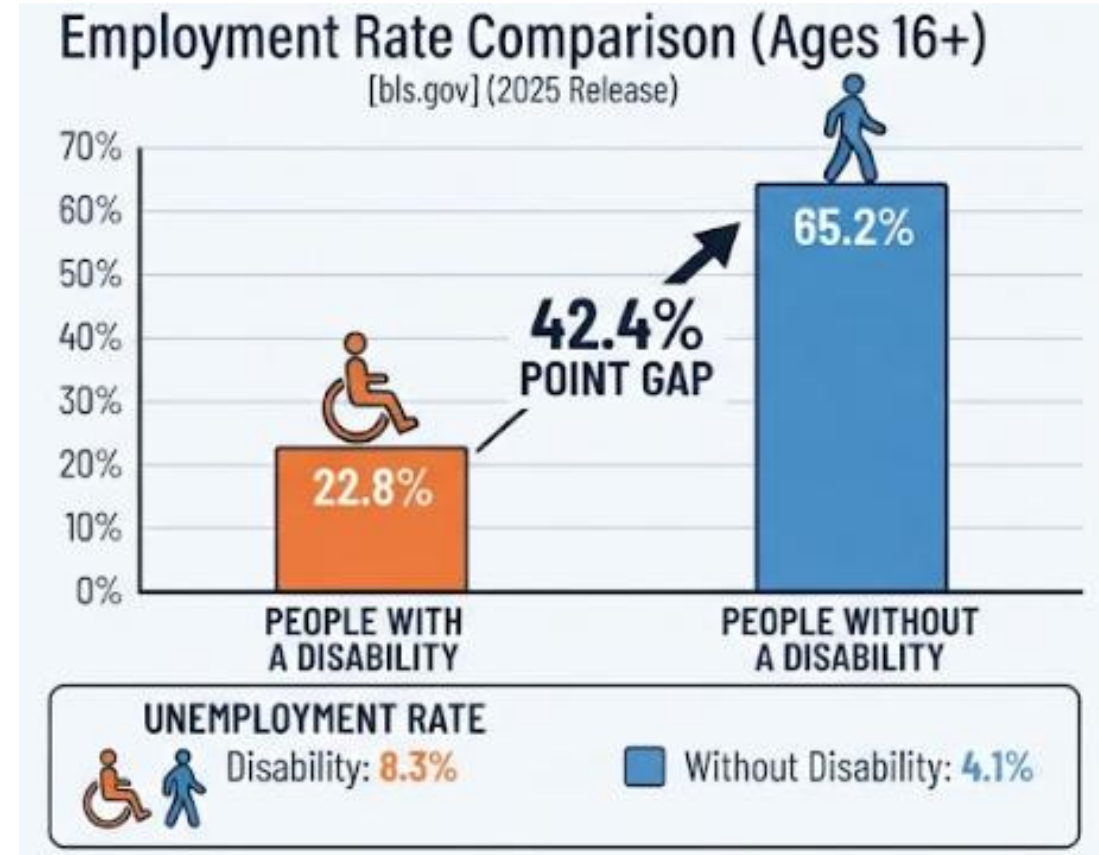
The Workforce Reality



The Employment Gap Is A Workforce Opportunity

In 2025:

- 22.8% of people with a disability were employed
- 65.2% of people without a disability were employed
- The unemployment rate for people with a disability was about double the rate for people without a disability



The Barrier is Often the Assumption

What employers sometimes assume:

- "They can't do the work."
- "It'll slow us down"
- "Accommodations will be expensive"
- "Supervisors won't know what to do."
- "Productivity will suffer."



Reality:
Start with ability, not limitation



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Vocational Rehabilitation: Connecting Talent with Opportunity

What Vocational Rehabilitation (VR) Provides

- Career assessment and employment planning
- Skills training and job coaching
- Assistive technology and workplace accommodations
- Placement and retention support

How Employers Benefit

- Access to qualified talent
- Support with onboarding and accommodations
- Improved retention and workforce stability
- Partnership resources that reduce employment barriers

Why Our Industry Matters

- Structured, task-oriented work
- Hands-on learning opportunities
- Clear expectations and measurable outcomes
- Career pathways that build confidence, independence, and purpose



Disability Is An Asset

We do not hire disabilities.

We hire people.

We hire work ethic.

We hire attitude.

We hire reliability.

We hire potential.

Disability



inability



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How to Start:

One Role, One Site, One Conversation

Connect

- Contact your local VR agency
- Ask for Employer / Business Services

Share

- Explain your hiring needs
- Review job duties / essential functions
- Discuss schedule and work environment

Partner

- Start with one role or location
- Match candidates to requirements
- Identify available spoorts

Build

- Train supervisors
- Measure success
- Expand what works



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THINGS TO AVOID IN DISABILITY INCLUSION

1



DON'T TREAT AS CHARITY

Focus on partnership, not aid.

2



DON'T LOWER EXPECTATIONS



Maintain high standards;
believe in potential.

3



DON'T ASSUME LIMITATIONS



Recognize diverse abilities;
remove barriers.

4



DON'T SKIP SUPERVISOR TRAINING

Invest in leader education;
build knowledge.

5



DON'T TRY ONCE AND QUIT

Commit to an ongoing process;
keep iterating.

6



DON'T MAKE INCLUSION ONE PERSON'S JOB

Foster collective responsibility;
involve all levels.



30-Day Call To Action

Within the next 30 days:

1. Find your local VR agency
2. Schedule one introductory meeting
3. Identify one role or site to explore
4. Ask what employer supports are available
5. Start one pilot partnership

**Don't wait for the workforce to find you.
Go find the workforce.**



www.rsa.ed.gov/about/states



**Look beyond disability.
See ability.**

**Remove barriers.
Create opportunity.
Build a stronger workforce.**

