

From Classroom to Career

Empowering Transitions Through Aspire's
Employment Training Program

Telephone

(320) 427-7473

Address

1815 South Wolf Road
Hillside, IL 60162

Website

www.aspirechicago.com

Email

partnerships@aspirechicago.com

Overview

The Cliff
Program Overview
Ella's Success Story





About Aspire

The vision and mission that guide us.

Our vision is to build an inclusive future for everyone.

Our mission is to connect people with disabilities to evergreater possibilities for learning, jobs, and safe places to call home.

Bridging the Cliff of Transition to Meaningful Employment

The Talent Challenge

79.6%

Employee Turnover Rate

This turnover number sits at over 400% the national average for employee turnover across all industries of 12%-15%.

1.15 Years

Average Employee Tenure

Over the last 10 years, the national average tenure for a food service employee is less than 2 years.

\$5,864

Average Cost Per Churn

Based on industry averages related to lost productivity, hiring, and training costs.



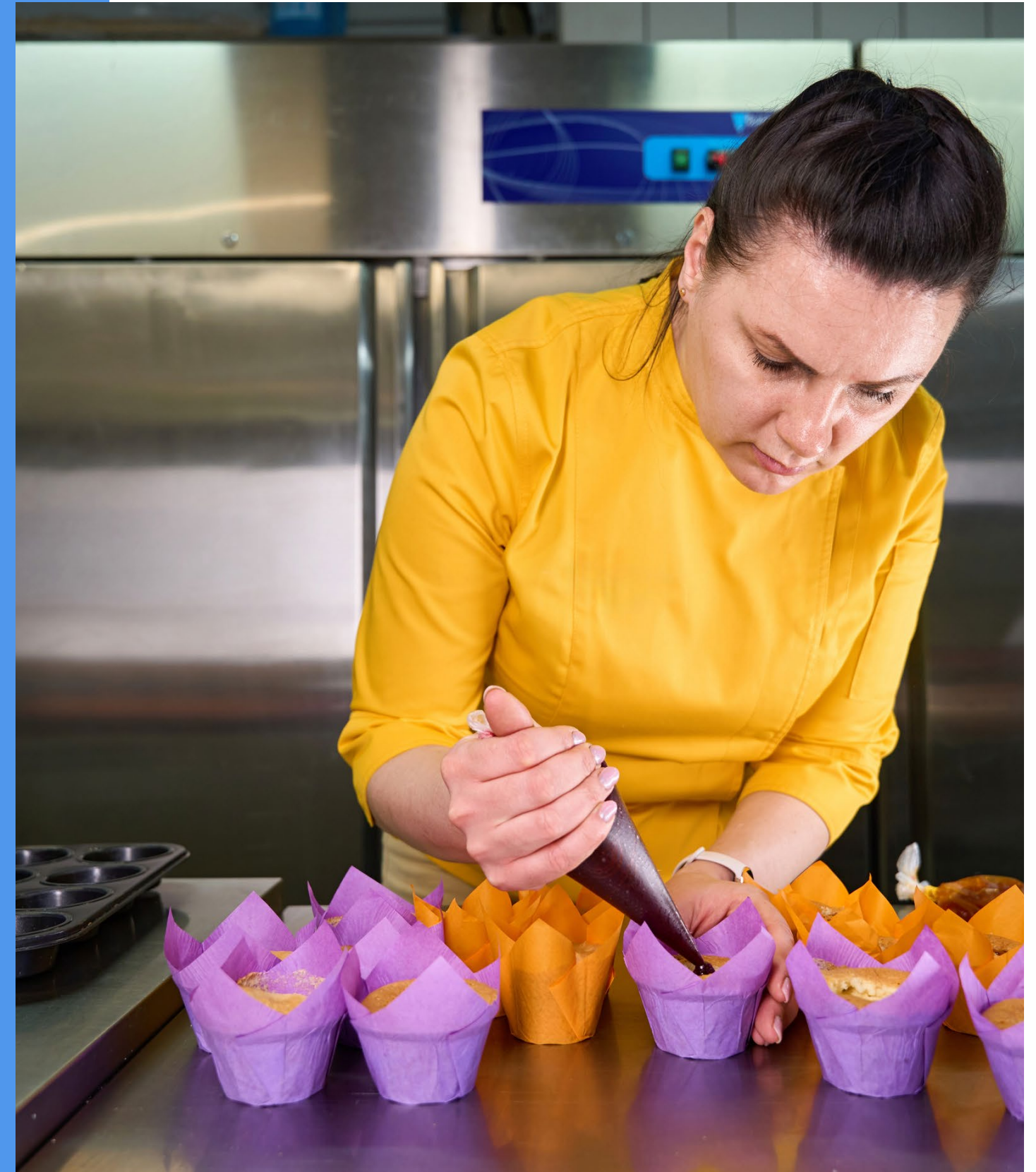
The Employment Gap for People with Disabilities

65.2%

Employment rate for people without disabilities

22.8%

Employment rate for people with disabilities



The Cliff: A Critical Gap

At Aspire, we're bridging that gap.



What's the Solution?

What's the Solution?
Partnering with Aspire!



Hiring to Create Opportunities for Everyone

- *A decrease in employee turnover by 50%*
- *A reduction in safety incidents by 33%*
- *25% higher levels of productivity*



People with disabilities often offer unique and distinct talents regarding attention to detail and levels of productivity.

Harvard Business Review (2023)

The average tenure of employment for people with disabilities is 9.5 years when given the opportunity for employment.

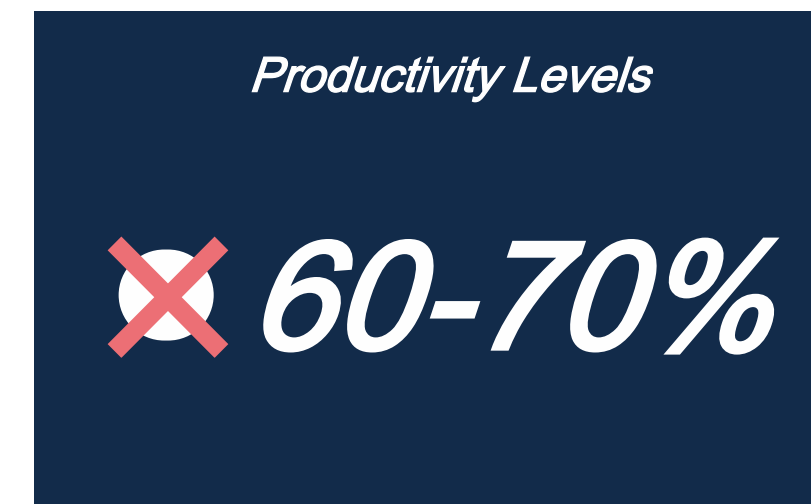
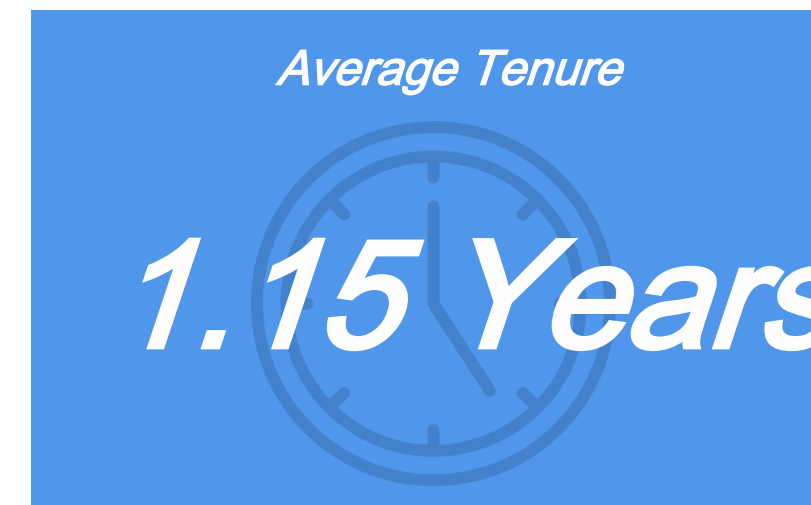
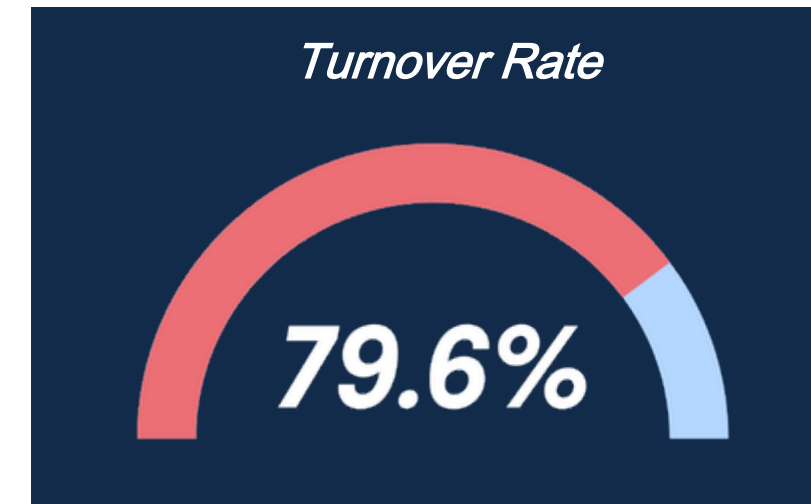
National Institute of Health (2020)



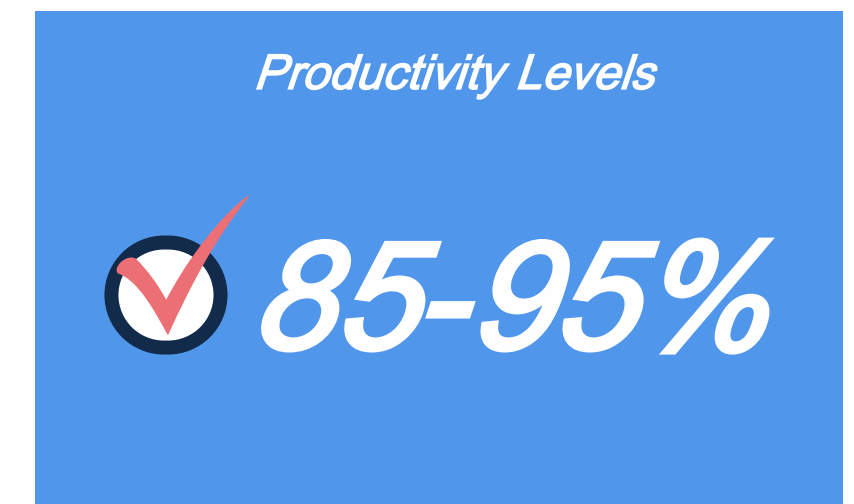
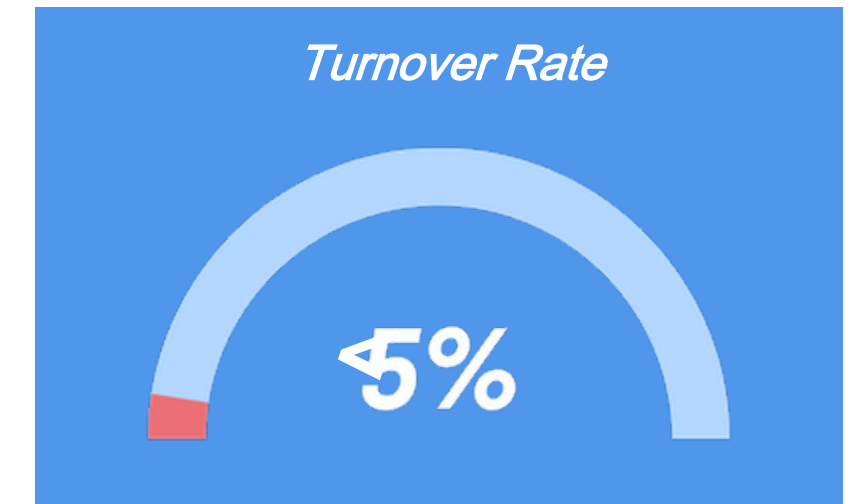
Accenture (2018, 2023)

The Numbers Behind the Impact

People Without Disabilities



People With Disabilities



Why Employment Matters

Build

feelings of independence and levels of confidence.

Creates

established routines and a new sense of purpose.



Strengthen

feelings of belonging through team development.

Leads

to long-term success and independence through employment.



What is the Employment Training Program?

Program Overview + Details



10-Week Program

- 3 Onsite Days per week
- 1 Offsite Day per week

8-Week Paid Internship

- Transition coach support

What Makes Our Program Different?

*RealWorld
Training*

*Individualized
Approach*

*Focus on
Future Success*

Track # 1

Distribution Center

Built out of a need for reliable and dedicated talent in the distribution industry, this unique program connects people searching for jobs with companies that are looking to hire.





Program Class Overview

- Week 1: _____ Intro and Safety
- Week 2: _____ Safety
- Week 3: _____ Hardware
- Week 4: _____ Picking
- Week 5: _____ Packing and Receiving
- Week 6: _____ Kitting
- Week 7: _____ Shipping
- Weeks 8 to 10: _____ Role Rotations



Track #2

Food Service

The Food Service Training Program is a federally funded program that prepares people with disabilities for jobs in the food service industry.

Built in response to the need for reliable, dedicated talent, it connects job seekers with employers who are looking to hire.





Program Class Overview

- Week 1: _____ Intro and Food Safety
- Week 2: _____ Kitchen Safety
- Week 3: _____ Customer Service
- Week 4: _____ Workplace Communication
- Week 5: _____ Emotional Intelligence
- Week 6: _____ Service Production
- Week 7: _____ Kitchen Production
- Weeks 8 to 10: _____ Role Rotations

Timelines

10-Week Training Program

- Monday - Thursday (9:00am to 3:00pm)
- Decisions made about trainee internships (Weeks 6-8)
- Internship kick-off ceremony (Week 10)

8-Week Internship

- Internship Orientation during Week 1 (9:00am - 1:00pm)
- Working Monday - Friday (hours vary 12-20 hours per week)
- Interns are notified of potential job offers (Weeks 6-8)*
- Performance summary (Week 8)

**If no offer is made, an Employment Specialist will help with finding a job with our community employment team.*

A Stepping Stone

*A Safe Place
to Learn
and Grow*

*A Bridge
from School
to a Path
to Employment*

*Not the End
Goal, But the
Beginning of a
New Chapter*

aspire Powered by possible.

Ella's Success Story



Building Dreams Together

Stories like these are just the beginning.

"The transition from intern to full-time was flawless. Aspire prepared our staff so well, it felt like onboarding any other new team member."

Courtney Johnston, Talent Acquisition Specialist at Parts Town



"Ella consistently asks the right questions and outperforms her daily quota numbers. She is one of our top performers."

Johnny Nguyen, Parts Town Supervisor, Global Fulfillment Center





Partner with Us!

Agency Collaboration

- Partner in establishing different goals to set.
- Refer trainees to us.

Parent Collaboration

- Encourage participation.
- Reinforce goals and skills at home.

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Want to Be a Part of
the Movement?

If so, connect with us directly by reaching out to us at:

partnerships@aspirechicago.com

Thank You!



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