

Arc Broward's Employer Partnership Toolkit

Unlock the Potential of an Inclusive Workforce



Are you ready to enhance your workforce?

Whether you're deepening an existing partnership with Arc Broward or exploring new opportunities, this toolkit is your gateway to effective collaboration with Arc Broward's Workforce Services.



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MESSAGE FROM ARC BROWARD'S PRESIDENT & CEO



Welcome to Arc Broward's Employer Partnership Toolkit. As President and CEO of Arc Broward, I am thrilled to introduce this comprehensive resource designed to foster meaningful collaboration between Arc Broward and employers throughout Broward County. Our mission is to transform the community by providing opportunities for people with disabilities and other life challenges to realize their full potential. Through strategic partnerships with employers like you, we can create inclusive workplaces that benefit your bottom line.

The Employer Partnership Toolkit is your gateway to discovering how Arc Broward's Workforce Services can add value to your business. Whether you are considering partnering with us for the first time or looking to deepen and strengthen an existing collaboration, this toolkit provides the guidance and resources you need to navigate every step of the partnership journey. We look forward to being a part of your employment solution.

Sincerely,

A handwritten signature in black ink that reads "Julie". The signature is fluid and cursive, with a small dot at the end.

Julie Price, President, CEO



EMPLOYER TOOLKIT OVERVIEW

The purpose of the Employer Partnership Toolkit is to provide comprehensive guidance on the employment services available to both prospective and current employer partners. This toolkit aims to facilitate effective collaboration between Arc Broward and Broward County employers, fostering mutually beneficial relationships that drive economic success for all stakeholders involved. Whether engaging with new partners or strengthening existing relationships, this toolkit serves as a strategic resource to bring Arc Broward's mission and employment services to the forefront of Broward County workforce development initiatives, streamline communication and engagement opportunities, align goals, and maximize outcomes.

IMPORTANCE OF PARTNERSHIPS FOR WORKFORCE DEVELOPMENT

Including people with disabilities in the workforce can have a profound economic impact. Far too often, however, individuals with disabilities are left out of the workforce. In the state of Florida, the current labor force participation rate for people with disabilities is 20%, compared to 63% for people without disabilities. Recently, the Able Trust released a report, *Solving Florida's Labor Shortage: The Hidden Solution*, that asserts Florida has 727,301 people with a disability between the ages 20-64 who are not in the workforce and nearly 500,000 unfilled jobs statewide, statistics that are projected to continue to grow throughout the next 5 years. Not only is there opportunity to help meet labor market needs, but there is also the opportunity to enhance businesses' bottom line. According to a 2018 Accenture study on workplace accessibility, companies that include people with disabilities report 28% higher revenues and two times higher net income than companies that do not reflect the full spectrum of workforce diversity. Evidence shows that our state's economy can benefit from a diverse workforce that includes qualified individuals with disabilities.

A study of employers who have had long term partnerships with Employment Service Providers and have utilized customized employment strategies indicated the following benefits of the employment services provided:

- Increased productivity
- Reduced turnover and absenteeism
- Improved workplace culture
- Reduced costs for recruiting, hiring and training new employees



In Broward County, we know the strength of our workforce directly impacts economic success and community wellbeing. According to the United Way of Broward County's 2022 ALICE Report, there were 43,157 people with disabilities ages 18-64 in the labor force in 2019, accounting for 4% of Broward County's total labor force population. However, another 45,704 individuals with disabilities in the same age range were out of the labor force. The same report found that people with disabilities

in Broward County were more than three times as likely to be out of the labor force than people without a disability (51% vs 16%). The rates of labor force participation also vary by type of disability. Whereas 55% of individuals who are deaf or hard of hearing were in the workforce, 67% of people with an intellectual disability were not. Fortunately, thanks to critical support from businesses and community leaders, agencies like Arc Broward are providing meaningful opportunities for individuals with disabilities to thrive in the workforce and positively contribute to a healthy economy.

Partnerships are central to Arc Broward's Workforce Services model. Through strategic collaboration with employer partners, we can foster an inclusive career-centered environment where everyone is valued and empowered to achieve their full potential in the workforce. Whether exposing our job seekers to potential career paths through site tours or work-based learning experiences (WBLE) through community based instruction (CBI), or by prioritizing inclusive hiring and customized employment practices, our employer partners are invaluable to creating a more inclusive workforce in Broward County.

GETTING TO KNOW ARC BROWARD & WORKFORCE SERVICES

MISSION

To transform the community by providing opportunities for people with disabilities and other life challenges to realize their full potential.

CORE VALUES

- Passion
- Respect
- Integrity
- Drive
- Entrepreneurial Spirit



SERVICES

Arc Broward offers a continuum of services for individuals with disabilities through three distinct divisions:

- Children's Services
- Adult Services
- Workforce Services



"Partnering with Arc Broward has been an exceptional and rewarding experience for my company. The team member we hired through them has brought tremendous value to our business. Not only did we gain a highly skilled and dedicated individual, but we also found someone who truly appreciates the opportunity to contribute. The hiring process was seamless, thanks to the team at Arc Broward, who provided excellent support every step of the way."

– Sean Donato, President/Owner, Apple Printing

Myth:

Employees with disabilities increase insurance rates.



Fact:

Employing people with disabilities does not inherently increase insurance rates. Insurance rates are based on various factors, and having employees with disabilities is not a direct cause of higher taxes.

ARC BROWARD'S WORKFORCE SERVICES

Arc Broward's Workforce Services Division is designed to provide comprehensive support and opportunities for individuals with disabilities to enter and thrive in the workforce through three specialized departments: **Transition Services, Arc Educates, and Arc Works.**

Transition Services

School of Hire Education

A high school deferment program tailored for students aged 18-22 with career goals and aspirations to join the workforce. The curriculum covers essential topics such as social skills, job readiness, and financial literacy. Moreover, students participate in community work-based learning experiences with companies throughout Broward County to gain practical skills necessary for employment. The program follows the Broward County Public Schools calendar.

Youth Links

An after-school program for individuals with disabilities aged 15-21. Youth Links emphasizes life skills, social skills, job readiness, and financial literacy. Notably, it offers paid summer internships with companies across Broward County, enhancing practical work experience for our job seekers.

Post-Secondary Education

Arc Educates

This department offers accredited post-secondary certificates designed for individuals with disabilities and other life challenges who have a high school diploma or GED. Our post-secondary certificates include:

- **Entry-Level Culinary Arts (16 weeks)**
- **Material Handler (12 weeks)**
- **Animal Care (15 weeks)**

Each post-secondary certificate combines classroom instruction with hands-on experiential learning at externship sites throughout Broward County, providing students with industry-specific skills and preparing them for entry-level positions.

Employment Services

Arc Works

This department supports high school graduates with disabilities in their journey to secure and maintain employment. Likewise, it provides employment solutions to Broward County employers looking to enhance and diversify their workforce through inclusive hiring practices.

Services Available to Employers

Recruitment Arc Works will make potential job candidates aware of your business and employment needs. If interest is shown, we will assess whether a job match is possible between this job candidate and your business.

Pre-Qualified Job Candidates Arc Works professionals assist in finding candidates who are well-suited for your company and specific job openings or tasks, considering both skills and workplace fit.

Customized Job Descriptions Arc Works can design a flexible set of job tasks that addresses specific labor needs that exist at designated times of the day or week when the workforce is most challenged to perform effectively.

Onboarding Support Once a candidate is hired, Arc Works helps throughout the onboarding process, ensuring a smooth transition for new hires. The employee's Employment Specialist is hands-on and will remain on the job with them during this phase until pre-established key performance indicators (KPIs) are accomplished. This service can save employers time and money when on-boarding new employees.

Job Retention through Ongoing Communication and Support The employee's Employment Specialist maintains consistent communication with both the employee and employer after the onboarding phase. They provide ongoing support, monitor KPIs, and keep a finger on the pulse of employee and employer satisfaction to ensure job retention and growth. This service better ensures job retention and offers supplemental support to address performance-related issues. Should the placement prove not to be a good fit, we will assist in transitioning this employee to a more suitable job elsewhere, and find another candidate to meet the employer's needs.

Long-term Engagement Arc Works aims for long-term engagement, helping employees grow within their roles, achieve stability, and contribute effectively to the company's success. We offer ongoing recruitment and placement services to meet your ever-changing workforce needs. These services are designed to foster a supportive and inclusive workplace environment where individuals with disabilities can thrive, while also meeting the needs and exceeding the goals of employers.

Services Available to Job Seekers

Classroom Instruction

Instruction in social skills, job readiness, and financial literacy.

Job Readiness Support

Assistance with resumes, the job search, application prep and submission, and mock interviews.

Supported Employment

Ensuring job seekers not only obtain but also retain employment.

The goal is to foster long-term engagement, financial stability, and ultimately, self-sufficiency among job seekers.

Myth:

Employers are on their own to navigate how they can diversify their workforce by hiring individuals with disabilities.



Fact:

Arc Works has an array of employment solutions to help employers diversify their workforce. Our employer partners report 100% satisfaction with these services (87% very satisfied, 13% satisfied).

Partnering with Arc Broward's Workforce Services

Employer partnerships are at the core of Arc Broward's Workforce Services division. Together, we can provide work-based learning and career opportunities that empower individuals with disabilities to thrive in the workforce.

THE BENEFITS OF PARTNERSHIP FOR EMPLOYERS INCLUDE:



Pre-Qualified Job Candidates: We specialize in assessing candidates' skills and matching them with suitable job opportunities, ensuring that employers find candidates who meet their specific job requirements and are the right fit for the company.



Customized Job Descriptions: In addition to matching candidates with existing positions, Arc Broward's Workforce Services Professionals can help employers assess needs and create customized job descriptions that address specific tasks that benefit your overall operation during key times when the workforce is striving to keep up.



Supplementary Training and Support: Arc Broward offers training and support services to both employers and employees. We can provide training on disability awareness, accommodations in the workplace, and ongoing support to ensure successful integration and retention of employees.



Retention and Job Loyalty: Based on our ongoing employment supports, employees placed through Arc Broward often demonstrate higher retention rates and increased loyalty to their employers. They appreciate the opportunity given to them and tend to be highly motivated and committed.



Access to Resources: Most companies are not always aware that certain employees and customers have a disability. Employers can access resources and consultation from Arc Broward's experienced staff to address any disability related issues or opportunities that come your way.



Cost-Effective Solutions: Employers can benefit from cost-effective recruitment and hiring solutions through Arc Broward's services, reducing recruitment, hiring, and training costs associated with finding and onboarding new employees.



Diverse Talent Pool: Arc Broward can connect employers with a diverse pool of talented individuals who are often overlooked despite having valuable skills and capabilities.



Community Impact: Partnering with Arc Broward allows employers to contribute positively to the community by promoting inclusivity and diversity in their workforce. It enhances the employer's reputation as a socially responsible organization. There are numerous volunteer opportunities with Arc Broward in which companies may engage.



Success Works Here.

Diversify Your Workforce

Arc Works helps find the right candidate for your open positions, helps to create an employee pipeline for your hard-to-fill roles, and provides onboarding and ongoing support to enhance employee retention.



Did you know?

While unemployment rates across the country have fallen to a record low, the unemployment rate among individuals with disabilities in Florida remains over

700,000+

of Florida's citizens with disabilities are currently out of work.

60%*

*The Able Trust, 2023

Working-age people with disabilities are more than

2x as likely to be living in poverty

than those without disabilities.



Let Arc Works be your employment solution!

Companies that include people with disabilities report

28% higher revenues and 2x higher net income**

than companies that do not reflect the full spectrum of workforce diversity.

**Accenture Study, 2018

97% of participants increased their level of self-sufficiency.

77% of participants placed in jobs are retained for 90+ days.

Arc Works helps **200+ participants a year** on the journey to employment.

45+ Employer Partners work with our talent pool.

100% Employer Satisfaction.



Contact us to see how Arc Works! www.arcbroward.com • 954-746-9400
Contact: arcworks@arcbroward.com • WorkBar: 3415 N Dixie Hwy, Oakland Park, FL 33334

Myth:

Employees with disabilities are more likely to have accidents at work.



Fact:

Research shows that employees with disabilities are not more prone to workplace accidents. In fact, they often have better safety records than their non-disabled counterparts.

By partnering with Arc Broward, employers not only gain access to a diverse and talented workforce, but also contribute to creating an inclusive workplace culture. Through strategic collaboration, partnership can lead to long-term benefits for both employers and employees, as well as the community at large.

PARTNERSHIP FIRST STEPS

Partnering with Arc Broward is a straightforward process that offers numerous benefits for employers. The first step is usually setting up an appointment to conduct a site visit and interview to learn more about your labor needs. This Toolkit provides a comprehensive menu of partnership opportunities and resources designed for ease of engagement. We invite you to review the resources and contact us to learn more. We look forward to discussing how Arc Broward can support your workforce needs and contribute to your business' success.

STEP ONE

To discuss partnership opportunities and schedule a site visit and interview with Arc Broward, please email Dr. Jennifer Saint Louis, Vice President of Workforce Services at jsaintlouis@arcbroward.com.

CUSTOMIZABLE PARTNERSHIP MODELS

Recognizing the diversity of employer needs and capacities, Arc Broward's Workforce Services offers a plethora of collaboration opportunities for employers to create a customized partnership model that seamlessly aligns with their company's goals. Below is a comprehensive menu of engagement opportunities:

Recruitment Services

- Tours/Site Visits
- Job Shadows
- Partner Led Skill-Building Workshops (specific to your industry or labor needs)
- Job Fairs

Hiring Services

- Work-Based Learning Experiences (WBLE)
- Customized Job Descriptions
- Externships
- Internships
- On-the-Job Training
- Pre-Qualified Job Placements

Retention Services and Support

- On-Boarding and Training Support
- Ongoing Employment Specialist Support

Corporate Social Responsibility and Organizational Impact

- Business Advisory Council Membership
- Job Readiness Volunteer Opportunities (classroom presentations/practice interviews)
- Disabilities Awareness Training
- Sponsorship and Public Relations Opportunities

By offering flexibility, employers may tailor the partnership to suit their unique needs and to make the impact they desire. To learn more about the opportunities outlined above, the next section provides elaborated detail.

EMPLOYER ENGAGEMENT PROCESS

To provide the best service possible, we believe it is important to assess each employer's unique labor needs, challenges, and opportunities to propose recommended employment services and job candidates. This section provides information on what employers can expect from Arc Broward's Workforce Services team and how these engagements benefit an employer's overall operation.

Assessing Employer Needs

During initial engagement with employers, the Workforce Services team employs multiple assessment tools including a site visit and interview and an inventory of employer needs and tasks.

Site Visit and Interview

This assessment allows our workforce professionals to get a sense of a company's workplace culture, opportunities for customized employment, and areas of cross collaboration among the various Arc Broward Workforce Services. Likewise, the interview helps our team understand the employer's current workforce composition, pain points, and opportunities; types of available jobs, the related tasks, and the personality traits and skill set best suited for each job; as well as the processes the organization utilizes for recruitment, hiring and onboarding.

Inventory of Employer Needs and Tasks

This assessment delves deeper to help our team understand if employers are experiencing any logjams or backlogs in specific work areas, rush periods or seasonal fluctuations, and areas of high staff turnover. It also reveals if there are highly paid employees performing administrative functions, if there are sporadic but important tasks, and how current employee tasks, work environment, and customer experience may be enhanced.

Following the completion of these assessments, the Arc Works team can provide employers with a comprehensive proposal detailing the opportunities, providing candidate recommendations, and outlining next steps.

Employer Proposals Include:

Summary assessment of your employment needs.

If a specific job candidate(s) is recommended, a list of capabilities and qualifications will be provided.

Specific requirements and qualifications for identified jobs and job tasks.

Employment Services offered by Arc Works and the benefits of those services to your overall operation.

“

Totally BANANAS.

“We've hired multiple employees through Arc Broward, and each has been a valuable addition to our team. Arc Broward takes the time to understand our specific job requirements and works closely with us to ensure a great match. They provide ongoing support, helping employees grow into their roles, and we support them just as we would any other employee. It's been a rewarding experience watching these individuals thrive and contribute to our business.”

- Charles Pheterson, President, Totally Bananas, Inc.

Myth:

Accommodating employees with disabilities is expensive.



Fact:

Most workplace accommodations are low-cost or free. According to the Job Accommodation Network, more than half of accommodations cost nothing and the rest typically cost only \$500.

EMPLOYER ENGAGEMENT

Interviewing Candidates

Employers who engage with our team through initial workforce assessment or by responding to an application for an existing job posting can count on our workforce professionals to provide support throughout the application and interview process when requested. This service benefits both job seekers and employers by ensuring effective communication and a strong alignment of skills and requirements.

Onboarding Candidates

Each job seeker is partnered with a dedicated Employment Specialist (ES) who provides continuous support. Upon hiring one of our candidates, their ES assists with onboarding. By immersing themselves in the job functions alongside your new hire, this approach helps employers save valuable time and resources, ensuring the employee comprehensively grasps and excels in their new role. Rather than setting a fixed duration for this hands-on support, the ES remains engaged until the employee achieves mastery of the job's key performance indicators. At that time, the ES transitions to maintaining regular communication with both the employer and employee to support ongoing job retention.

Ongoing Communication and Support

At Arc Broward, our Employment Specialists are dedicated to ensuring that your workforce remains productive and valuable to your company. Beyond the initial onboarding phase, our team maintains regular communication with both employers and employees to support ongoing efficiency and success. Employers are encouraged to openly communicate both positive feedback and any concerns with Employment Specialists. This collaboration fosters workplace confidence and allows for timely adjustments when necessary. While we strive to facilitate successful matches between employers and candidates, we understand that occasional mismatches may occur. Should an employee encounter challenges, our Employment Specialists are equipped to collaborate with them to strengthen necessary skills for job retention. If it becomes clear that the fit is not optimal, we can also assist in the offboarding process to then work with the candidate to enhance their skills for future placements. Simultaneously, we will actively seek new candidates to help fill your vacancy.

MEASUREMENT AND EVALUATION

A crucial aspect of successful partnerships is the ability to measure and evaluate impact. The toolkit equips Arc Broward and employer partners with tools and methodologies to assess the effectiveness of the collaboration, track progress toward shared goals, and identify areas for improvement. By promoting accountability and transparency, these measurement tools enhance the sustainability and scalability of partnerships. Three of the ways we assess collaboration are through a Key Performance Indicator (KPI) form, Employer Satisfaction Survey, and Job Seeker Satisfaction Survey.

Key Performance Indicator (KPI) Form – At the onset of collaboration, this is completed with the employer partner and collaborating Workforce Services department. This document is tailored to each employer based on the type of partnership. For example, employers who hire our job seekers will complete a KPI form to help your new hire and their Employment Specialist understand what success looks like during onboarding. This will help your Employment Specialist provide specialized support throughout this process. Likewise, employers partnering with Workforce Services in the externship, community-based instruction, or internship site capacity will work with our team to complete a KPI form that outlines what successful on-site collaboration and productivity looks like for their facility.

Employer Satisfaction Survey – Employers are invited to share feedback about their collaboration with Arc Broward’s Workforce Services programs by way of an employer satisfaction survey. This tool assesses employers’ perceptions of their interactions with our team members, with the job seekers, and overall impact to their company. This feedback is used for continuous improvement.

Job Seeker Satisfaction Survey – Job Seekers/Employees are invited to share feedback regarding their experience engaging with Arc Broward’s Workforce Services and employer partners. This feedback is used for continuous improvement.

RESOURCES

To streamline collaboration and reduce administrative burden, the next section serves as a repository of resources, including lists of what to expect at each collaboration stage, guidelines, and best practices. By providing ready-to-use tools, the toolkit facilitates efficient onboarding and ongoing collaboration between Arc Broward team members and employers’ main points of contact.

Employer Partner Interest Form

Use this **QR CODE** to quickly complete a brief *Employer Partner Interest Form*. A member of our team will then follow up with you.



“Arc Broward is a true champion of inclusivity, offering meaningful employment to individuals with special needs. As a parent of a young daughter with autism, I understand the importance of creating pathways for individuals with unique abilities to thrive. Arc Broward’s commitment not only enriches lives but also fosters a more diverse and inclusive workforce.”
– Corey Fairweather, Operations Manager, Dairy Queen

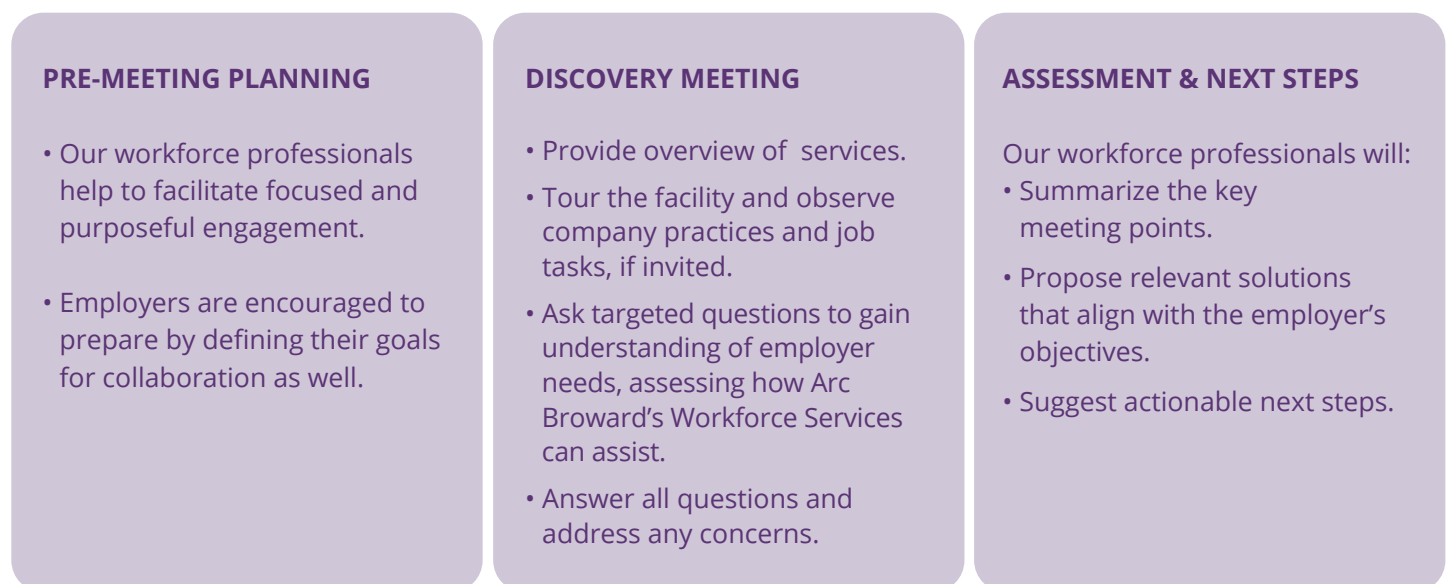
Workforce Services Best Practices

Partnering with Arc Broward's Workforce Services Division presents a valuable opportunity to enhance your hiring practices and access a diverse talent pool. To ensure a successful and mutually beneficial collaboration, we have provided some best practices to guide your interactions and help build a strong and productive relationship with the Workforce Services Division. Strong partnerships have:



Engaging with Arc Works

Arc Works aims to fill your job openings with qualified and motivated candidates. One best practice for engaging with Arc Works is to participate in a Site Visit and Interview, often referred to as the **Employer Discovery Meeting**. Here is what to expect from an Employer Discovery Meeting:



Another best practice is for employers to expand their hiring practices to include **Working Interviews**. Working Interviews are hands-on and allow employers to see a candidate's ability to learn and perform a specific task or job. This practice helps hiring managers get a feel for the Job Seeker's on-the-job abilities and communication style. Likewise, it helps the candidate understand the job functions and company's work culture.

Finally, employers who maintain open and ongoing communication with the Career Placement Manager and/or their assigned Employment Specialist can ensure continued support to help retain their employee(s), help to fill new openings that become available, and help address any concerns that may arise throughout the life of the partnership.

Engaging with Arc Educates

Employers who engage with Arc Educates often open their facilities to **serve as externship sites** for one or more of the fully accredited post-secondary certificate programs. As a partner serving as an externship site, you can expect to have the program instructor and a cohort of students (typically between 2 - 6) at your location one or more times per week. The instructor will maintain communication with the company's main point of contact to ensure the cohort is engaging in tasks that help to meet company goals and positively impact their bottom line while also meeting the program's learning objectives. This is a meaningful way to get to know the students in our post-secondary certification programs and to help shape the future of the workforce. Many partners whose companies serve as externship sites have extended job offers to program graduates, confident in their skills and abilities as a result of the hands-on, on-site externship experience. An Externship Agreement is executed to solidify this type of partnership. Additionally, Arc Broward can provide a Certificate of Insurance upon request.

Engaging with Transition Services

There are three main ways employers who engage with Arc Broward's Transition Services programs can be impactful.

COMMUNITY BASED INSTRUCTION (CBI) SITE

Employers who serve as a CBI site allow a School of Hire Associate and four students to come to their facility once a week for about 3 hours to learn about the industry and perform job related tasks. This is an impactful way to help our students get exposure to different career paths as well as hands-on experience. A Work Site Agreement is executed to solidify this type of partnership. Arc Broward can provide a Certificate of Insurance upon request.

SUMMER INTERNSHIP SITE

Employers who serve as a summer internship site allow a Youth Links job coach and four students to come to their facility several days per week on either a part-time or full-time basis. The interns are paid through external funding and are highly motivated to learn and execute job tasks throughout their shifts. A Work Site Agreement is executed to solidify this type of partnership. Arc Broward can provide a Certificate of Insurance upon request.

CAREER PATHWAYS & JOB READINESS

Another way that employers can positively impact the transition programs is to invite our students and staff for a tour of your facility so they can gain exposure to different career pathways and work environments. Likewise, employers are invited to come visit the School of Hire and Youth Links sites to share about their business/industry, help with mock-interviews, and/or facilitate job readiness or financial literacy presentations.

By following these best practices, you can foster a productive and mutually beneficial relationship with Arc Broward's Workforce Services Division.

Myth:

Employees with disabilities won't likely remain on the job for long.



Fact:

Employees with disabilities have good retention rates. 77% of Arc Works job seekers placed in jobs are retained for 90+ days

Workforce Services Contact Information



CONTACT US:

Arc Works – arcworks@arcbroward.com

Arc Educates – arceducates@arcbroward.com



PHONE: (954) 746-9400



MAIN POINTS OF CONTACT:

- **Dr. Jennifer Saint Louis**, *Vice President of Workforce Services* | jsaintlouis@arcbroward.com
- **Marcus Amos**, *Arc Works Director* | mamos@arcbroward.com
- **Brionna Hardemon**, *Career Placement Manager* | bhardemon@arcbroward.com
- **Carla Sanoir**, *Arc Educates Manager* | csanoir@arcbroward.com
- **Liliana Ballesteros**, *Transition Services Manager* | lballesteros@arcbroward.com



LEARN MORE:

Arc Works – www.arcbroward.com/arcworks

Arc Educates – www.arcbroward.com/educates

Business Advisory Council – www.arcbroward.com/business-advisory-council

Sign up for our Arc Broward Newsletter www.arcbroward.com

CONCLUSION

In sum, the Arc Broward Employer Partnership Toolkit serves as a vital resource for fostering inclusive workplaces in Broward County. By highlighting the significant economic impact of including individuals with disabilities in the workforce, this document outlines a clear path for employers to access a diverse talent pool while simultaneously enhancing their organizational effectiveness. **Key benefits of partnering with Arc Broward's Workforce Services include access to pre-qualified job candidates, assistance with customized job descriptions, and ongoing support that not only improves retention rates but also enriches workplace culture.**

Prospective employer partners, we invite you to take the first step toward a meaningful partnership by reaching out to discuss how Arc Broward can support your workforce needs. Existing employer partners, we invite you to reach out to discuss how we can deepen and strengthen this valuable relationship. Together, we can create a more inclusive workforce that reflects the diversity of our community, drives economic success, and ensures that everyone has the opportunity to thrive. To explore partnership opportunities, please complete the **Employer Partner Interest Form** today. Let's make a positive impact together!



“

GreenspoonMarderLLP

“We have truly valued our partnership with Arc Broward. Not only are they a wonderful organization, but they are dedicated to supporting our local community by giving future employees a voice that they may not have anywhere else. When our Executive Committee first presented this opportunity, it was a no brainer, and we could not be happier with the results. Arc Broward was able to pair our Firm with the right candidates for the work needed. Our employee is excellent, besides being dependable and having the right skillset, she is a wonderful individual and an excellent contribution to our culture. I highly recommend that companies take the opportunity to work with Arc Broward if they can, because you will tap into a talent pool of dedicated hard-working individuals who want to pursue their passions and dreams.”

- Jackie Tully, HR Director, Greenspoon Marder LLP

Let's Build a Stronger Broward County Together!

954.746.9400 | www.ArcBroward.com



Arc Broward
Changing Perspectives. Changing Lives.

Arc Works
Success Works Here.

Arc Educates
Where Learning Continues.

Youth Links
Educate. Empower. Employ.

School of Hire Education
Opportunity · Learning · Employment · Success