PHENIX
TECHNOLOGY
INC.
OPPORTUNITY
FOR ALL
PROGRAM



**ABOUT US** 

Phenix Technology was founded in 1972 by 2 firefighters who wanted to see a better helmet on the market that was durable yet lightweight. 50 years later we are a business who focuses on the development of people funded by the manufacturing of high-quality helmets!



# THIS IS MY HELMET.

## **PROBLEM**

# EMPLOYERS COMPLAIN ABOUT NO WORKFORCE

There is not a labor shortage there are about 18,000 neurodiverse candidates ready to work in the Inland Empire alone

# SCARED TO HIRE NEURODIVERSE CANDIDATES

Employers don't want to dive in and hire candidates because they don't know what to do

# LACK OF TRAINING PROGRAMS

Employers don't know where to start or what to say when it comes to training and how to create a neuro-inclusive work environment

# LACK OF GOVERNMENT SUPPORT

There are limited city, state and federally funded programs for hiring neurodiverse candidate pool

#### LACK OF AWARENESS

This population is often overlooked when given opportunities for work and generational success

# 5 STEPS OF OPPORTUNITY FOR ALL PROGRAM

### Targeted Hiring

 Giving the neurodiverse community an opportunity to work

### Work Study

 Having AWE programs with service providers and the creation of OFA

### Training Program

 Creating an unprecedented training program employers can implement into their business

### **Employer Support**

 Identifying and working with other employers in our OFA program and initiating change

#### Legislation

 Advocating legislatively for more programs and funding for the neurodiverse community

## PROGRAM TAKEAWAYS

RESUME

A resume to walk out of the program with and use anywhere

INDEED

An indeed account to easily apply to and search for available jobs

LINKEDIN

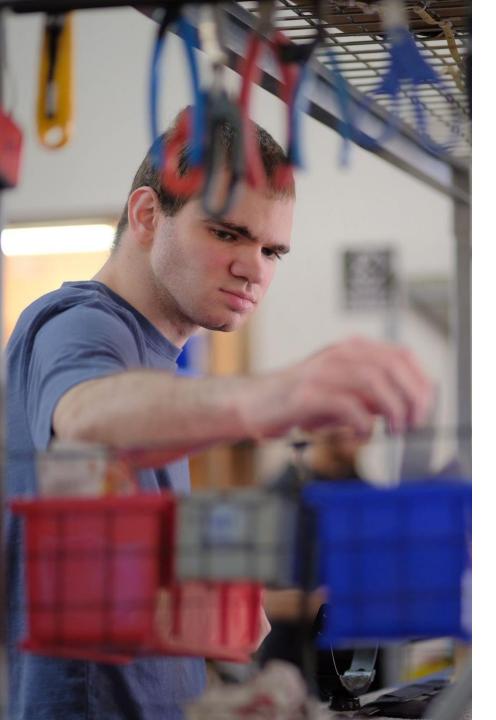
A LinkedIn account for connections, exposure, and work trends

PROGRES S REPORT A personalized look at what each participant has learned through the program

EMPLOYE R EXPOSUR

New knowledge of how to interact with employers and a possible job once they leave the program





# SOLUTION: OPPORTUNITY FOR ALL PROGRAM

#### 11-WEEK COHORT

11 weeks that will consist of 236-hours. Each week increasing the number of hours they work from 8 hours to 32.

# INTEGRATED WORKSHOPS

Teaching workshops including how to create a LinkedIn profile, building a resume, how to dress professionally, etc., then transitioning to the production floor.

# CONNECTING PARTICIPANTS WITH EMPLOYERS

Hosting a job fair for our cohort where we can connect them with employers and potentially leave with a job.

#### HANDS ON LEARNING

Each participant will be assigned a department to be in where they will receive hands on training and work experience alongside our family members in daily tasks



# HOW TO HELP!

- Come to our IE Disability Awareness Roundtable
- > Spread the word with other employers!
- Stay up to date with our program and community events!



# IT WORKS!

100%

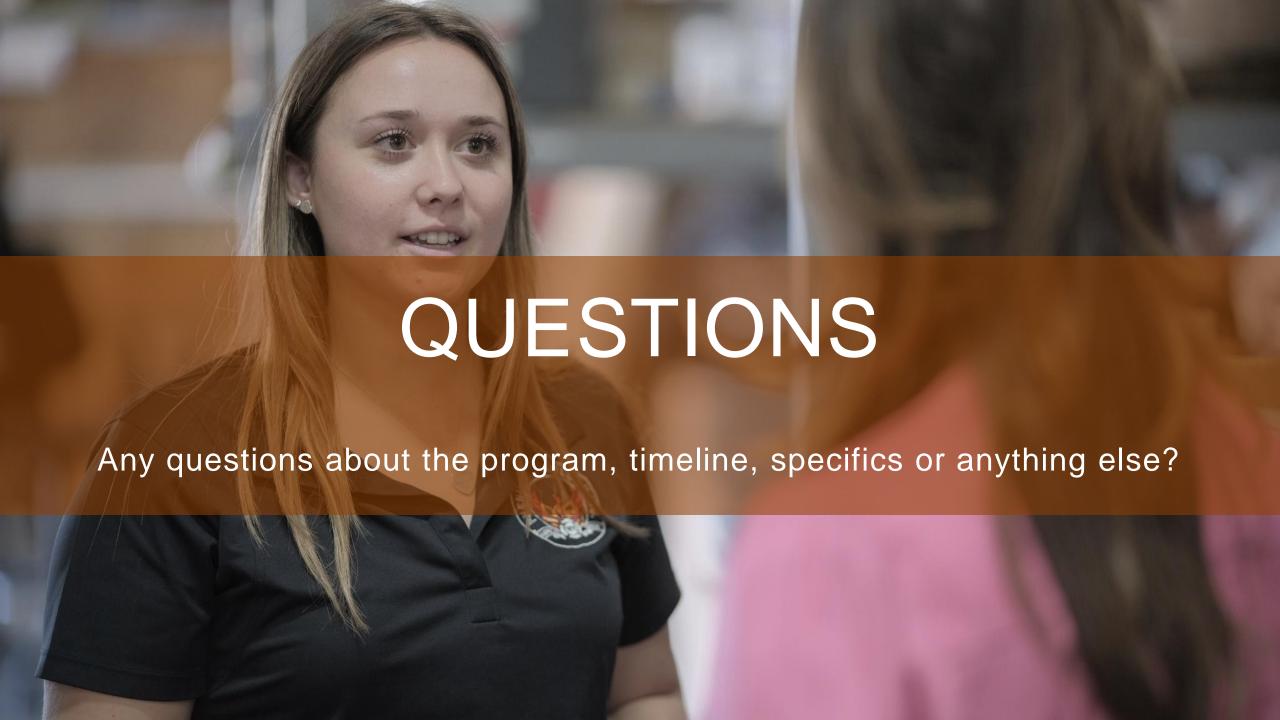
Program completion rate

75%

Employment rate after program

90%

Participants reported they felt the program prepared them for future employment



# THANK YOU!!!

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