

# IAITAM ACE

**KICKIN'** ASSETS  
SINCE 2002

Finding Gold Within Our  
Community

Nina Nielsen – Business  
Development Manager

Sipi Asset Recovery



NASHVILLE, TN  
MAY 9TH - 11TH



# Presentation Roundup

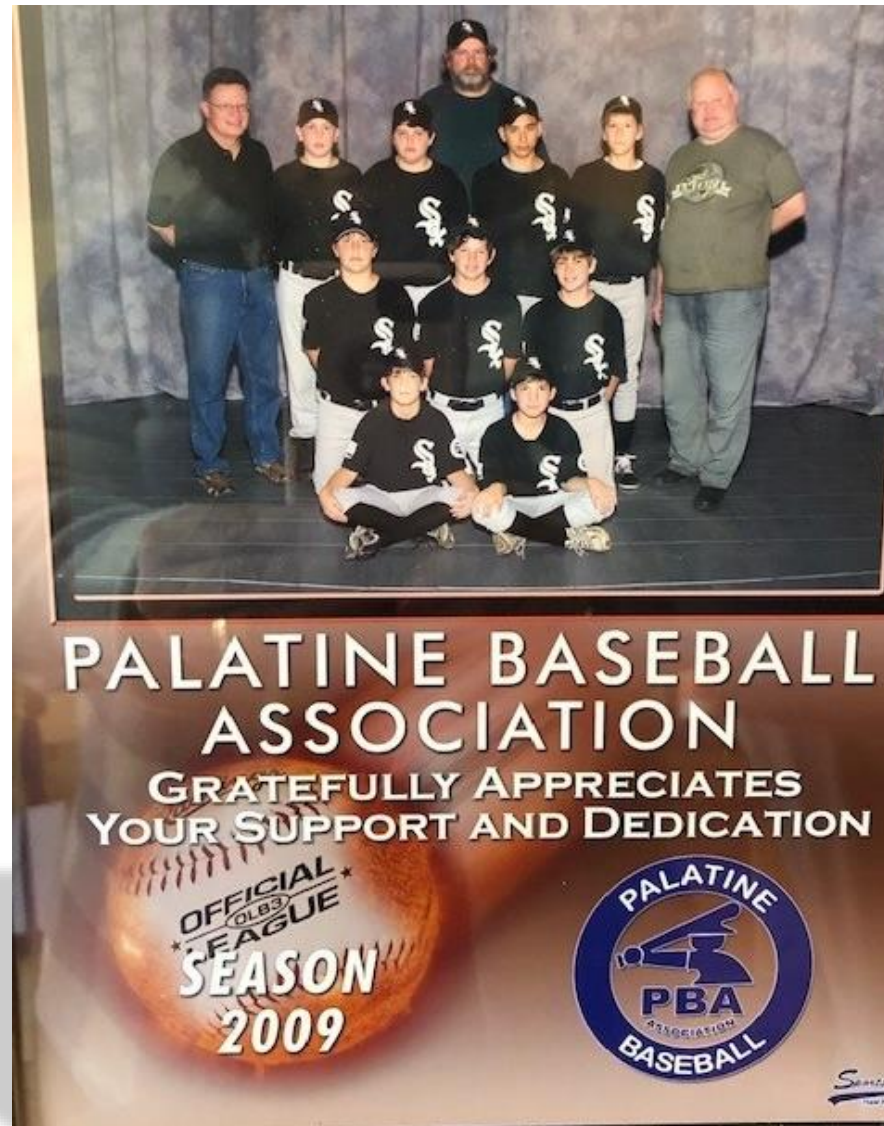
- Introduction
- Perfect Storm
- What's In It For Your Organization
  - Incentives
  - Benefits
  - Advantages
- Benefits for Employees
- Sipi's RISE Program – Responsibility | Independence | Self-Empowerment
  - Results
  - RISE in Action
- How to Get Started



My name is Nina Nielsen

The goal of my presentation

Meet Alfred





# Perfect Storm

## Skilled Labor Shortage

- Burn Out: Overly skilled workers taking on responsibility for endless tasks in order to complete jobs
- COVID
- Lured to competition
- Technical Skills
- Failure to clear pre-hire screening



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# Panning for the Perfect ITAD Candidates

The qualifications that we look for:

- Technical Skills
- Education/Trained
- Physical Strength
- Reliability, honesty, good attitude, drug-free, dependable, and clean background check.....
- Compliance
  - NAID AAA – requires 7 yrs clean record
  - OSHA
  - EPA



# Discovering Gold

The vast labor pool of persons with disabilities is an untapped labor force:

- Skills to fill roles that require: repetition, strength, and minimal focus
- Loyal, punctual, and truly enjoy coming to work
- Pre-screened, typically done by the organization that is placing the employee



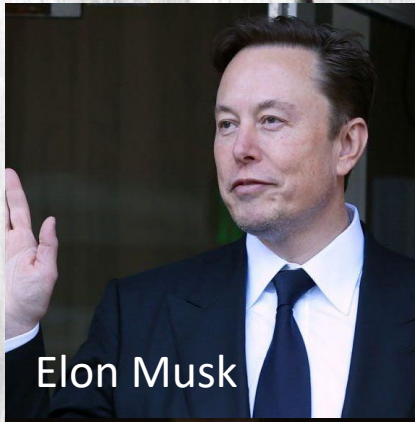


# Different Doesn't Define Worth

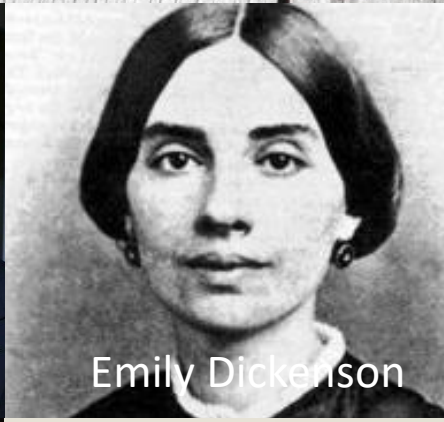
As example: Autism spectrum disorder is a diagnosis that is characterized by differences from the general population in the area of social skills, and communication skills, as well as the presence of certain behaviors which may look atypical from other people. These behaviors are known as restrictive or repetitive behaviors.

A person with autism has their own unique strengths and abilities.





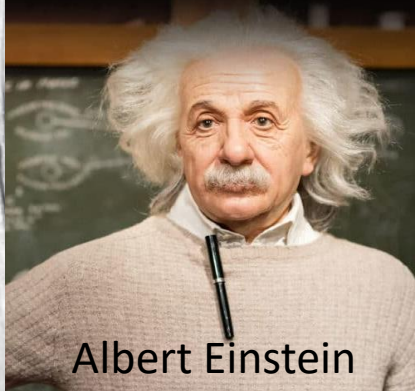
Elon Musk



Emily Dickinson



Jerry Seinfeld



Albert Einstein



Bobby Fischer



Bill Gates

## Achieved Great Heights

Many famous people with autism spectrum disorder have used their strengths and abilities to achieve success, fame, or to accomplish amazing things.



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# What's in it For You and Your Organization

The *B2B Paradox* found 85% of respondents stated that they saw deepened relationships with customers as a result of purpose-centered organizational behavior.

*“It’s not just about what’s right from the perspective of the success of your business, but it’s also what’s right for your customers and society.”* – [Reid Hoffman](#), Co-Founder of LinkedIn



# Incentives For Hiring Workers With Disabilities

There may even be government incentives available for your disability program.

Some examples include:

- Tax credits
- Vocational rehabilitation services
- Government contracts
- Subsidies
- Accessibility accommodations

It is important to check with your local government to see what type of incentives may be available.





# Benefits to Hiring Workers with Disabilities

- **Increased diversity and inclusion** in the workplace can lead to improved problem-solving and decision-making.
- **A wider pool of talented and qualified candidates** from which to choose.
- **Increased productivity and job satisfaction** among employees with disabilities, who may have unique skills and perspectives to contribute to the workplace.
- **Positive public relations** for the company, as hiring individuals with disabilities is often viewed as a socially responsible and ethical decision.
- **Compliance with laws and regulations** related to equal opportunity and disability rights.



# Organizational Advantages to Hiring Workers with Disabilities

- Environmental
- Social
- Governance
- Financial Performance
- Commitment to ESG





# Working With a Service Provider That Hires Employees With Disabilities Benefits Your Business

1. **Social Responsibility:** Working with a vendor who employs people with disabilities can demonstrate a company's commitment to social responsibility and diversity, equity, and inclusion.
2. **Improved Community Relations:** Working with a vendor who employs people with disabilities can demonstrate a company's commitment to the local community and help build positive relationships with stakeholders.
3. **Compliance with Regulations (ESG):** Working with a vendor who employs people with disabilities can help companies meet regulations related to equal opportunity and disability rights.
4. **Cost Savings:** Working with a vendor who employs people with disabilities can provide cost savings through access to a cost-effective workforce and through tax incentives offered by some governments for hiring people with disabilities.
5. **Enhanced Brand and Reputation:** Working with a vendor who employs people with disabilities can enhance a company's brand and reputation as a socially responsible and ethical business.



# Two Sides to Every Coin



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Asset Recovery



# Benefits To The Individual Worker

- Safe environment
- Job success
- Independence
- Part of the team – sense of belonging
- Meaningful contributions
- Variety of tasks to learn to increase skill level
- Different opportunities to line up with skill-set



# Sipi Asset Recovery RISE

## Responsibility | Independence | Self-Empowerment

- **JEC – James Emmett & Company**  
([www.jamesemmettandcompany.com](http://www.jamesemmettandcompany.com))
- **Little City Foundation** (<https://littlecity.org/>)
- **Avenues of Independence**  
(<https://lnkd.in/ekiWSqN>)
- **Clearbrook** (<https://www.clearbrook.org/>)
- **Community Support Services**  
(<http://cssservices.org/>)
- **School District 211** (<https://adc.d211.org/>)



**RISE with Sipi Asset Recovery**  
*Responsibility | Independence | Self-Empowerment*



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# Apprentice Program

**Some of the tasks at SIPI the students do:**

- Dismantling assets.
- Testing
- Battery management
- Material handling
- Commodity sorting
- Janitorial
- Small package packing & prep.
- Sorting

## 2022 Youth Labor Force Participation Rate

Age	Disability	No Disability
16 to 19	28.9%	37.2%
20 to 24	50.0%	72.1%



# The Facts

A 2018 study performed by Accenture discovered that companies who hired individuals with disabilities saw a **72%** increase in productivity, higher profit margins, and higher net incomes.

The study also found that non-disabled employees who worked alongside disabled employees became more aware of inclusivity and recognized how to make their work environment more accessible.





# Sipi's Results Speak For Themselves

- Attendance
- Productivity
- Savings

"Sipi is an excellent company to work with, as they have a true culture of inclusivity, not just a program. They take the inclusion initiative very seriously and are always open to people with various disabilities. Sipi is always willing to provide reasonable supports and accommodations to ensure the success of candidates." - Greg Cox, Embedded Specialist JEC

"Sipi has been a leader in the electronic recycler world on how to be an inclusive employer. At JEC, we aim for all of our customers to be out in front of all their competitors in recruiting and retaining the best talent possible. This includes people with barriers to employment. Sipi truly has become an employer of choice for the disability community." – Jon Stoops, COO JEC



# To See the Sipi RISE Program in Action

<https://www.youtube.com/watch?v=J3e5TzC5aC0>





# 30 Best Employers for People With Autism 2020



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# Getting Started

Organizations that can help:

- JEC – James Emmett & Company – staff training on effective interactions
- BlueStar Recycling - model business
- Look for mutually beneficial relationships
  - Businesses that are currently employing people with disabilities
  - Organizations responsible for adult care in your community
  - School districts with placement programs.



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# Support Your Community by Supporting Companies That Hire Workers With Disabilities



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Thank you for attending  
Q&A

Visit Sipi at Booth #25



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