Alternative Funding and Staffing Models

Travis Pearson
President & CEO
DePaul Industries
About DePaul

- Founded in 1971 in Portland, Oregon
- Today has 7 locations
About DePaul
2016 Impact

• 956 people with disabilities employed – DPI Staffing -
• 667,129 hours worked by people with disabilities
• $8,228,389: wages earned by people with disabilities
Community Partnerships

• Establish relationships with organizations that work with people with disabilities, such as:
  – Government agencies like the Veterans Administration and Vocational Rehabilitation
  – Nonprofit organizations
  – Veterans groups

• Be open to different kinds of organizations
  – For instance, we partner with an organization that provides services to immigrants and refugees, many of whom have disabilities
Traditional Recruiting Methods

• Ads (on craigslist, ZipRecruiter, Indeed, some print publications, etc.)
• Workforce development offices
• Presentations at community events
• Public school transition programs
• Military transition programs
• Job fairs (particularly those with a disability and/or diversity focus)
• Word of mouth (referrals)
Internal Hiring

• Results-oriented
• Passive applicant hunt (industry-focused)
• Social impact plus competitive pay
• Open organizational culture to attract millennials
  – Flexible schedules/work-from-home options
  – Creative PTO policy
  – Non-monetary perks