

TEMPORARY EMPLOYMENT SET-ASIDE POSITIONS

Why does Delaware have a special state-sanctioned program to encourage the employment of adults who live with a disability?

- Delaware established set-aside contracts in the 1980s to assist people with disabilities because many of them are unemployed or underemployed.
- The percentage of persons with a disability in the United States who are employed is 37.6% vs. 77.5% for people without a disability (9/2022).
- 29% of workers with a disability were employed part time, compared to 16% for those without a disability.

Does the Ability Network of Delaware (A.N.D.) directly source and place each job candidate?

After a request is made for a set-aside placement, A.N.D. assigns each request to one of its two subcontractors, Goodwill and Galt. Our subcontractor then sources and vets qualified candidates to present to your team.

What happens after we hire a candidate/employee through the set-aside?

Goodwill or Galt will work with your department to onboard that employee. Weekly, the state supervisor for your team that oversees this placed employee will sign off on a weekly time sheet. Those time sheets are then sent to A.N.D. for review and processing. Your state billing department will receive weekly invoices from Ability Network of Delaware.

If I request a person to fill a position from the Ability Network of Delaware, would I be responsible for assisting a person with disability in some way?

The staffing agency (Goodwill or Galt) helps the person you hire if they need assistance or an accommodation. The agencies can also access state programs that help fund such assistance if it is needed. Of course, as you get to know the person, you may find it natural to assist them in some way – for example, you may notice that a person using a wheelchair is having difficulty moving through the office, and you may decide to help them by moving some more furniture around so they can move more freely.

How can I be assured that the person that I interview is prepared to do the job?

Each person who is placed through the state's contract set-aside program is evaluated for their ability to perform the requirements of the job. People with various disabilities are matched to the type of job that they do best. Employees with disabilities are held to the same standard as employees without disabilities. They are not exempted from expectations and are held accountable for their job performance.

How much will I know about the disability of the person who is hired?

In some cases, the person's disability will be obvious. In others, it may not be easy to see, because some people have "hidden disabilities" that have affected their lives – for example, the person may have autism or another disability that can't be "seen." Some people may not have a disability at all, because the set-aside contract allows the staffing agencies to place a small percentage of people without disabilities on the job.

How do I request a position from the Ability Network of Delaware?

[Click here to fill out a job request form!](#)

After you submit your job request form, you will be contacted within a few working days by a representative from Goodwill or GALT. They will provide you with additional information including details on the interviewing process.

Other questions?

[Email Matt Curcio, Director of Employment Supports](#)