

## Frequently Asked Questions About Orange Grove Center's Employment Supports Programs

### **How many people are in a typical enclave?**

This is totally dependent on the needs of the company. We provide anywhere from 2-8 workers with one of our supervisors.

### **What is my option if I just have a one time job?**

Options 1 and 2 are available for this. We can assist you in the best option to serve your needs.

### **What if an employee needs more training after the job coach leaves?**

Orange Grove's follow along supports offers re-training and assistance at any time.

### **What is your bidding process?**

We provide you with comparable quotes to other businesses by the piece or for the entire job along with time lines for completion.

### **What is the Work Opportunity Tax Credit?**

This is a tax credit available to employers that hire individuals with disabilities.

### **Have you had much success with Enclaves?**

Currently we have 20 enclaves in small and large companies. Some examples are Erlanger Hospital, TVA, City of Chattanooga, M & M Industries, Chattanooga Bakery, and Southern Champion Tray.

*continued on back flap*

### **If I utilize Option 3 does Orange Grove carry the liability?**

No, this is the only option where your company assumes insurance responsibilities as it does for any other employee.

### **Can I have work shipped directly to Orange Grove under Option 1?**

Yes, we have loading docks that accommodate any size truck.

### **How do these individuals get to and from work?**

A variety of sources are used to transport our workers. Some use public transportation, some have family that transport them and others use Orange Grove Transportation.

### **What companies can I talk to about Orange Grove's Employment Programs?**

We will provide you with a list of references at your request.

Our employment staff is available to assist you in evaluating your company's needs.

#### Contact Information

**In-House Jobs: Andrea Roberson**  
423/629-1451 ext. 2370 or 423/667-7523

**Enclave Developer: Martin Smith**  
423/629-1451 ext. 2699 or 423/596-9826

**Individual Employment: O'Dell Tiller**  
423/629-1451 ext. 2581 or 423/240-7367

[www.orangegrovecenter.org](http://www.orangegrovecenter.org)

References available

upon request.



**Employment**

**Supports**

**Program**

# Employment Supports Options For Your Company

Orange Grove Center has been providing services for people with Development Disabilities since 1953. Our employment programs provide employment for over 330 of our individuals and are a vital component to many businesses in Chattanooga and surrounding areas. Information regarding the 3 ways we assist local companies is contained in this brochure along with contact information if you are interested in learning more about or utilizing our services. Thank you for your interest.

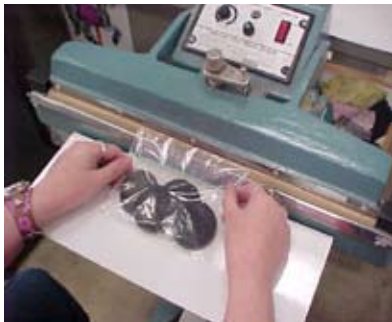
## Option 1

### In-House Jobs

Orange Grove has 190 individuals that work at our center doing a variety of production jobs at our Industrial Training Center or Recycling Center.

**This option provides you with a large labor force outside of your business that can do production work of any kind. Examples include packaging, re-packaging, sorting, labeling, mailers, disassembly and assembly. We use a variety of equipment including heat sealers, pneumatic and hand tools, bailers and heat shrink tunnels. We also provide loading docks, storage, shipping and receiving, and quality control.**

This option works well for companies that have a large volume of work that cannot be done on site or companies that have temporary production work that is done more efficiently in another facility.



## Option 2

### Enclave Employment



Orange Grove is able to provide a group of employees to perform work at your company. **This option provides you with the number of employees you need to perform a job along with a supervisor from Orange Grove that will be on site. The supervisor provides training to our individuals, quality control, and completes all paperwork associated with the enclave. Individuals in this scenario can be utilized in a variety of settings and work particularly well in production environments. Orange Grove carries all of the worker's compensation and liability and provides each company with a Certificate of Liability along with a written agreement detailing the specifics of the enclave including the monthly fee for the work performed.** This option works well for companies that utilize temporary labor or have areas that need better efficiency.

## Option 3

### Individual Employment

Orange Grove provides many companies with individual employees that are hired under a typical job description and become an employee of the company. Orange Grove provides any needed support during the hiring and training process at no cost to the company. Job coaching can be a part of the support and continues until all parties involved are comfortable with the employee's quality of work and acclimation into the work culture.

**This option works well for companies that have entry level jobs that need to be filled or have a portion of a job description that could be filled with a part time worker. This option offers the company an opportunity to obtain a "Work Opportunity Tax Credit".**

