

ABOUT US!

Founded in 2010 by parents determined to create more opportunities for their children with Down syndrome, The FOUNDATION now serves over 2,000 individuals and their families across Florida.

Our mission is to empower individuals with Down syndrome to learn, work, and live meaningful lives through education, employment, and community inclusion.

We believe in focusing on abilities, providing every individual the opportunity to reach their full potential.

2010 to 2025

TOTAL AMOUNT AWARDED
IN SCHOLARSHIPS

\$1.6 MILLION

INDIVIDUAL SCHOLARSHIPS
AWARDED SINCE 2010

2,809

ANNUAL VOLUNTEER HOURS
FOSTERING INCLUSION

5,500

MONTHLY PROGRAMS
OFFERED

20+

JOIN US!

Let's create opportunities for
SUCCESS!

- **Membership** - It's **FREE** for families, educators and community leaders.
- **Volunteer** - Support local events and mentor participants.
- **Advocate** - Promote inclusion and opportunity in your community.
- **Donate** - Fund scholarships and innovative programs that empower.



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When **POTENTIAL**
is given **OPPORTUNITY**,
the outcome is **SUCCESS!**



**Empowering individuals.
Strengthening employers.
Building community.**

Down Syndrome
FOUNDATION
OF FLORIDA

WHAT WE OFFER:

- **Flexible On-the-Job Training (OJT) Options** – We offer short-term OJT experiences focused on skill development and workplace readiness, as well as OJT opportunities designed to lead to permanent employment when it's the right fit.
- **On-Site and Ongoing Support from Success Coaches** – Our success coaches provide hands-on, on-site support during onboarding and training, with continued follow-up and assistance available well beyond the OJT period.
- **No-Cost Training & Reduced Risk for Employers** – During the OJT period, participant compensation is covered, and liability and workers' compensation are provided through Vocational Rehabilitation, helping minimize cost and risk to employers.



Benefits of working with iCan! Work:

- **Dependable, Loyal Employees** – Employees with unique abilities often bring strong work ethic, reliability, and long-term commitment that benefit your team.
- **Diverse Teams That Drive Innovation** – Inclusive workplaces foster creativity, fresh perspectives, and adaptable problem-solving.
- **Financial Incentives & Support** – Employers can qualify for tax credits and workforce programs, and will receive continuous support and coaching from our team to make hiring low-risk and effective.
- **Stronger Culture & Community Impact** – Inclusive hiring boosts team morale, engagement, and demonstrates a genuine commitment to your community.

What the Data Shows:

- 97% of HR professionals say employees with disabilities perform as well as or better than their peers, meeting or exceeding job expectations. **(SHRM Foundation, 2025)**
- Companies that lead in disability inclusion consistently outperform their peers financially, reporting higher revenue, stronger profits, and greater overall performance. **(Accenture research cited by Forbes, 2025)**
- Inclusive workplaces experience higher employee engagement and lower turnover, benefiting the entire organization — not just individual hire. **(SHRM & U.S. Department of Labor-supported research, 2025)**