



Employment First Wisconsin

It Makes Good Business Sense

Employment First is a national movement helping states improve their economies by getting more people with disabilities jobs in the community.

Hiring People with disabilities Makes Good Business Sense:

- **Employing people with disabilities is good for businesses and the economy**
 - **Qualified, committed employees.** The turnover for employees with disabilities is 8% in comparison to 45% for other workers.
 - **Increased spending power.** One in 5 Americans has a disability, and when you factor in their family and friends, that is one of the largest consumer purchasing groups in the country. People with disabilities in the U.S. have an annual spending power of \$796 billion
 - **Enhanced business image.** Targeting the disability community as a customer and labor source provides a competitive advantage. 87% of customers say they would prefer to patronize businesses employing people with disabilities.
- **People with disabilities are an under-tapped labor pool.**
 - **Low employment rates.** Wisconsin's working-age employment rate for individuals without disabilities is near 70%, but only 37% for individuals with disabilities.
 - **Motivated employees.** Most people with disabilities say they want to work and contribute to their communities. Among non-employed, working-age people with disabilities, 80% say they want a paying job now or in the future.
- **Reduced statewide reliance on public support.**
 - Evidence shows that higher employment is directly linked to reduced use of both public benefit, and healthcare.

As Walgreens and Governor Walker stated at this year's Small Business Summit, hiring people with disabilities is not an act of charity. People with disabilities can improve your business performance and historically have been an untapped labor pool. Many businesses are seeing the benefits of hiring people with disabilities. In addition to Walgreens, other major employers have initiated large scale outreach efforts to the disability community, including: CVS, Starbucks, Pepsi, Hyatt, Culvers, Super 8, and Bank of America.

