



Did You Know:

- ▶ People with disabilities experience the highest rates of unemployment and underemployment of any single group in this country.
- ▶ More than 15 million working aged people with disabilities in the US report being unemployed or underemployed when they would rather be working more – that’s a lot of untapped talent!
- ▶ Youth with disabilities who have at least two paid work experiences while in high school are five times more likely to be successful workers in adult life.
- ▶ When people with disabilities work, reliance on public benefits is reduced.



The Wisconsin Board for People with Developmental Disabilities (WPBDD) was established by the state of Wisconsin to advocate on behalf of individuals with developmental disabilities, foster inclusive communities, and improve the disability service system.

Employment 1st Wisconsin

Hiring People with Disabilities 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.



Improve Your Business

Reduce turnover with qualified, committed employees. The turnover for employees with disabilities is 8% in comparison to 45% for other workers. People with disabilities are an under-tapped labor pool. 80% of non-employed, working aged people with disabilities want to work and the research shows that they have nearly identical job performance ratings as other workers.

Enhance your business image. 87% of customers say they would prefer to patronize businesses employing people with disabilities.

Get a return on investment. Studies have determined a return on investment of \$28.69 average return for every \$1.00 invested on accommodations. More than half of job accommodations cost employers no money at all.

Bottom Line: Hiring People with Disabilities is Good for Business

Resources for You

Schools, state programs, & employment service providers are available to help you identify opportunities, find the right match, and support workers' success.

Connect with the Division of Vocational Rehabilitation

The Department of Workforce Development's Division of Vocational Rehabilitation (DVR) assists individuals with disabilities to successfully connect to employment and provides services to businesses that want to benefit from their talent. **Business Services Consultants** are available to learn about your business needs and customize solutions. DVR can provide services and incentives to businesses in innovative ways to recruit, train, and retain a skilled, diverse workforce. For example, DVR can offer financial incentives to support internships, work experiences, or on the job training for youth and adults with disabilities. Get connected at: dwd.wisconsin.gov/dvr or call 800-442-3477.

Your Local High School

Schools prepare youth with disabilities for the workforce through career exploration, job skills training, & work experiences. They rely on local employers to provide opportunities for youth to learn and grow. Call your local high school to get connected to the school's Transition Coordinator.

"When it comes to doing business, inclusion of workers with disabilities offers a competitive edge." US Department of Labor

Win-Win Solutions

Could your business benefit from additional resources to tackle special projects, support high volume/peak time demands, organize systems or space, follow up on customer communications, free up trained personnel from routine distractions that impact productivity, or simply manage those items on your business "to do" list that you never seem to have time to accomplish? If so, **Customized Employment** may be the solution. Customized Employment matches your business needs to the individualized strengths of a job candidate, connects you to that talent, and offers necessary supports to ensure your business needs are met. Customized Employment can improve your bottom line.

Partners with Business is a way to support workers with disabilities to be successful on the job. Partners with Business capitalizes on the natural supports (coworkers and supervisors) in the workplace and complements it with more formal supports when necessary by giving funds to the employer to provide the extra support. Back-up assistance through an employment agency is available.

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