

What is the “Business Case?”

The “business case” is the motivation for many of the **nation’s leading companies** to hire applicants with disabilities. Many companies have already established disability recruitment programs to start hiring this **untapped resource of employees**.

Why are **applicants** with disabilities strong candidates for employment?

- ✓ Employees with disabilities have equal or better **turnover and absentee** rates than employees without disabilities.
- ✓ Employees with disabilities have equal or better **safety records, job performance** ratings, and job assignment **flexibility**.
- ✓ On average, employees with disabilities require an **equal amount of supervision** as employees without disabilities.

How does employing applicants with disabilities affect **customers**?

- ✓ **87%** of customers **prefer to do business** with companies that employ people with disabilities.
- ✓ People with disabilities comprise **1/5** of the U.S. population, globally 1.3 billion and with their 2.3 billion family members **command** \$8 trillion in spending power.
- ✓ **92%** of customers are more likely to **repeat** support to companies known to hire people with disabilities.



What are the **advantages** for **employers** of hiring applicants with disabilities?

- ✓ Employers find **reduced costs** throughout the workplace due to less turnover and retraining.
- ✓ The company as a whole experiences improved **morale and productivity**.
- ✓ Employees with disabilities help the company **fine-tune their products** to meet the needs of other individuals with disabilities.
- ✓ Employers find a **return on their investment**—each \$1 spent on reasonable accommodations results in \$10-35 in benefits.

This information was drawn from the following sources:
 *<http://www.disabilityworks.org/SiteCollectionDocuments/DEIDocuments/DemandDrivenApproachtoHiringPeopleWithDisabilities.pdf>
 *<http://www.mosaicinfo.org/businesscaseforinclusion.htm>
<http://www.forbes.com/sites/robertreiss/2015/07/30/businesss-next-frontier-people-with-disabilities/>

The USBLN and the American Association of People with Disabilities created the **Disability Equality Index**, a tool to recognize that "what they're doing to include people with disabilities matters."



A waste of time, talent, tax revenue and a person's productivity.

How can you **access** employees with disabilities in Tennessee?

1. Corporate Connections

- Stephanie Cowherd at (865) 974-4109 or scowherd@utk.edu
www.tennesseeworks.org/employer-outreach-initiative

2. Vocational Rehabilitation (VR) Statewide Business Employment Consultant

- Trish Farmer at (615) 313-4907 or trish.farmer@tn.gov
www.tennesseeworks.org/employer-outreach-initiative

3. Tennessee American Job Centers

- Any size business can hire!
- <http://www.tn.gov/workforce/topic/find-local-help>

4. Project Search Trainees

- <http://www.projectsearch.us>



5. Resources for Employers Ready to Start

- www.tennesseeworks.org/employers

In 2015, 19 out of 80 Fortune 1000 participating companies scored a **100**, including these companies doing business in Tennessee:

AT&T Inc.,
Booz Allen Hamilton Inc.,
Capital One Financial Corp.,
Comcast-NBCUniversal,
Ernst & Young LLP,
Freddie Mac,
JPMorgan,
Lockheed Martin,
Northrop Grumman Corp.,
Procter & Gamble,
Sprint,
Starbucks and
TD Bank.

The score of 100 represents not perfection, but a commitment to finding ways to include people with disabilities in the workforce.

https://www.disabilityequalityindex.org/top_companies.aspx

Corporate Connections is administered by UT CLEE and funded by the TN DHS/ Division of Rehabilitation Services. For more information, please visit <http://clee.utk.edu/employment/career-workforce-development/drs-corporate-connections>

For information on TennesseeWorks and additional resources, please contact:

(615) 322-4999 • tennesseeworks@vanderbilt.edu

www.tennesseeworks.org