

What is the “Business Case?”

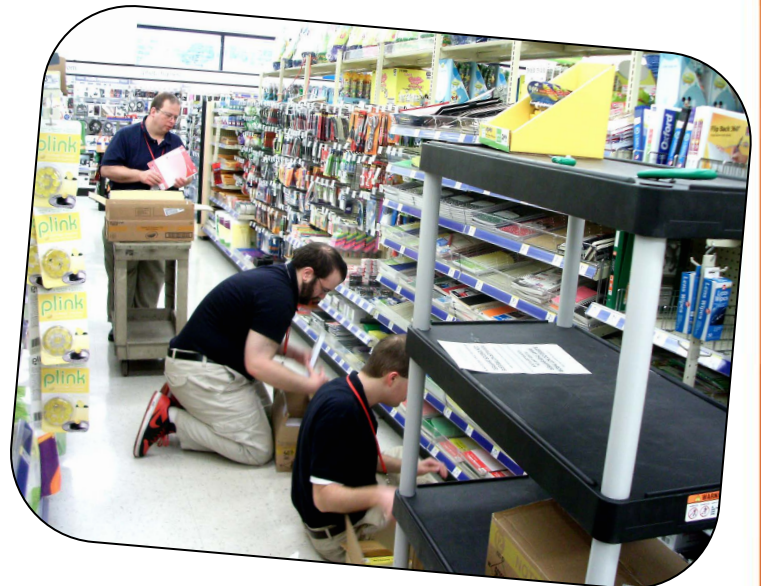
The “business case” is the motivation for many of the **nation’s leading companies** to hire applicants with disabilities. Many companies have already established disability recruitment programs to start hiring this **untapped resource of employees**.

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.

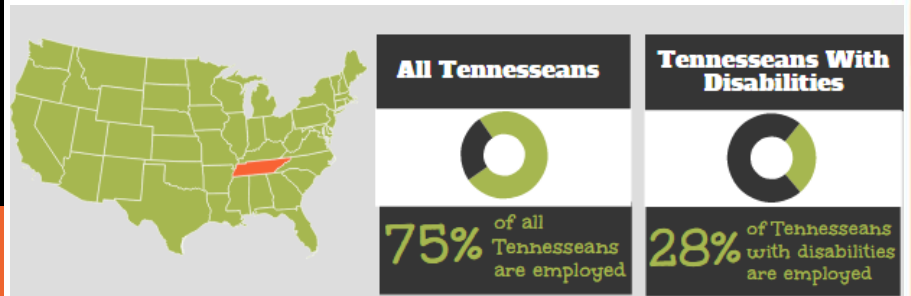


What are the **advantages** for **employers** of hiring applicants with disabilities?

- ✓ 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/>
*<http://www.mosaicinfo.org/>

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. The University of Tennessee, Center for Literacy, Education & Employment (UT CLEE).**
 - Stephanie Cowherd at (865) 974-4109 or scowherd@utk.edu
- 2. Vocational Rehabilitation (VR) Statewide Business Employment Consultant**
 - Trish Farmer at (615) 313-4907 or Trish.Farmer@tn.gov or Assistant Director Business Services, Diedra Sawyer, diedra.sawyer@tn.gov or (615) 253-4733
- 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.azurewebsites.net/find-a-program/>

We can help you do this Easily and Well!

For information on TennesseeWorks and additional resources, please contact:
(615) 322-4999 • tennesseeworks@vumc.org
www.tennesseeworks.org

In 2017, 68 of the participating companies scored a **100**, up from 19 in 2015, including many doing business in Tennessee:

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

The Employer Outreach Initiative shares with employers why hiring people with disabilities makes good business sense and provides examples of companies that have benefited from hiring people with disabilities. Schedule a presentation or watch an online version here:

<https://www.tennesseeworks.org/employer-outreach-initiative>

Transition Tennessee is an online free professional development portal that provides the best of what we know works for promoting successful transitions for students with disabilities into the work world.

<http://www.transitiontn.org>