



Employment First Talking Points

For Businesses

- Many businesses have workforce needs that are not being met. Baby Boomers, who make up almost half the workforce, will be retiring soon. Workers will be needed to fill those jobs.
- More than 75% of people with disabilities are unemployed or underemployed when they would rather be working more.
- Hiring people with disabilities has a good return on investment. Research shows that:
 - ✓ The turnover rate for employees with disabilities is 8% compared to 45% for other workers
 - ✓ employees with disabilities have nearly identical job performance ratings as those without disabilities
 - ✓ The amount of supervision needed is similar for employees with and without identified disabilities.
 - ✓ The public likes to spend money with businesses that hire people with disabilities – 87% of customers say they prefer companies that hire people with disabilities.
- Employing people with disabilities helps the economy. Rather than being unemployed, workers with disabilities become tax payers, are less reliant on public benefits, and have money to spend in the local community.

For Individuals and Families

- Employment for people with disabilities benefits everyone. Workers with disabilities are:
 - ✓ Healthier and happier,
 - ✓ Contributing citizens and tax payers,
 - ✓ Less reliant on public benefits, and
 - ✓ They have money to spend in the local community.
- Many people with disabilities want to work. About 75% of people with disabilities say they are under employed or are would like a job.
- Employment First means that everyone can work for regular wages in the community, regardless of disability.
- Many laws and policies are changing to provide better support and more opportunities for people with disabilities to get jobs. 34 states have passed laws to support Employment First, including Wisconsin. There is still much work to do, though! You can make a difference by sharing this information with other people and sharing your employment story.