

What is the “Business Case?”

The “business case” is an initiative for 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 and **command \$220 billion** 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 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>



Corporate Connections

Make the Right Connection...

UT Center for Literacy, Education & Employment

Every business is different and so is every prospective employee. Businesses in Tennessee are working with **Corporate Connections** to employ a diverse workforce. A local representative in each region across the state is available to customize a variety of employment services.

- **Johnson City:** Teresa H. Smith
teresas@utk.edu
(423) 434-6989
- **Nashville:** Tammy LaPoint-O'Brien
tslo@utk.edu
(615) 741-0347
- **Knoxville:** Tina J. Jones
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(865) 594-6757
- **Chattanooga:** David Fields
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(423) 634-6728
- **Columbia:** Roma P. Powis
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(931) 380-5989
- **Jackson:** Stephanie Cowherd
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- **Memphis:** Veronica P. McKinney
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(901) 528-5288

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>

The 2014 **Top 10** Companies for Hiring People with Disabilities

1. Ernst & Young
2. Procter & Gamble
3. Boehringer Ingelheim
4. IBM
5. General Motors
6. Wyndham Worldwide
7. WellPoint
8. The Hartford Financial Services Group
9. BASF
10. AT&T

This information was drawn from the following source:

http://www.usbln.org/pdf-docs/2014_USBLN_DiversityInc_Top_10_List_4-29-14.pdf

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

1. Regional Corporate Connections

- Join a local or regional employment group
- See box to left for contacts

2. Vocational Rehabilitation (VR) Statewide Business Employment Consultant

- Contact Trish Farmer at (615) 313-4907 or trish.farmer@tn.gov to be or get a business mentor to successfully employ persons with disabilities

3. American Job Center

- Any size business can hire!
- www.state.tn.us/labor-wfd/cc/cccounty.shtml



For information on TennesseeWorks and additional resources, please contact:

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