

Employment Services Available:

Every business wants to hire the best employees in the least amount of time. UCP streamlines that process by providing you with the right people to get the job done.

Our goal is to connect you with candidates whose interests and abilities are already a match, and ***we do this at no cost to you.***

UCP Heartlands experienced Employment Resource team offers employers support in a variety of ways:

- Disability and Inclusion Training
- Recruitment assistance
- Job site & job analysis
- On-site job supports
- On going retention services
- Job Accommodations and support assistance



Employing individuals with disabilities makes Good Business Sense!



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Employment Resources

It's all about talent!



*Hiring the right people
can make all the
difference, we make it
easier for you to find
them.*



BUSINESS CASE

Hiring People with Disabilities “Doing Good” and “Good for Business”

Hiring people with disabilities provides real business benefits that extend far beyond goodwill. Businesses who hire people with disabilities report bottom line benefits that show proven ROI.

Bottom Line Benefits to Businesses—

Reduced Turnover—With a well-run disability community outreach effort, turnover can be reduced by 20-30% compared to other labor pools, and the costs associated with turnover are decreased

Reduced Recruiting Costs—A well-run outreach effort coordinates and takes advantage of recruiting resources of states, community-based organizations and schools, which can reduce the need for recruiting with ads and temporary agencies, and HR and recruiting department hours

Untapped Labor Pool—Out of the approximately 56 million people with disabilities in the U.S., 13.3 million reported difficulty finding a job but are able and seeking work

On Site Job Supports—Employment Staff will assist the individual in the learning process by providing systematic training and any possible accommodations needed

Increases Productivity & Workplace Safety—In the right environments, employees with disabilities can thrive. Results from programs have shown workers with disabilities have had:

- Equal to or greater productivity
- Fewer safety incidents

Tax Credits & Incentives—Sites may be eligible for Work Opportunity Tax Credits (WOTC) with direct credits per hire with a disability

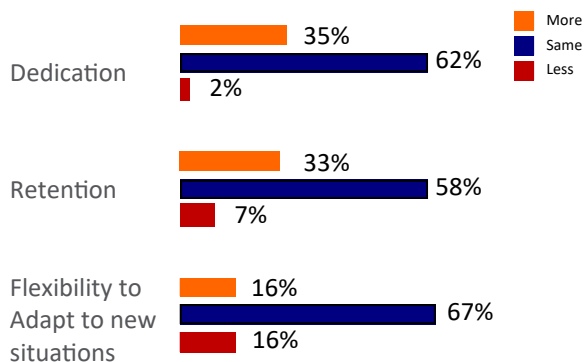
Customer Outreach—By setting up specific disability related programs and completing a targeted marketing effort, companies can expect an increase in patronage from the disability community

Business Results—Companies can expect the same or better business results in terms of costs, productivity and output

BUSINESS CASE

Manager Perceptions of People with Disabilities Have Changed

Perception can be used as a proxy for whether disability employment and inclusion programs have been beneficial to managers. Managers experienced in these programs showed substantial improvements in their perceptions of employees with disabilities and the value they bring to the workplace. The most significant insights into managerial views include employee dedication, retention, and flexibility to adapt to new situations.



Perception	More	Same	Less
Dedication	35%	62%	2%
Retention	33%	58%	7%
Flexibility to adapt to new Situations	16%	67%	16%

Although these figures may be surprising to some, to those who have a disability or have worked alongside anyone belonging to the diverse group of individuals that live and thrive with a disability, the numbers here reflect reality.

Source: Kessler/NOD Survey of Americans with Disabilities (conducted by Harris Interactive) 2010
411 senior manager were interviewed at a cross-section of companies with 50 or more employees

FACE FACTS

Disability Employment by the Numbers

With the baby-boomer generation retiring, people with disabilities are now the largest untapped labor source, and their unemployment rate is higher than the broader population.

In 2016 **20.1%** of people with disabilities were employed...

...while the employment rate for people without disabilities was **68.1%**



\$220 Billion

People with disabilities in the US have an annual discretionary spending power of \$220 billion—and doesn't even take into account the spending power of their family, friends and supporters.

87%

of consumers said that they “agreed” or “strongly agreed” that they would prefer to give their business to companies that employ people with disabilities.

20%

of workers will experience a disability that last a year or more during their professional lives, and that rate accelerates when employees pass their mid-forties.

“Most of us believe that people with disabilities cannot perform as well on the job as others. At Walgreens we found that to be untrue. And unfair. We ended up hiring over 1,000 people with disabilities. We didn't lower the bar when it came to performance but we did have to open the door wider to include those who are routinely overlooked. The results exceeded our wildest expectations. And the best work of our lives.”

Randy Lewis
Former Senior Vice President,
Supply Chain & Logistics, Walgreens