

## Inclusion: A Business Imperative

High unemployment and seventy-seven million baby boomers moving toward retirement ensure that American business will be facing a long-term worker shortage. Many businesses are unable to find qualified employees for positions which are currently open.

Our global workforce is constantly changing to prepare for and respond to future economic, environmental and social goals. Increasingly, employers need to consider accessing a diverse range of skilled and talented people. In order to recruit the best talent to meet current and future staffing challenges, an organizational commitment to building an inclusive workforce is a business imperative.

What if you were able to recruit from a diverse source of talented candidates with the abilities, skills and experience you seek? What if the perfect candidate you are looking for happens to be a person with a disability?

An inclusive workplace is about more than compliance with the Americans with Disabilities Act or other laws related to Equal Employment Opportunity. A workplace which supports the full integration of all employees into an equitably functional workplace has positive results for overall employee satisfaction and optimized productivity for all employees.

## *Inclusive Recruiting Solutions* *Helping employers build* *an inclusive workplace*

Broadening your recruitment efforts to include people with disabilities provides a competitive edge and assists your organization in reaching its maximum potential.

### High ROI

- Large, Underutilized Labor Pool
- Reduced Recruiting Costs
- Lower Turnover
- Fewer absences
- Tax Incentives
- Good Performance
- Good Safety Record
- No impact on medical & insurance costs
- Increased Diversity
- Increased Brand Loyalty
- Enhanced Community Relations

*"Individuals with disabilities make great employees. In fact, employers report that the work ethic of disabled employees has a positive effect on the morale and production of other employees."*

*-Tom Donohue, President and CEO,  
U.S. Chamber of Commerce*

## **An Inclusive Workplace is a Healthy Workplace**

Inclusive cultures are of particular benefit for employees with disabilities. However, an inclusive culture contains a number of elements which comprise a healthy work environment which supports the maximum potential of all employees.

- Increased employee commitment to organizational success
- Improved employee health and well-being
- Improved productivity
- Reduced perception of discrimination and inequity (reduce litigation)
- Improved cooperation and collaboration between co-workers and between employees and management
- Maximize talent-development efforts to create a sustainable and diverse pipeline for succession planning

***"What sets our services apart is  
our 'business first' approach."***

*- Erik Nelson*

*TWP Employment Services Manager*

## **Our Services**

We are interested in building long-term business relationships and becoming a resource for your business. We believe that the best way to do that is to spend time with you learning about your business needs, operational aspects of your business and designing responsive solutions.

## **We want to be your point of contact for recruiting people with disabilities for your inclusive workplace.**

We realize that your time is valuable and in business terms, time is money. If you have a recruiting or other need that we are not able to assist with, we will, with your permission, contact our extensive network of community providers to assist with meeting your needs.

- Recruiting/Screening/Referral
- Disability Consultation and Training
- Assistive Technology/Job Accommodation Solutions
- State and Federal Financial Incentives
- Marketing Collaboration
- Onboarding Assistance

**For more information, contact:**

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