

EMPLOYMENT

Arc of Missouri

The Arc of Missouri believes that “employment is a critical component of community living for most adults, including people with intellectual and developmental disabilities. Work is not only a means to economic self-sufficiency, it also is an important way for individuals to contribute to their communities, build a network of social relationships, and create opportunities for lifelong learning”.—Sharon Lewis, Department of Health and Human Services.

A January 2011 Current Population Survey (CPS) indicated that the proportion of the population of people with developmental disabilities who are employed is estimated to be 17%, compared to 63% without disabilities (Department of Health and Human Services).

The Arc of Missouri supports employment opportunities for individuals with intellectual and developmental disabilities. We additionally support measures which allow individuals to access available resources without fear of losing benefits.

We support employment for this population of people not for charitable or compassionate reasons, but because it makes good economic sense for many employers, especially those offering entry-level positions. Please consider the reasons listed below (New York State Office for People with Developmental Disabilities):

- **MOTIVATION**—workers with developmental disabilities report to work every day, ready, willing and able to perform.
- **DEPENDABILITY**—there are lower rates of absenteeism—many employers report perfect attendance records for workers with developmental disabilities.
- **FLEXIBILITY**—they more willing to be “called-in” to work on days off to fill-in for missing workers.
- **ATTITUDE**—they take pride in their jobs and have a positive attitude.
- **JOB RETENTION**—they are loyal, keeping the same job/duties for years.
- **PRE-INSURED**—most often (not always) they are already covered with health benefits.
- **EXPANDED MARKET SHARE**—they related to customers with developmental disabilities—an estimated \$ 1 trillion in aggregate consumer spending.
- **MORALE**—employers report an increase in morale and productivity for ALL employees.

The Arc of Missouri believes that employing people with developmental disabilities makes good economic sense. We urge Missouri employers to consider people with intellectual and developmental disabilities when making employment decisions.