

# EMPLOYMENT FIRST

Georgia is currently experiencing a significant workforce shortage, with many businesses struggling to find qualified employees. This shortage is especially concerning given Georgia's growing economy. With policies that support individuals with disabilities and their families to participate in the workforce, we not only provide opportunities for Georgians but help businesses fulfill their staffing needs.

ACCORDING TO THE NATIONAL CORE INDICATORS 2020-2021, OVER HALF OF BUSINESS OWNERS ATTEMPTED TO HIRE IN JANUARY

TO ADDRESS THIS ISSUE, IT IS CRUCIAL THAT POLICIES ARE PUT IN PLACE TO SUPPORT EMPLOYMENT OPPORTUNITIES FOR ALL WORKING GEORGIANS, INCLUDING THOSE WITH DISABILITIES.

91%

REPORTED FEW OR NO QUALIFIED APPLICANTS FOR THE POSITIONS THEY WANTED TO FILL.



54%

OF PEOPLE WITH DEVELOPMENTAL DISABILITIES WANT A JOB, BUT DON'T HAVE ONE, ACCORDING TO THE NATIONAL CORE INDICATORS OF 2020-2021

## EMPLOYMENT SERVICES FOR PEOPLE WITH ID/DD BENEFIT THE ECONOMY

FOR EVERY \$1 SPENT, THERE IS A RETURN OF

\$1.46

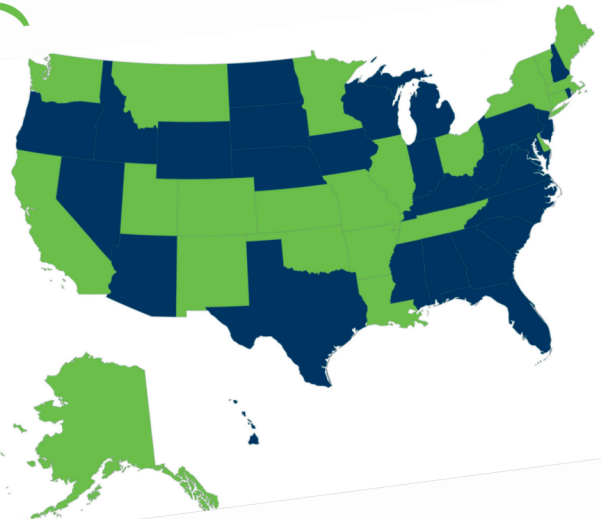
Supported employment is a service for people with ID/DD that involves an individualized level of support so that the person can participate in the workforce. These are competitive, integrated jobs, meaning supported employees earn minimum wage or higher and work alongside co-workers with and without disabilities.

## INVESTMENT ALSO LEADS TO ENTREPRENEURSHIP

Entrepreneurship is a viable option for Georgians with ID/DD to build their own businesses. The largest business incubator and accelerator for entrepreneurs with disabilities in the United States, Synergies Work, is located right here in Georgia. With the goal of building one world where people with disabilities belong, Synergies Work helps entrepreneurs with disabilities launch, grow, and maintain sustainable small businesses. Its approach is based on a fundamental belief that all individuals have boundless talent, an inherent curiosity to explore, and a passion to succeed.

## STATE AS MODEL EMPLOYER POLICY (SAME)

Currently, more than 20 states have SAME policies enacted either through executive orders by governors or by legislation. As of January 2023, here are the states that are already trying to maximize inclusiveness and prosperity through SAME:



## ADVOCACY AT THE CAPITOL THIS YEAR

1

Support SB 198, which would centralize employment within the developmental disability service system.

2

Support HR 168 to re-ignite Georgia & #39;s Employment First Council

3

Support legislation that will phase out Georgia & #39;s use of paying sub-minimum wage to workers with developmental disabilities. This legislation can also offer tax breaks for employers that hire people coming out of sub-minimum wage roles or people being served in adult day centers.

FOR MORE INFORMATION OR ANY QUESTIONS, PLEASE DO NOT HESITATE TO CONTACT:



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