



*The National Down Syndrome Society, the leading human right organization for all individuals with Down syndrome, launched #DSWORKS® – the first-ever employment campaign aimed at showing the world that people with Down syndrome are ready, willing and ABLE to work! NDSS' #DSWORKS® Campaign was established in 2016 with the goals of breaking down legislative barrier to allow all individuals with Down syndrome to pursue their own hopes, dreams and aspirations in a more inclusive workforce. There are three components to our NDSS #DSWORKS® Campaign:*



*Employment Stakeholder Resources*



*Comprehensive Federal & State Legislative Agenda*



*#DSWORKS® Employer Roundtable Partnerships*

## **WHY IS #DSWORKS® NEEDED?**

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- The unemployment and poverty rate for Americans living with disabilities are twice as high as those living without disabilities
- Systemic barriers to employment such as the \$2,000 asset limitation and low monthly income limitations, an average of \$1400 per month, under federal benefits programs that hold individuals back from seeking out full-time, competitive employment opportunities
- Premeditated stigmas associated with fear, presumptions of incapability, a lack of general knowledge about what people with Down syndrome can accomplish and how to create a natural support system that is both motivating and sustaining

## **EMPLOYMENT RESOURCES:**

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NDSS maintains a comprehensive repository of employment resources for everyone involved in the employment process – self-advocates, employers, job coaches, professionals, academic and parents. Our NDSS #DSWORKS® webinar series and other resources, all available in print and web-based, focus on offering a wide-variety of information to help educate stakeholders on key aspects of employment – like our NDSS Employer Guide: Valued, Able & Ready to Work: Employing Individuals with Down syndrome.

## LEGISLATIVE AGENDA

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NDSS is advancing a comprehensive federal and state legislation agenda that breaks down archaic legislative barriers to employment, supports equal compensation and fair wages for people with Down syndrome and creates incentives to hire individuals with Down syndrome across all types of employers. NDSS is currently advocating for federal legislation like ABLE to Work Act and state legislation like Employment First policies, the elimination of subminimum wage and the expansion of financial literacy and options for people with Down syndrome.

## #DSWORKS® Employer Roundtable Partnerships:

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NDSS' Employer Roundtable engages with business – from Main Street to Wall Street, to work together to create and expand employment opportunities for individuals with Down syndrome. NDSS is proud to be working with like-minded business such as Voya Financial, Blake's Snow Shack, Alix Partners, Starbucks, DC Capitol Candy Jar, Little Caesar's and the New Jersey Devils just to name a few.

Find more information at:

[www.ndss.org/dsworks](http://www.ndss.org/dsworks).



## HIRING PEOPLE WITH DISABILITIES IS GOOD FOR THE BOTTOM LINE!



*Studies show nearly identical job performance ratings, similar amount of supervision required, minimal cost of accommodations, higher retention rate, higher employee morale, builds customer loyalty and expands customer base. By calling on the communities we live in to make the inclusion of people living with disabilities a reality, we take a step in the right direction in the fight for equality in the workplace.*