



July 21, 2025

The Honorable Kathy Hochul  
Governor of New York State  
NYS State Capitol Building  
Albany, NY 12224

Dear Governor Hochul:

On behalf of [SHRM](#), and our nearly 14,000 members in New York, I write in support of companion bills S4511/A33, which would establish a task force to promote the employment of people with disabilities. SHRM is the foremost expert, researcher, advocate and thought leader on issues and innovations impacting today's evolving workplaces. With nearly 340,000 members in 180 countries, SHRM touches the lives of more than 362 million workers globally.

According to SHRM research, talent shortages and recruitment challenges are a significant concern for employers. The SHRM [2023-2024 State of the Workplace Report](#) found that 65% of organizations expressed concerns over labor shortages and access to talent. Similarly, our [2024 Talent Trends Survey](#) found that more than 75% of organizations struggled with recruitment in the past year — 40% of those businesses cited lack of work experience and 37% cited a lack of technical skills in applicants as key barriers.

One of the most effective and least-utilized solutions to these gaps are [untapped talent pools](#): those workers who may not be in the standard consideration set when businesses seek talent, due to perceived barriers related to one or more demographic characteristics. Untapped talent pools include disabled workers, among others, and present unique employment opportunities and value to organizations willing to make the effort to seek them out.

[SHRM research](#) found that 82% of HR professionals, managers, and executives report positive experiences working with people from untapped talent groups and 76% of HR professionals, managers, and executives report workers from untapped talent groups perform the same or better than other employees. Disabled veterans, for example, often have lower turnover rates, medical expenses, and time-off spend compared to non-disabled employees. Through our untapped talent resources for the military community and our initiative for people with disabilities, Employing Abilities at Work, SHRM Foundation supports workplaces to change policy, practice and culture to promote hiring and retention of this talent pool.

Furthermore, the CEO Commission on Disability Employment, which SHRM is a Founding Partner, [notes](#) organizations that prioritize disability inclusion have: 28% higher revenue, double the net income, and 30 percent higher economic profit margins. The CEO Commission continued, "The GDP could get a boost up to \$25 billion if just 1 percent more of persons with disabilities joined the U.S. labor force." The Task Force authorized by this legislation would compliment the CEO Commission's goal of raising



awareness of the untapped potential of people with disabilities and ensure that they achieve and maintain equal access to meaningful employment.

SHRM supports this bill to eliminate barriers to employment and ensure those with disabilities have access to career opportunities that meet their skills. We urge the New York Legislature to pass these bills as soon as possible so that these individuals are able to contribute to employers, their communities, and the New York economy in a meaningful way.

If you have any questions regarding SHRM or other policies impacting the workplace, please contact or Mike Rose ([mike.rose@shrm.org](mailto:mike.rose@shrm.org)) or Steven Perrotta ([Steven.Perrotta@shrm.org](mailto:Steven.Perrotta@shrm.org)).

Sincerely,

Emily M. Dickens, J.D.  
Chief of Staff, Head of Government Affairs &  
Corporate Secretary  
SHRM

CC: The Honorable Jessica Ramos  
The Honorable Chris Burdick