

Case Study PEPSI ACT

Achieving **C**hange **T**ogether



The Challenge

Identify opportunities for PepsiCo to enhance recruiting, hiring, training and advancement for people with disabilities.

In 2013, **PepsiCo** reached out to Disability Solutions, a leading nonprofit consulting service for companies seeking to diversify their workforce, to develop Pepsi ACT (Achieving Change Together).

Through Pepsi ACT, PepsiCo and Disability Solutions partnered to actively **recruit, train, hire and retain individuals and veterans with disabilities** for multiple roles and positions located nationwide within Pepsi's operations.

Outcomes

The PepsiACT initiative has increased employee retention rates and voluntary "self-identification" among jobseekers with disabilities, while helping the Pepsi brand achieve national recognition as an "employer of choice" among people with disabilities.

Additionally, PepsiCo worked with Disability Solutions to provide interview and job training in nine U.S. cities, helping people with disabilities prepare for employment in a variety of positions. As a result, thousands of jobseekers with disabilities have received training designed to improve their soft skills and interview skills.

44%

Race & Ethnicity
Diversity Hires

2,500+

PepsiACT Hires

559%

Increase Self-Id

46%

Veteran Hires



PEPSICO