



# Fast Facts for Employers

Adapted from APSE's Resources for Employers

## Why Hire People with Disabilities?

# Untapped Labor Force

- People with disabilities experience the highest rates of unemployment and underemployment of any single group in this country.
- More than **75%** of people with disabilities report being unemployed or underemployed when they would rather be working more – and that's a lot of people!

# Predicted Labor Shortage

- The workforce in the US is aging - **1** in **3** workers will soon be over 50 years old.
- Baby Boomers, who make up more than **40%** of the U.S. labor force, will be exiting the workforce in large numbers. Workers will be needed to fill those jobs.

# Unmet Business Needs

- There is always a fluctuating rate of unemployment, but there is also a **constant** need to fill positions.
- And, many businesses have needs that are not being fully met at any given time.

# What Are Your Needs?

- Perhaps it is the filing, the data entry, keeping up with shipping and receiving, sorting mail and invoices each week, managing the waste and recycling, keeping up with production or maintaining quality assurance.
- Whatever your need(s), there are **qualified** and willing workers available.

# Qualified Job Applicants

- In 2012, approximately **31%** of people with disabilities aged 21-64 had **some college** or an associates' degree compared to **33%** of the same population without identified disabilities. So, **nearly identical** qualifications.

# Stable Workforce

- Research has demonstrated that the turnover rate for employees with disabilities is **8%** compared to **45%** for other workers – so hiring people with disabilities can help **Reduce Employee Turnover.**

# Employees with Disabilities can Get the Job Done Right!

- Research shows that:
  - Employees with disabilities have nearly identical job performance ratings as employees without disabilities.
  - The amount of supervision required is similar for employees with and without identified disabilities.

# Benefits to Business

- Polls show that the public likes to patronize businesses that hire people with disabilities. In fact, **87%** of customers say they prefer shopping at stores and companies that hire employees with disabilities – and that means **more business!**

# Good Return on Investment

- More than half of job accommodations cost employers **no money** at all.
- And, studies have determined a return on investment of **\$28.69** average return for every **\$1.00** dollar invested on accommodations.

That means **more money** in the company's pocket!

# Adding to the Tax Base – and Consumer Buying Power

- You can help create more tax payers and increase the buying power of people with disabilities at the same time.
- And, when people make more money, they have more to spend at local businesses **like yours!**

# Add New Customers

- **Marketing Opportunities:** Customers with disabilities and their families, friends and associates represent a **\$3 TRILLION** market segment. Hiring people with disabilities brings some of that market share to **your business!**

# Benefits for Communities

- When people with disabilities work, **reliance on public benefits is reduced.**
- That is something everyone can agree is a good thing!
- And, the **diversity** of workplaces and communities **expands** when people with disabilities work too!

# Tax Credits

- There are great tax benefits available for employers who hire employees with disabilities, including:
- **Small Business Tax Credit** – 50% credit for expenditures between \$250 and \$10,250.
- **Architectural/Transportation Tax Deduction** – up to \$15,000 per year.
- **Work Opportunity Tax Credit** – federal tax credit reducing employers' federal income tax liability by as much as \$2,400 per qualified new worker.

# Compliance with section 503 of the Rehab Act

- **Highlights of the New Section 503 Rules:**
  - **7% Employment Goal:** for Federal contractors and subcontractors
  - **Data Collection:** Contractors will be required to track data on the number of workers with disabilities
  - **Compliance Enforcement:** Hiring data will be reviewed
  - **Affirmative Action Requirements:** To demonstrate an effort to hire people with disabilities

# Additional Information on Section 503

- **Invitation to Self-Identify:** Federal contractors can now ask job applicants to voluntarily self-identify as an individual with a disability
- [Summary of new rules, and links to additional information including new Section 503 rule text](#)
- [Overview of major differences between current and new Section 503 regulations](#)

# Resources for Employers

- [Employers and the ADA: Myths & Facts](#)
- [Employer Tips on Interviewing Applicants with Disabilities](#)
- [Myths and Facts about People with Disabilities](#)
- [Employing People with Disabilities, What Small Companies Need to Know](#)
- [Building a Competitive Edge: Recruiting and Hiring People with Disabilities](#)
- [Employer Assistance and Resource Network \(\*\*EARN\*\*\):](#)  
EARN supports employers in recruiting, hiring, retaining, and advancing qualified individuals with disabilities.

# Services Available to Employers through EARN

- Consultation and technical assistance
- Customized training
- Online resources
- Information about employment agencies working with job seekers who have disabilities
- EARN is part of the National Employer Technical Assistance Center funded by the U.S. Department of Labor

# USBLN Materials for Employers:

- Your business might also find these resources useful:
- Workplace Inclusion Assessment Tool:  
[http://usbln.org/pdf-docs/2011\\_USBLN\\_Leading\\_Practices\\_Assessment\\_Tool.pdf](http://usbln.org/pdf-docs/2011_USBLN_Leading_Practices_Assessment_Tool.pdf)
- Leading practices booklet for employers:  
[http://usbln.org/leading\\_practices\\_on\\_disability\\_inclusion.html](http://usbln.org/leading_practices_on_disability_inclusion.html)

# Why Does all this Matter?

- **It's About a Better Bottom Line:**
  - There are people with disabilities in your community who want to work.
  - And, who can help meet the unmet needs of businesses.
  - When people with disabilities work, **everyone benefits!**

# Sources

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- U.S. Department of Labor’s Office of Disability and Employment Policy
- DePaul University, “Exploring the Bottom Line: A Study of the Costs and Benefits of Workers with Disabilities”, 2007