



Fast Facts for Employers

Adapted from APSE's Resources for Employers by Nancy Molfenter

Why Hire People with Disabilities?

Untapped Labor Force

- People with disabilities experience the highest rates of unemployment and underemployment of any other single group in this country.
- More than 75% of people with disabilities report being unemployed or not working as much as they want to work – and that's a lot of people!

Businesses Have Needs

- There is always a fluctuating rate of unemployment, but there is also a constant need to fill employment positions.
- And, many businesses just like yours have needs that are not being fully met. Maybe you do too.

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, or keeping up with production and maintaining quality assurance records.
- Whatever your need(s), there are qualified and willing workers out there – and some of them have disabilities.

Qualified Job Applicants

- In 2012, approximately 31% of persons with a disability aged 21-64 had some college or an associates' degree compared to 33% of the same population without identified disabilities.

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 you **Reduce Employee Turnover.**

Benefits to Your Business

- Not only will your unmet needs be resolved, but polls show that the public likes to patronize businesses that hire people with disabilities, In fact, 87% of customers say they would prefer to patronize businesses that hire employees with disabilities – and that means more business for you.
- Research has also demonstrated a return on investment of \$28.69 average return for every dollar invested in accommodations.

Both mean more money in your 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.
- **Marketing Opportunities:** Customers with disabilities and their families, friends and associates represent a **\$3 TRILLION** market segment.

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.

Increased Diversity and Compliance with section 503 of the Rehab Act

- **Highlights of the New Section 503 Rules:**
 - **7% Employment Goal:** Federal contractors and subcontractors will now have a goal that 7% of individuals in each job group in their workforce consist of qualified individuals with disabilities.
 - **Data Collection:** Contractors will be required to track data on the number of individuals with disabilities who apply for jobs and are hired.
 - **Compliance Enforcement:** Contractors must allow the federal government to review documents to ensure they are complying with these new regulations.
 - **Affirmative Action Requirements:** The regulations specify a series of requirements for federal contractors to ensure they are maximizing their efforts to recruit, hire, and provide career advancement to individuals with disabilities, including outreach to an array of disability organizations.

More on Section 503

- **Additional Information:**
- **Invitation to Self-Identify:** In order to track recruitment efforts, under the new rules, federal contractors can now ask job applicants to voluntarily self-identify as an individual with a disability prior to receiving a job offer and after they have received a job offer.
- [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

- **Additional resources to help:**
 - [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,
- Comprehensive online resources, and
- Links to state and local community-based organizations serving job seekers with disabilities.
- EARN is part of the National Employer Technical Assistance, Policy, and Research Center at Cornell University funded by the Office of Disability Employment Policy, U.S. Department of Labor.

Why Does all this Matter?

- **It's About a Better Bottom Line:** Not only are there people in your community who want to work and can help meet the unmet needs of your business and many others, but when people with disabilities work, individuals, businesses like yours, and communities and the economy see overall benefits.

Sources

- National Council on Disability
- Siperstein, Romano, Mohler, Parker; “*A national survey of consumer attitudes towards companies that hire people with disabilities*”; University of Massachusetts, Boston, MA; Journal of Vocational Rehabilitation; 2005.
- 2003 Crain’s Chicago Business Survey; Washington Mutual, Inc. Study.
- Erickson, W., Lee, C., and von Schrader, S. (2014). *Disability Statistics from the 2012 American Community Survey (ACS)*. Ithaca, NY: Cornell University Employment and Disability Institute (EDI). Retrieved October 15, 2014 from <http://www.disabilitystatistics.org/>
- *U.S. Department of Labor’s Office of Disability and Employment Policy*