

Did you know...

¹ Most employers report no cost or low cost for accommodating employees with disabilities.

58% of employers said the accommodations needed by employees cost absolutely nothing, and another 37% experienced a one-time cost.

² Employers experience multiple direct and indirect benefits after making accommodations.

Employers who made accommodations reported the accommodation allowed the company to retain a valued employee, increased the employee's productivity, and eliminated the costs of training a new employee.

³ A 7% utilization goal for individuals with disabilities has been put into place for federal contractors and subcontractors.

⁴ Hiring people with disability impacts bottom-line dividends with low turnover and absenteeism, high productivity and facility with technology, increased employee engagement across the broader workforce, and strong consumer preference for companies that hire people with disabilities.

⁵ Corporate America is missing out on the productive power of nearly 30 million potential workers.

Only one in five working-age Americans with disabilities are employed.

⁶ Although 79.1% of Americans between the ages of 21 and 64 without a disability were employed in 2010, only 41.1% of Americans with a disability were employed in the same age group.

Resources:

1-2. The Job Accommodation Network (JAN). (2015, September). *Workplace Accommodations: Low Cost, High Impact*. Retrieved from <https://askjan.org/media/downloads/LowCostHighImpact.pdf>

3. Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor. *Fact Sheet: New Regulations on Section 503 of the Rehabilitation Act of 1973*. Retrieved from http://www.dol.gov/ofccp/regs/compliance/factsheets/NewRegsFactSheet_QA_508c.pdf

4-5. National Organization on Disability. (2015). *For Business Leaders*. Retrieved from http://nod.org/for_business_leaders

6. Brault, Matthew W. (2013, August 28). *Americans with Disabilities: 2010*. Retrieved from <http://www.census.gov/prod/2012pubs/p70-131.pdf>