

Fantastic Facts About Hiring People With Developmental Disabilities

- 1 out of 7 adults have an intellectual or developmental disability.
- Only 19% of adults with intellectual or developmental disability participate in the labor force.

RELIABILITY, PRODUCTIVITY, & LOYALTY

- #1. Rated higher with less sick days and low absenteeism.
- #2. Arrives to work on time daily and returning on time from breaks more than co-workers.
- #3. Dupont study showed 90% of employees with Disabilities rated average or better on the job Performance.

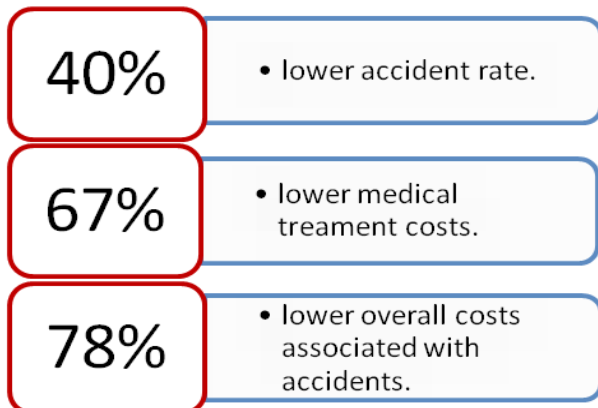


LOW COST SUPERVISION

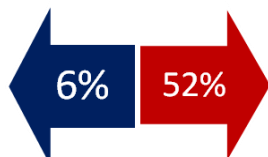
- #4. Systems are in place to match employer needs with employee job skills.
- #5. No-cost consultation and technical assistance is available to help employers hire people with developmental disabilities.

INCREASE IN EMPLOYER BOTTOM-LINE AND COST SAVINGS.

- #6. According to Walgreens, disabled employees had:



- #7. Marriot reported a 6% turnover rate among persons with disabilities versus 52% overall.



TAX INCENTIVES AND CREDIT

- #8. *The Work Opportunity Tax Credit* allows employers to earn up to **40%** of tax credit of a new employee's first year wages.
- #9. *The Barrier Removal Tax Deduction* allows businesses to make annual deductions to expenses related to removing physical, structural, and transportation barriers for people with disabilities.
- #10. In most cases, 80% of accommodations will cost less than \$500, which are tax deductible.



*www.irs.gov/business/small-business-self-employed/tax-benefits-for-businesses-who-have-employees-with-disabilities

PROMOTES POSITIVE CORPORATE IMAGE AND WORKFORCE DIVERSITY



- #11. Based on a survey conducted by the University of Massachusetts, **87%** of those surveyed would prefer to give their business to companies that hire individuals with disabilities.
- #12. A 2014 Institute for Corporate Productivity research report surveyed several corporations reported the following benefits:
 - 47%** - reported an inclusive culture is attractive to talent pools.
 - 60%** - said it supports their diversity and inclusion strategy.

*Source: EmployUSYQL

*www.forbes.com/sites/realspin/2014/10/21