

## ***WHY HIRE PEOPLE WITH DISABILITIES?***

### **INFORMATION & FREQUENTLY ASKED QUESTIONS**



#### **Tax Credits/Incentives**

##### **Resources to Save You Money**

- **Work Opportunity Tax Credit (WOTC)**

Available to employers who hire individuals from certain targeted groups by offering them a federal income tax credit. The WOTC can reduce an employer's federal tax liability by up to \$9,600 per new hire.

- **Empowerment Zone/Renewal Community Tax Incentives**

Receive an incentive to retain or hire individuals who both live and work in an Empowerment Zone or a Renewal Community.

Receive annual tax credits up to \$3,000 per qualified employee in an Empowerment Zone and up to \$1,500 in a Renewal Community.

- **Disabled Access Credit**

Helps small businesses cover the cost of making their businesses accessible to persons with disabilities. The maximum amount of the credit is \$5,000.

- **Architectural and Transportation Tax Deduction**

Businesses may take an annual deduction of up to \$15,000 for expenses incurred to remove architectural and transportation barriers to persons with disabilities and the elderly.



---

## **Q: What is Disability?**

**A:** Someone with a disability is any person who:

- has a physical or mental impairment which limits one or more major life functions;
- has a record of such an impairment; or
- is perceived as having such an impairment.

## **Q: Why hire people with disabilities?**

**A:** There are many convincing reasons to hire people with disability. For one, individuals with disabilities, compared to non-disabled employees, generally have equal or better job performance, lower absenteeism, lower turnover, better safety record, and in more cases, NO increase in insurance or Worker's Compensation rates.

The disabled population also includes many dedicated and committed employees. These individuals are proven survivors whose life experiences have endowed them with unique problem solving skills, the ability to successfully meet challenges, and to overcome adversity. These are the same qualities for which many corporations spend millions of dollars a year, in training and motivation programs, to try to teach their employees. The qualities that most employers are looking for dependability, initiative, reliability, good attendance and punctuality, efficiency, and helpfulness - are qualities possessed by many individuals with disabilities.

People with disabilities who are placed into gainful employment each year return more to the economy than was expended in restoring them to employment.

**Q: What does “qualified individuals with disability” mean?**

**A:** According to American Disabilities Act, the term “qualified individuals with a disability” means an individual with a disability who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires.

**Q: If I hire an employee with a disability, will it increase my workers’ compensation insurance rates?**

**A:** Insurance rates are based NOT on whether workers have disabilities, but solely on the relative hazards of the operation and the organization’s accident experience.

**Q: Do employees with disabilities have a higher absentee rate than employees without disabilities?**

**A:** Studies show that employees with general disabilities are not absent any more than employee without disabilities.

**Q: Are people with disabilities unable to tolerate stress on the job?**

**A:** This myth over-simplifies the rather complex human response to stress. The sources of personal and job-related stress vary substantially from individual to individual. Some people may find an unstructured schedule to be very stressful, while others may find it stress-relieving.



## **Talent Lifecycle**

Nearly 40%\* of employers are having challenges hiring qualified employees. As baby boomers retire, a systematic outreach to the disability community and to veterans with service related disabilities can help your company meet federal and state compliance requirements and increase profitability, while supporting other key workforce objectives including productivity, engagement, diversity, inclusion, turnover, retention and morale.

### **Identify and source the right talent**

- Assess your needs and talent expectations, and build a qualified candidate pool by connecting you with local and national partners.

### **Break down barriers in talent management systems and processes**

- Applicant to Employee – Identify and implement key policies and processes to increase hiring, engagement and retention of talent.
- Work with your team to build on your current systems and processes, identify any potential barriers, and create workable solutions that enhance candidate quality and positive recruiting and hiring outcomes.

### **Strengthen your workforce through talent diversity**

- Diverse talent strengthens innovation and engagement, and encourages new talent to join your team. The inclusion of employees with disabilities is an important element of an engaged workforce. Approximately 36 million people report having a disability, making disability one of the largest minority groups in the country and one that anyone can join at any time.
- Bring disability into your current diversity initiatives. Job seekers and employees with a disability cut across all demographics and represent a wide range of skills, education, knowledge and experience.

### **Support and educate your workforce and management teams through training and education:**

- Help corporations through training for Human Resources, supervisors and co-workers. Customize best-practices in courses.

## **Market Reach**

Recruitment and employment of people with disabilities can have a positive impact on both your brand as an employer and with your customers. Increase your customer base among a community with an annual buying power of over \$2 Trillion.

### **Your customers: Broaden and appeal to new market-base**

- Brand loyalty! A global community of potential customers for your corporation, and many more who have a personal connection to someone with a disability.
- Position your brand in the disability community.
  - Communicate your disability inclusion efforts to the disability community. Disability perspective as part of your brand.

### **Your workforce: Strengthen or secure your talent brand.**

- Build partnerships that connect employers and job seekers with a disability.
- Leverage an extensive network of public and private organizations and associations nationally to help you attract top talent and increase awareness of your organization's disability inclusion initiatives.

## **Business Drivers**

### **Impact Key Workforce Challenges**

- Research confirms that employees with disabilities have lower rates of absenteeism and turnover than employees without disabilities – a direct correlation to achieving decreased recruiting & onboarding costs, increased revenue through retention of organizational knowledge and higher productivity.

### **Leverage Federal and State Hiring Incentives**

- Identify and access federal and local workforce hiring and training incentives designed to support employers and employees in this journey.

### **Develop Metrics to Ensure Outcomes**

- Work with your leadership to identify the appropriate data tracking methods and data collection points to demonstrate that hiring initiatives are creating demonstrable results for your business and brand.

### **Compliance**

On March 24, 2014, The Office of Federal Contractor Compliance (OFCCP) began enforcing newly finalized regulations that for the first time required Federal Contractors to move beyond “Good Faith Outreach.” OFCCP has set a 7% goal by contractor location and job grouping.

### **Manage Changing Expectations**

- Section 503 and 4212 Final Rules require outreach and recruitment and the demonstration of effective recruitment, hiring and retention for people with disabilities and veterans.
- Work with your organization to develop and implement plans in line with the new regulations and to ensure the accurate depiction of hiring efforts and identify barriers before an audit.

### **Identify and Address “Red Flags” Before OFCCP**

- As new Affirmative Action Plans are created to add disability, work with your teams to target outreach in specific establishments and job groups to limit red flags that can initiate audits.
  - Entry level, high turnover positions are targets for potential statistically significant hiring rates.