

# Hiring People with Disabilities

It's a good idea!

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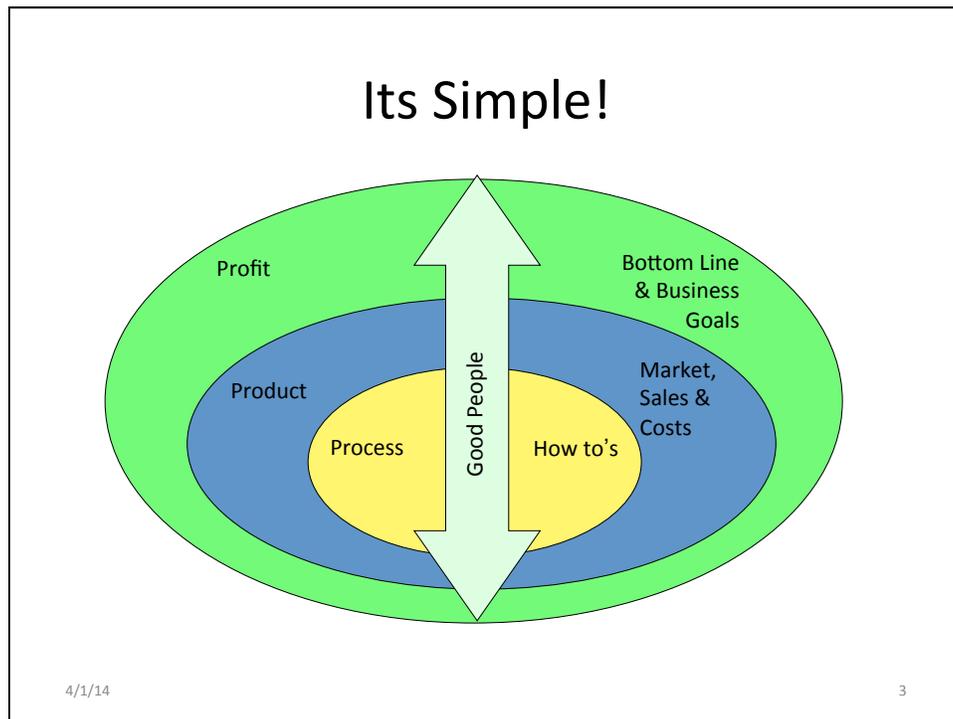
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What is the major concern of companies wanting to grow?

**FINDING, HIRING AND KEEPING  
GOOD PEOPLE!**

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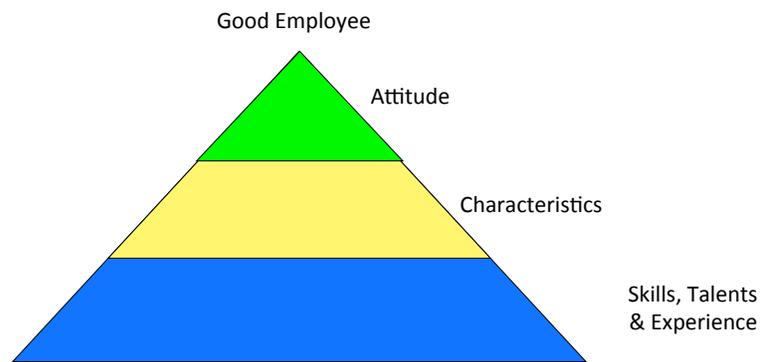


## Business need GOOD People

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- Business has learned
  - Productivity is up, but to maintain need good people
  - Good people are hard to find
  - Good people make you money
- Good people
  - Dependable, Consistent, Honest, Trainable, & Attitude
  - Skills, Talent & Experience
- Significant money and energy is spent on:
  - Recruiting, training and retaining employees

## Hierarchy of Good Employee



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## What is expected!

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- Come to work everyday **ONTIME**
- Follow directions
- Apply good listening skills
- Concentrate on my work
- Recognize problems and find solutions
- Manage Time effectively
- Maintain a safe work environment
- Be honest, be dependable
- Dress properly and practice good grooming
- Be cooperative
- Have a positive attitude
- Be a courteous and considerate team member
- Be a continuous learner

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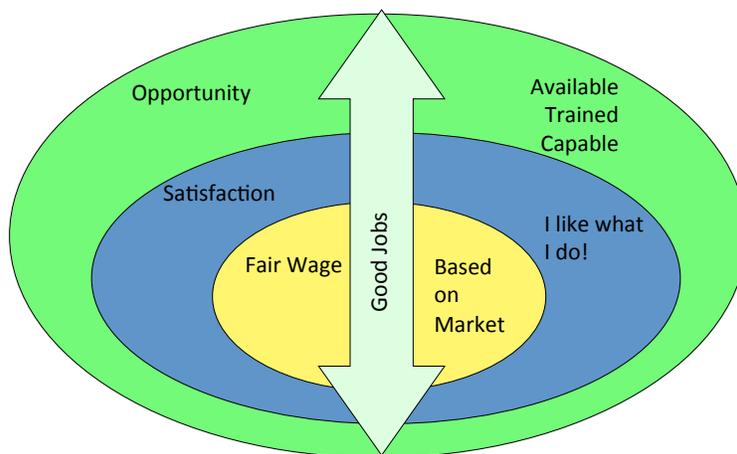
What is the number one concern of people with disabilities?

# FINDING AND BEING HIRED BY A GOOD COMPANY!

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## It's Simple!



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## People With Disabilities

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What do they represent to business?

- A ready and willing group of future employees
- A market share / niche of significant size

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## Understanding the Market

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- How many people are disabled?
  - 49 Million Americans
- What is this group's income?
  - \$175 Billion in Disposable Income
- What is this group's aggregate income?
  - \$1 Trillion in Aggregate Income

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## Advantages of Hiring People with a Disability

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- Larger Talent Pool
  - Of trained motivated and job ready talent
- Tax Benefits
  - Significant programs to benefit both sides of the profit line
- Community Involvement
  - Larger community more customers
- Improved Image
  - Be a leader in your industry
- Legal Issues
  - You walk the talk

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## Advantages of Hiring People with a Disability

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- Resources available
  - Groups, agencies and wisdom as ready resources
- Improves your workforce
  - Inclusion makes your workers healthier with abilities
- Competitive advantage
  - Adds new ideas, perspectives, viewpoints and approaches to solving your business needs

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## Advantages of Hiring People with a Disability

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- Improve retention!
  - Reduce training costs, change over with people with disabilities who tend to stay with their company
- Improve your return on investment
  - Superior talent pool
  - Accommodation return more than they cost (\$28 to \$1)
- Market share
  - People with disabilities are loyal customers to business that support
  - The disabled community is well connected

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## Myth vs Facts

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|--|---|
| <ul style="list-style-type: none"> <li>• <b>MYTH</b> - Hiring employees with disabilities increases workers compensation insurance rates.</li> </ul>   | <ul style="list-style-type: none"> <li>• <b>MYTH</b> – PWD are inspirational, courageous, and brave for being able to overcome their disability.</li> </ul>   |
| <ul style="list-style-type: none"> <li>• <b>FACT</b> - Insurance rates are based solely on the relative hazards of the operation and the organizations accident experience, not on whether workers have disabilities.</li> </ul> | <ul style="list-style-type: none"> <li>• <b>FACT</b> - PWD are simply carrying on normal activities of living when they work at their jobs, go grocery shopping, pay their bills, or compete in athletic events.</li> </ul>                                       |
| <ul style="list-style-type: none"> <li>• <b>MYTH</b> - Employees with disabilities have a higher absentee rate than employees without disabilities.</li> </ul>   | <ul style="list-style-type: none"> <li>• <b>MYTH</b> - PWD need to be protected from failing.</li> </ul>  |
| <ul style="list-style-type: none"> <li>• <b>FACT</b> - Studies by firms such as DuPont show that employees with disabilities are not absent any more than employees without disabilities.</li> </ul>                             | <ul style="list-style-type: none"> <li>• <b>FACT</b> - PWD have a right to participate in the full range of human experiences including success and failure. Employers should have the same expectations of, and work requirements for, all employees.</li> </ul> |

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## Myth vs Facts

- **MYTH** - PWD have problems getting to work.
- **FACT** - PWD are capable of supplying their own transportation by choosing to walk, use a car pool, drive, take public transportation, or a cab. Their modes of transportation to work are as varied as those of other employees.
- **MYTH** - PWD are unable to meet performance standards, thus making them a bad employment risk.
- **FACT** - In 1990, DuPont conducted a survey of 811 employees with disabilities and found 90% rated average or better in job performance compared to 95% for employees without disabilities. A similar 1981 DuPont study which involved
- 2,745 employees with disabilities found that 92% of employees with disabilities rated average or better in job performance compared to 90% of employees without disabilities.
- **MYTH** - People who are deaf make ideal employees in noisy work environments.
- **FACT** - Loud noises of a certain vibratory nature can cause further harm to the auditory system. People who are deaf should be hired for all jobs that they have the skills and talents to perform. No person with a disability should be prejudged regarding employment opportunities.

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## Myth vs Facts

- **MYTH** - Considerable expense is necessary to accommodate workers with disabilities.
- **FACT** - Most workers with disabilities require no special accommodations and the cost for those who do is minimal or much lower than many employers believe. Studies by the Job Accommodation Network have shown that
  - 15% of accommodations cost nothing
  - 51% cost between \$1 and \$500
  - 12% cost between \$501 and \$1,000
  - 22% cost more than \$1,000.
- **MYTH** - Employees with disabilities are more likely to have accidents on the job than employees without disabilities.
- **FACT** - In the 1990 DuPont study, the safety records of both groups were identical.

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## What does Inclusion mean?

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- That all people, regardless of their abilities, disabilities, or health care needs, can be:
  - be respected and appreciated as valuable members of their communities
  - participate in recreational activities in neighborhood settings
  - work at jobs in the community that pay a competitive wage; have careers which use their capacities to the fullest
  - attend general education classes with peers from preschool through college and continuing education
  - Inclusion applies to all parts of your life

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## Summary

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- Its good for you and your business
- Its good for your current and future employees
- You are not alone, we are here to help
- Its good for your customers
- Can represent a significant NEW customer base
- It just makes! **\$en\$e!**

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