

DISABILITIES SUPPORT SERVICES

These are some of the benefits employers gain when hiring a person with disabilities:

BENEFITS TO EMPLOYERS

People with disabilities...

- Are creative, hardworking, and a vastly untapped employment population.
- Perform as well as other employees.
- Have educational levels similar to that of others.
- Are held to the same performance standards as any other employee.
- Thrive once given a job, but struggle to get their foot in the door.
- May be unable to adequately showcase their skills during the typical interview process.

Hiring someone with a disability...

- Offers a way to organically expand staff managerial skills due to dealing with differing abilities in the workplace.
- Allows one to staff hard to fill positions with people who may prefer repetitive tasks and prescribed duties.
- Improves morale across the board.
- Expands inclusivity - inclusive teams performed better than their peer groups by 80%.
- Broadens repertoire of corporate social responsibility.
- Pleases your stockholders - companies ranked highly on the Disability Equality Index (DEI) have, on average, 28% higher revenue, 200% higher net income, and 30% higher economic profit margins.
- Increases individual productivity along with overall productivity in companies that provide accommodations for their employees.
- Widens your market and improves your public image. This leads to more sales from new customers and a new demographic.
- Improves retention/loyalty resulting in reduced loss of institutional knowledge and cost of turnover. Staff retention is 72% higher compared to their colleagues.
- Lowers Worker's Compensation - trends show less claims from workers with disabilities.
- Increases innovation due to diversity of thought and perspective.

BUSINESS INCENTIVES

- WOTC (Work Opportunity Tax Credit) is a monetary incentive to hire those with a disability and can range from \$1,200 to \$9,600.
- Disabled Access Credit focuses on small businesses. It provides credit for any accommodations that a business gives its employees.
- Barrier Removal Deduction gives a tax cut of up to \$15,000 a year for removal of barriers prohibiting access to people with disabilities in or around your building.

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