


Fantastic Facts About Hiring People With Developmental Disabilities

Reliability, Productivity, & Loyalty

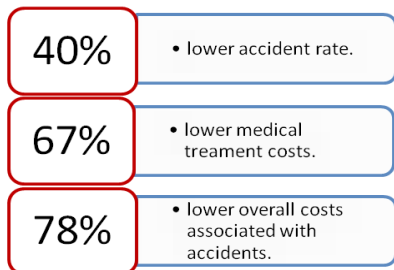
- #1. Rated higher with less sick days and low absenteeism.
- #2. Arrives to work on time daily and returning on time from breaks more than co-workers. 
- #3. Dupont Study showed 90% of employees with disabilities rated average or better on job performance.

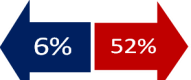
Low Cost Supervision

- #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 6% turnover rate among persons with disabilities vs. 52% overall. 

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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 Deductions* allows businesses to make annual deductions to expense 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.

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 corporation reported the following benefits:
 - 47% - reported an inclusive culture is attractive to talent pools.
 - 60% - said it supports their diversity and inclusion strategy.

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EMPLOYER & BUSINESS PARTNERSHIP

THE BENEFITS OF HIRING PEOPLE WITH DISABILITIES



***WHY YOUR BUSINESS
SHOULD PARTNER
WITH WRC FOR
EMPLOYMENT***

Who We Are

About Us

The Westside Regional Center is a private, non-profit social services organization contracted with the Department of Developmental Services to provide services to individuals with developmental disabilities.

Our Mission

The promotion of independence and full integration into community life through competitive integrated employment of individuals with developmental disabilities.

The Purpose

To give Employers access to a pool of motivated individuals who bring fresh thinking and innovation and diversity to their workplaces.



The Benefits of Disability Hiring

There are many convincing reasons to hire people with disability. 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 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.

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.

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.

Appeal to New Market-Base

Brand loyalty! Engage a global community of potential customers for your business and many more that have a personal connection to someone with a disability.

Resources to Assist Employers

A number of resources are available to assist employers in disability hiring and understanding their responsibilities under the ADA:

Job Accommodation Network (JAN)

www.AskJAN.org 1-800-526-7234

Equal Employment Opportunity Commission (EEOC)

www.eec.gov 1-800-669-4000

Americans with Disabilities Act National Network

www.adata.org 1-800-949-4232

United States Department of Labor-Office of Disability Employment Policy (ODEP)

www.dol.gov/odep 1-866-4-USA-DOL

Ongoing funding is available for disabled employee recruitment, work placement, job coaching, support and retention through regional centers, vocational rehabilitation and service provider agencies.

For More Information Contact:

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