

# TOP 10 REASONS TO HIRE AN APPLICANT WITH A DISABILITY

Hiring a qualified worker with a disability makes good business sense. Employers tell us that these attributes have sold them on employing a qualified worker with a disability.

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## DEPENDABILITY & FLEXIBILITY

Studies have shown that employees with disabilities have lower rates of absenteeism and will often “step up to the plate” to take on new tasks, assist co-workers, or fill in when needed.

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## EMPLOYEE ENGAGEMENT

Employers report that hiring employees with disabilities contributes to improved morale and productivity. 80% of employers state employees with disabilities are as productive as any other employee.

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## CUSTOMER LOYALTY

Research shows that employing people with disabilities taps into a growing market of customers with disabilities, \$220 billion in discretionary spending each year. Further, 92% of consumers reflect favorably on businesses known to hire people with disabilities, with 87% preferring to do business with these companies.

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## PERFORMANCE

Research shows no job performance difference between employees with disabilities and their non-disabled colleagues. Employers report that employees with disabilities motivate co-workers leading to increased productivity.

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## TAX INCENTIVES

Businesses may be eligible for tax incentives such as the Work Opportunity Tax Credit, Disabled Access Credit, and Architectural/Transportation Barrier Removal Tax Deduction.

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## RETURN OF INVESTMENT

Studies have concluded that for each dollar spent on reasonable accommodations, businesses gain \$10-\$35 in benefits.

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## INCREASED PROFITS

Many employers who have hired workers with disabilities have seen a positive impact on their bottom line. Diverse work groups can create better solutions to business challenges.

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## UNTAPPED LABOR POOL

Employees with disabilities can ease concerns about labor shortages. Employees with disabilities often show up with a positive, can-do attitude and take great pride in their work.

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## JOB RETENTION

Many workers with disabilities demonstrate a high degree of loyalty, often remaining with their employers for years, reducing turnover and adding stability to the workforce.

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## EVERYONE BENEFITS!

When we shift the focus to an employee's ability, everyone benefits, from management to front line workers to customers!

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For more information:

[www.transcen.org](http://www.transcen.org)  
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