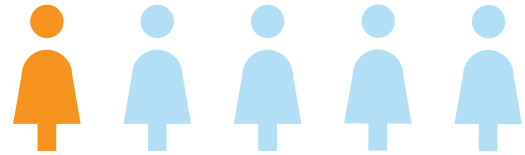


CEO Commission on Disability Employment

Leading the way to an inclusive workforce

Profitability and Disability Inclusion:

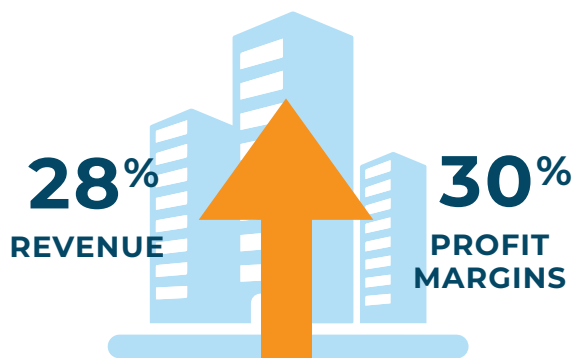
According to 2019 Bureau of Labor Statistics analysis, only 21% of people with a disability are currently in the labor force¹. This fact has a profound impact on those individuals, as well as the businesses who are not accessing that talent. People with disabilities bring significant value to an organization and result in higher profits, lower long-term employee costs and a significant competitive advantage.



21%

OF PEOPLE WITH A
DISABILITY ARE CURRENTLY
IN THE LABOR FORCE

Cost-Effective and Profitable:




Organizations that prioritize disability inclusion have:²

- 28% higher revenue
- Double the net income
- 30 percent higher economic profit margins

The relationship between hiring people with disabilities and increased profitability is not one that is commonly viewed as positive. There is considerable stigma in society about the value that employees with disabilities bring to a company, but studies show that employers prioritizing disability inclusion have higher average profitability.

Additionally, there is a misconception that accommodations for employees with disabilities are costly. However, 58% of accommodations do not cost the employer anything, while the remaining 42% had an average cost of \$5003. These accommodations are therefore not a significant cost for employers and yield long-term benefits through the retention of the employees they support.

Increased Retention Cuts Employment Costs:



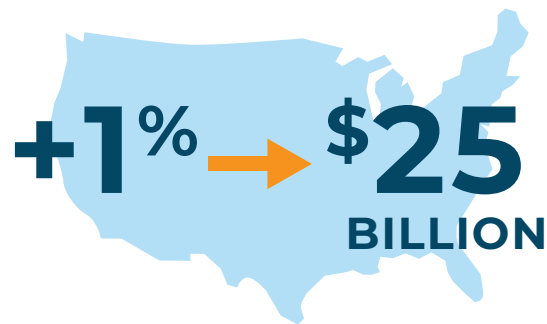
90%

"Employers who embraced disability saw a 90% increase in employee retention"³

One big mistaken belief about hiring people with disabilities is that they are short-term, part-time employees who need extensive supervision. But in reality, workers with disabilities enhance workforce morale and can help reduce employee turnover. Accommodating an employee with a disability has been found to increase tenure and lower training costs, reducing long-term recruitment costs for employers.⁵

Opens New Markets:

The GDP could get a boost up to \$25 billion if **just 1 percent more** of persons with disabilities joined the U.S. labor force.²



Hiring people with disabilities offers many benefits to both the overall economy and to individual companies, opening new markets. When companies demonstrate their hiring is inclusive of individuals with disabilities, they open themselves up to \$8 trillion in disposable income across the disability community.⁶

Therefore, companies that experience increased return on investment and reduced costs through disability inclusion, illustrate that it is more than philanthropy but rather a sound business strategy. The CEO Commission on Disability Employment is raising awareness of the untapped potential of people with disabilities and is working to ensure that they achieve and maintain equal access to meaningful employment.

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national down syndrome society
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¹ "U.S. Department of Labor." Office of Disability Employment Policy - United States Department of Labor. Accessed April 24, 2020. <https://www.dol.gov/odep/#>.

² "Getting to Equal: The Disability Inclusion Advantage." Accenture, 2018. https://www.accenture.com/t20181029T185446Z__w_/us-en/_acnmedia/PDF-89/Accenture-Disability-Inclusion-Research-Report.pdf.

³ "Investing in People: Job Accommodation Situations and Solutions." Office of Disability Employment Policy, U.S. Department of Labor, n.d. <https://www.dol.gov/odep/pubs/misc/invest.htm>.

⁴ U.S. Department of Labor. "Employing Individuals with Disabilities May Solve Your Talent Crisis." November 2, 2018. <https://www.entrepreneur.com/article/321984>

⁵ "5 Reasons Hiring People with Disabilities Is Good for Business and the Rest of Us." AAPD. American Association of People with Disabilities, January 6, 2015. <https://www.aapd.com/5-reasons-hiring-people-with-disabilities-good-business-rest-us/>.

⁶ Donovan, Rich. "2016 Annual Report: The Global Economics of Disability." Return on Disability, May 1, 2016. <https://www.rod-group.com/sites/default/files/2016%20Annual%20Report%20-%20The%20Global%20Economics%20of%20Disability.pdf>