CEO Commission on Disability Employment
Understanding the Skills and Talent of the Disability Community

Opportunity

According to the National Center for Education Statistics, 45% of highly educated (bachelor’s degree or higher education) people with a disability are employed, as compared to 84% of those without a disability at that same level of education.1 Greater understanding of the untapped talent within the disability community will provide businesses with the opportunity to better recruit a workforce that is inclusive of disabilities.

Talent of the disability community

Competitive advantage and innovation: Employees with disabilities exceed expectations and demonstrate increased loyalty.2 Employees with disabilities bring innovation to the workplace and “increase the ability to compete in all markets and react to the expectations of diverse consumers”.3

Productivity and efficiency: 92% of hiring managers believe employees with disabilities perform tasks at the same standard or better than their peers without disabilities.4 Employees with disabilities perform at a high level within the workplace, utilizing both acquired skills and the ability to effectively utilize those skills.

Rethink talent acquisition processes: Meaningful action is needed in all aspects of the talent acquisition process, including recruitment, benefits and advancement.5 Once employers recognize the value of this untapped talent pool, it is critical to develop explicit disability inclusion strategies that collaborate with other stakeholders.6

Employers can no longer afford excluding the valuable, untapped workforce that people with disabilities represents. That exclusion comes with a serious cost, which in some countries is equivalent to up to 7% of GDP.7


For more information, click here.