

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 educational.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.](#)



1 National Center on Education Statistics. (2017). Disability Rates and Employment Status by Educational Attainment. Washington: U.S. Department of Education. Retrieved from https://nces.ed.gov/programs/coe/indicator_tad.asp

2 Kalargyrou, V. (2014, April). Gaining a Competitive Advantage with Disability Inclusion Initiatives. Journal of Human Resources in Hospitality & Tourism, 13(2), 120-145. doi:10.1080/15332845.2014.847300

3 Kalargyrou, V. (2014, October). Disability Inclusion Initiatives in the Hospitality Industry: An Exploratory Study of Industry Leaders. Journal of Human Resources in Hospitality & Tourism, 13(4), 430-454. doi:10.1080/15332845.2014.903152

4 SHRM Foundation. (2019). Employing Abilities @Work. Alexandria: SHRM Foundation. Retrieved from https://employingabilities.org/2019_EAW_research_report.pdf

5 Stadler, D. (2019). 4 Ways to Expand Inclusion of People with Disabilities. New York: National Organization on Disability. Retrieved from <https://www.nod.org/4-ways-to-expand-inclusion-of-people-with-disabilities/>

6 RespectAbility. (n.d.). How To Include People with Disabilities. Retrieved from <https://www.respectability.org/inclusive-philanthropy/how-to-include-people-with-disabilities/>

7 World Economic Forum. (n.d.). Closing the Disability Inclusion Gap. Cologny: World Economic Forum. Retrieved from <https://www.weforum.org/projects/closing-the-disability-inclusion-gap>