

# EMPLOYMENT FACT SHEET

**EMPLOYMENT FIRST** is a national movement to assist job seekers with developmental disabilities (DD) to work in competitive, integrated employment. In March 2012, Governor John Kasich signed an Executive Order making community employment a priority for people with developmental disabilities. Since that time, there has been a 16% increase in the number of people with developmental disabilities who are working in the community. Employers recognize that employees with DD are reliable and perform equal to or better than non-disabled employees.



“When businesses identify the strengths of employees with disabilities, then put them in jobs that match their skills, those employees turn out to be faithful, low-turnover, hard-working employees.”

- Teresa Tanner, Fifth Third Bank, Executive Vice President, Chief Human Resource Officer

## HIRING JOB SEEKERS WITH DISABILITIES MAKES GOOD BUSINESS SENSE

- Job seekers with developmental disabilities and their families control \$2.1 billion ANNUALLY in spending.
- These individuals demonstrate brand loyalty to businesses that hire individuals with disabilities.
- 87 percent of all U.S. adults prefer to spend money at businesses that hire individuals with disabilities.<sup>1</sup>
- Hiring job seekers with DD adds to diversity of the workplace environment and may lead to a more diverse customer base.
- There are over 1.5 million Ohioans who have a disability and they represent 13% of the market.<sup>2</sup>
- Their quality and quantity of work, flexibility to demands, attendance, and safety are equal to those employees who do not have DD.



**FOR MORE INFORMATION, CONTACT US:**

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## QUALITIES OF EMPLOYEES WITH DEVELOPMENTAL DISABILITIES

### Stay in jobs longer

- 62% of individuals with disabilities have remained in the same job for three years or more.<sup>1</sup>
- 48% lower turnover rate than those who do not have disabilities.<sup>1</sup>

### Come to work on time and when scheduled

- Individuals with disabilities have lower sick time use than those who do not have disabilities.<sup>3</sup>
- 73% of time off expenses are lower for individuals with developmental disabilities.<sup>3</sup>

### Are reliable

- Are rated average or above average in work performance, quality and quantity of work, flexibility to demands, attendance, and safety.<sup>1</sup>
- 90% of individuals with disabilities performed equal to or better than nondisabled individuals.<sup>3</sup>

## DEBUNKING THE MYTHS OF HIRING EMPLOYEES WITH DISABILITIES

### Costs of hiring employees with disabilities are comparable

- It will NOT cost more to hire an individual with disabilities.
- Most accommodations (66%) cost less than \$500. For every dollar an employer spends for a disability-related accommodation, a company can save \$34 in other job-related expenses such as training and recruitment.<sup>4</sup>

### Insurance Rates will not increase

- Insurance and workers' compensation rates for the company will not be affected by hiring an individual with a disability.<sup>5</sup>

References: <sup>1</sup>Institute for Corporate Productivity (i4cp). (2014). Employing people with intellectual and developmental disabilities. <sup>2</sup>United States Census Bureau. (February 5, 2015). State and county quick facts: Ohio. Retrieved from <http://quickfacts.census.gov/qfd/states/39000.html> <sup>3</sup>American Training. (December 12, 2012). New data substantiates benefits of hiring people with disabilities for assembly and distribution jobs. Retrieved from <http://www.americantraininginc.com/hiring-people-with-disabilities-for-assembly-distribution-jobs/> <sup>4</sup>AskEarn.org. Retrieved from <http://askearn.org/BusinessCase/> <sup>5</sup>Opportunities for Ohioans with Disabilities. Retrieved from <http://www.ood.ohio.gov/Employers/Employer-Resources> <sup>6</sup>The U.S. Equal Employment Opportunity Commission. Retrieved from <http://www.eeoc.gov/facts/accommodation.html>