

# Making the Business Case for Hiring People with Disabilities

## What is the “Business Case?”

The “business case” is the motivation for many of the nation’s leading companies to hire applicants with disabilities. Many companies have already established disability recruitment programs to start hiring this untapped resource of employees.



## Why are applicants with disabilities strong candidates for employment?

- Employees with disabilities have equal or **better turnover and absentee rates** than employees without disabilities.
- Employees with disabilities have equal or **better safety records, job performance ratings, and job assignment flexibility.**
- On average, employees with disabilities require an **equal amount of supervision** as employees without disabilities.

## How does employing applicants with disabilities affect customers?

- 87% of customers prefer to do business with companies that employ people with disabilities
- People with disabilities comprise 1/5 of the U.S. population, globally 1.3 billion and with their 2.3 billion family members command \$8 trillion in spending power.
- 92% of customers are more likely to repeat support to companies know to hire people with disabilities.

## What are the advantages for employers of hiring applicants with disabilities?

- Research has found that **workers with disabilities are not “job hoppers”** and are inclined to remain in their jobs longer than the general workforce.
- **Employers find reduced costs** throughout the workplace due to less turnover and retraining.
- The company as a whole experiences **improved morale and productivity.**
- Employees with disabilities help the company **fine-tune their products** to meet the needs of other individuals with disabilities
- Employers find a **return on their investment.** Each \$1 spent on reasonable accommodations results in \$10-35 in benefit

This information was compiled from the following resources:  
[www.uschamberfoundation.org](http://www.uschamberfoundation.org)  
[www.tenneseeworks.org](http://www.tenneseeworks.org)  
[www.disabilityworks.org](http://www.disabilityworks.org)  
[www.mosaicinfo.org](http://www.mosaicinfo.org)  
[www.forbes.com](http://www.forbes.com)



[www.cdd.unm.edu/pfe](http://www.cdd.unm.edu/pfe)