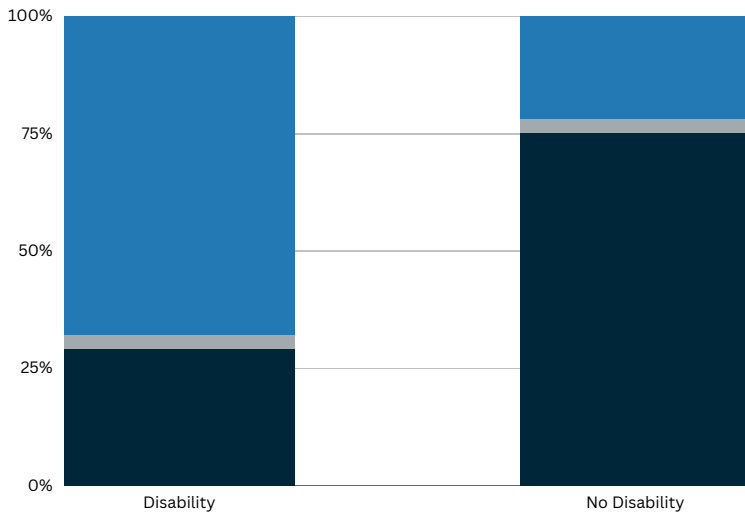


The Untapped Workforce:

Dispelling Myths about Employment for Individuals with Disabilities

Population (between ages 16 and 64) by labor-force status and disability status, July 2018

■ Employed ■ Unemployed ■ Not in Workforce



Source: Accenture analysis based on data from the Bureau of Labor Statistics, July 2018

“Persons with disabilities present business and industry with unique opportunities in labor-force diversity and corporate culture, and they’re a large consumer market eager to know which businesses authentically support their goals and dreams. Leading companies are accelerating disability inclusion as the next frontier of corporate social responsibility and mission-driven investing.”

– Ted Kennedy, Jr.,
Disabilities Rights Attorney

MYTHS VS. REALITY

MYTH

- People with disabilities could not work.
- Accommodations cost too much.
- People with disabilities could not learn.
- People with disabilities were 'sick' or 'lazy'.

REALITY

- People with disabilities have varying abilities, as all humans do.
- The majority of accommodations cost \$0.
- People with disabilities sometimes learn differently, but are certainly able to learn.
- Most people will become a part of the disability community at some point in their life, (age, accident, etc).
- People with disabilities CAN work with proper accommodation.



RETURN ON INVESTMENT (ROI)

The Benefits of Workplace Diversity and Inclusion



Increased Innovation



Improved Shareholder Value



Increased Productivity



Enhanced Reputation

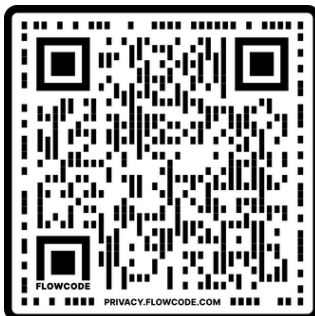
"People with disabilities provide a twofold opportunity for business and industry. First, businesses benefit from hiring people with disabilities by increasing the diversity of their labor force, inspiring innovation, and improving productivity; they benefit from an increase in favorable public perception. Second, people with disabilities also represent a vast consumer market for high-quality services and products."

Source: A Hidden Market: The Purchasing Power of Working-Age Adults With Disabilities

RESOURCES:

DISABILITY: IN

RESOURCES FOR BUSINESS DISABILITY INCLUSION



JOB ACCOMMODATION NETWORK

ADA INFORMATION AND ACCOMMODATION TOOL



MODERNIZE THE WORKPLACE. INCLUDE PEOPLE WITH DISABILITIES.

