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Both large and small companies have benefited by recruiting individuals with disabilities for many years with many leading companies attributing their success to employing a diverse work force that includes people with disabilities. [USDOE and USDOC 2006]

HIRING INDIVIDUALS WITH DISABILITIES BENEFITS EMPLOYERS AND THE ECONOMY

IN-APSE believes that a strong economy is fueled by all Hoosiers working and contributing to the bottom line. Hoosiers with disabilities are an invaluable asset for the economic development strategy to move Indiana forward.

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IN-APSE: The Network on Employment, is a membership organization formed in 1988 as the Indiana Association for Persons in Supported Employment to improve and expand integrated employment opportunities, services, and outcomes for persons experiencing disabilities.



CALL TO ACTION: STATEMENT TO EMPLOYERS

People with disabilities represent our states largest minority group representing 20% of all Hoosier residents. Diversify your workforce and reduce unemployment (currently estimated at over 60% for persons with disabilities). [Institute for Community Inclusion, 2007 and ACS Census 2005]

Tap into this skilled, highly untapped labor pool of applicant to meet your business needs. Actively utilize the business resources that are available through the agencies in your community that support people with disabilities. Talk to your business colleagues about this great opportunity.

Businesses benefit from hiring people with disabilities through increased productivity.

- People with disabilities have above average safety records, above average job performance and above average attendance.
- Every \$1 employers spend in disability-related accommodations saves \$34 in Workers' Compensation, insurance and training costs.
- Employers consistently report satisfaction with the person they hire and the services they receive from the supported employment staff.

[www.doleta.gov]

People earn more and pay back in the form of taxes to the state and purchasing power.

- For every Indiana tax dollar spent, \$5.59 is returned to Indiana's economy in the first year in the form of Hoosier earnings (a \$1.19 return for every combined Federal/Indiana tax dollar).
- The return on investment increases exponentially each year as prior years' clients retain employment and new clients enter the workforce each year.

[Figures taken from: <http://www.in.gov/fssa/servicedisabl/vr/infosheet.html>]

- People who participated in supported employment increased their buying power by increasing their earning 5 times. [Day and Employment Services Outcome Systems Report, Indiana Institute on Disability and Community 2005]

Costs for long-term services are less when people are working.

- An 11 year study completed in Indiana supports that Medicaid cost for individuals with a mental illness are reduced when the individual returns to competitive employment.
- The average cost of returning a typical individual with a mental illness to work is approximately \$2,280. [Perkins, Born, Gaines, and Galka, Psychiatric Rehabilitation Journal, Winter 2005]

Additional incentives make it easier than ever to hire.

- Architectural /Transportation Tax Deduction — up to \$15,000 per year.
- Small Business Tax Credit — 50% credit for expenditures between \$250 and \$10,250.
- Work Opportunity Tax Credit — federal tax credit reducing employers' federal income tax liability by as much as \$2,400 per qualified new worker. [www.doleta.gov]





HIRING WORKERS WITH A DISABILITY IS A WIN-WIN

For World Arts Printing in Spencer, it's the rule rather than the exception. Workers with disabilities are an integral part of the operation, handling a final stage in the printing process for some 250,000 pieces each month.

"Workers with disabilities should be viewed as viable employees when the skills and abilities are sufficient to satisfy the job requirements," states Philip Gillaspay, World Arts production manager. "From an employer's perspective, it is about having a productive employee — regardless of a disability. A worker with a disability may have the ability and skills to fulfill a job task requirement within a business operation."

"Additionally, taxpayers ultimately experience reductions in the costs of government entitlement programs as an outcome of individuals with disabilities becoming gainfully employed," Gillaspay explains. "And, perhaps most importantly, the worker with a disability has an improved quality of life from gainful employment -- which offers financial compensation, the chance to increase job skill competencies, plus the opportunity for socialization within the personal community of co-workers."

THE FACTS ABOUT HIRING INDIVIDUALS WITH DISABILITIES

Many misconceptions exist regarding hiring persons with disabilities however, through personal experience and interaction with persons with disabilities new attitudes can be formed. Listed below are the facts that tell the real story.

- 90% of businesses surveyed by Chamber of Commerce and National Association of Manufacturers reported no effect on insurance cost as a result of hiring workers with disabilities. [Gannett Newspaper 2006]
- Companies do not experience increased insurance premiums when they hire employees with disabilities. Because of Medicare changes and Medicaid Buy-In programs, many people with disabilities carry their own insurance thereby reducing the employer's cost. [SSA 2006]
- Employers report that the vast majority of individuals with disabilities don't require any accommodations. Those that did, reported the expenses were \$600 or LESS. [J.A.N. 2006]
- At 8%, the turnover for employees with disabilities is much lower than for other workers that show a 45% overall turnover rate. This exceptional retention rate aids in reducing the cost of turnover. [Gannett Newspaper 2006]
- 91% of employees with disabilities scored average or better in job performance when compared with the general work force, and their attendance also was found to be better. [Gannett Newspaper 2006]
- 92% of consumers surveyed felt more favorable toward companies that hire employees with disabilities. [Journal of Vocational Rehabilitation 1/2006]
- Stakeholders agree that people with disabilities are an important employment resource and work is an outcome for all Hoosiers with disabilities to attain. [Employment Summit, 2005]

ADDING DIVERSITY TO THE WORKFORCE



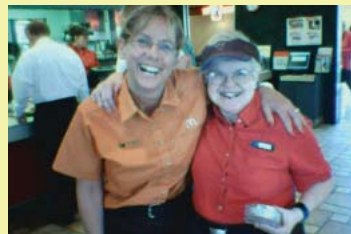
Gina has worked at a Fantastic Sam's, handling the salon's laundry, for over 8 years. The store where Gina works

maintains a supportive environment conducive to Gina's success. Gina's dedication to her job is evident in her positive attitude.



Winnie is a nurse at a large specialty hospital in a large city. She says: "I never thought I could work as a nurse again

but because of the support and help I got through employment services I gained the confidence I needed to return to the field I love."



Carolyn (right) with her supervisor (left) receives an appreciation gift for her 10-year anniversary with McDonalds.



Tom has worked successfully for over three years as a switchboard operator at a large hospital. "Helping to organize my job search was key in securing the position."



In 1996 Sam started working at Elliott Stone as a Stone Laborer. Sam has forged close friendships with many of his co-workers. Sam is proud to be part of the stone industry and its long respected history in the community.