

# Advancing Disability Inclusion in the Workplace



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## Background

- The **unemployment rate for individuals with disabilities is typically 2 to 2 ½ times higher** than for people without disabilities. In August 2023, it was **7.4% compared to 3.8%**.
- Currently, there is a **43% disparity** in the Labor Force Participation Rate of individuals with disabilities. In August 2023, the Labor Force Participation Rate was **24.9% for individuals with disabilities** compared to **68.4% for individuals without disabilities**.
- Studies show that **75%** of unemployed individuals with disabilities would **prefer to be working**.

## Barriers

- Fear of losing public benefits\* is one of the biggest barriers to employment for individuals with disabilities. The public benefits system is very complex with lots of rules and regulations often causing confusion among individuals with disabilities and their families.
- Employers don't know where to find qualified candidates with disabilities nor do they understand proper etiquette for engaging and communicating, or the rules, requirements, and resources around interviewing, managing, and accommodating.

### Public benefits\* such as:

- Supplemental Security Income (SSI)
- Social Security Disability Insurance (SSDI)
- Medicaid and Medicare
- Supplemental Nutrition Assistance Program (SNAP)
- Temporary Assistance for Needy Families (TANF)
- Subsidized Housing
- Emergency Aid to Elderly, Disabled and Children (EAEDC)
- Veterans Benefits

## What is Disability?

According to the Americans with Disabilities Act (ADA), the definition of disability is a physical or mental impairment that substantially limits one or more major life activities, has a history or record of such an impairment, or is perceived by others as having such an impairment.

## Why Disability Inclusion Matters



**Employees with disabilities typically show more loyalty and lower turnover** than their non-disabled peers



Studies show that **employees with disabilities have equivalent job performance ratings** as employees without disabilities



**Labor pool evolution:** baby boomers retiring, increased diagnosis of autism, Veterans returning from active duty – preparing for this next generation of employees is critical



**Inclusive cultures foster increased employee morale** – which is directly tied to increased productivity and lower healthcare costs



### Connect with Work Without Limits

TOLL FREE 1-877-YES-WORK (1-877-937-9675)

[WorkWithoutLimits.org](https://www.WorkWithoutLimits.org)



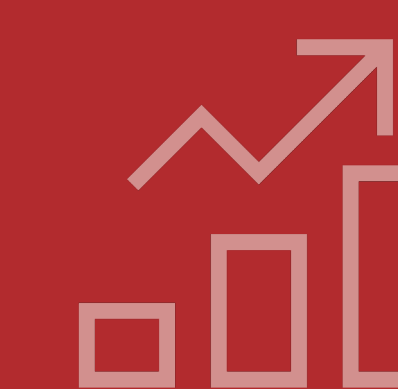
Reference: US Dept. of Labor Office of Disability Employment Policy ODEP | U.S. Department of Labor (dol.gov)

## WorkWithoutLimits™

— PUTTING ABILITIES TO WORK —

In 2008, with a federal grant from the Centers for Medicaid and Medicare Services, ForHealth Consulting created Work Without Limits—a network of employers, educational institutions, employment service providers, state agencies, individuals with disabilities, and their family members.

**Goal:** Increase the employment of individuals with disabilities until it is equal to those without disabilities



## Services & Solutions (partial list)

### For Individuals with Disabilities

- Benefits counseling services to increase understanding of how income from work and self-employment affects public benefits\*

### For Employment Service Providers

- Training on some of the biggest employment challenges such as how to effectively engage employers and how work income affects public benefits\*

### For Employers

- Training and consulting to successfully include individuals with disabilities in the workplace as employees, customers, and suppliers
- Business-to-business networking and sharing of information, resources, and best practices

### For All

- Career networking opportunities to connect disability inclusive employers to qualified job candidates with disabilities and the service providers that support them