

BOTTOM LINE BENEFITS

Every new hire impacts a company's bottom line and its culture. With so much at stake, why hire a person with a disability?

Because hiring the right person for the job is always the best business decision. Focus on ability. There are incentive programs that can defray the cost of any accommodations you might have to make to get the best applicant on board.

The questions below can help you calculate the bottom line impacts of your hiring decision.

1	ARE YOU A US BUSINESS?	
	YES	NO
	You're off to a good start! Skip ahead to question 2.	We're sorry. This tool was designed for US businesses based on US federal and state programs. But the benefits of hiring people with disabilities extend beyond financial incentives.
2	ARE YOU PLANNING TO HIRE A PERSON WITH A DISABILITY?	
	YES	NO
	Nice. And smart. The Federal Work Opportunities Tax Credit gives US employers \$2,400 ¹ in tax incentives to hire a qualified person with a disability.	Maybe it's time you did. The Federal Work Opportunities Tax Credit gives US employers \$2,400 ¹ worth of reasons to hire a qualified person with a disability.

CULTURE CULTIVATOR

Image matters. Businesses that promote inclusiveness enjoy a much larger applicant pool to draw from — including younger members of the workforce who prefer more diverse, innovative environments.²

3	DOES YOUR BUSINESS GENERATE LESS THAN \$1 MILLION ANNUALLY OR HAVE LESS THAN 30 FULL-TIME EMPLOYEES?	
	YES	NO
	You should like this. The Disabled Access Credit ³ offers businesses like yours up to \$5,000 ¹ to defray the costs of providing access to workers with disabilities.	Sorry. Your business is too large to qualify for this deduction. But there are plenty more chances ahead — starting with question 4.

CULTURE CULTIVATOR

Employees with disabilities bring unique experiences and perspectives with them to the workplace. Smart businesses have been known to tap into this special know-how to customize products and services, increase profitability and foster innovation.⁴

4	WOULD HIRING A WORKER WITH A DISABILITY REQUIRE YOUR BUSINESS TO REMOVE PHYSICAL, STRUCTURAL OR TRANSPORTATION BARRIERS?	
	YES	NO
	Yep. There's a tax deduction for that too — the Architectural Barrier Removal Tax Deduction gives you up to \$15,000 ¹ per year to cover expenses incurred to remove physical, structural, and transportation barriers for employees with disabilities.	That makes it easier. But if requirements change, you may qualify for the Architectural Barrier Removal Tax Deduction, which gives you up to \$15,000 ¹ per year to cover expenses incurred to remove physical, structural, and transportation barriers for employees with disabilities.

CULTURE CULTIVATOR

The disability community is the third largest market segment, ahead of African Americans, Hispanics and teens. Nearly 30% of US families have a family member with a disability.⁵ That's a lot of families — and potential customers — whose needs and interests you'll be accommodating.

5	ARE YOU RECRUITING YOUR NEW HIRE THROUGH A VOCATIONAL REHABILITATION PROGRAM?	
	YES	NO
	Good move. Recruiting and training costs can add up to an additional 25% of a new hire's salary. ⁶ Businesses that hire through a vocational rehabilitation program may be eligible to recoup those costs.	It's something to think about. Recruiting and training costs can add up to an additional 25% of a new hire's salary. ⁶ Businesses that hire through a vocational rehabilitation program may be eligible to recoup those costs.

CULTURE CULTIVATOR

Loyalty pays. Replacing an employee can cost over 150% of that employee's annual salary.⁶ Ouch. Here's a tip: as a group, people with disabilities have higher than average retention rates.⁷

6	ARE YOU PLANNING TO HIRE A VETERAN WITH A SERVICE-CONNECTED DISABILITY?	
	YES	NO
	Nice way to pay it forward. Also, hiring an eligible veteran with a service-connected disability makes you eligible for an added \$2,400 ¹ Work Opportunity Tax Credit AND a VA reimbursement equaling up to 50% of your new hire's salary over 6 months. ⁸	Maybe this will change your plans. Hiring an eligible veteran with a service-connected disability makes you eligible for an added \$2,400 ¹ Work Opportunity Tax Credit AND a VA reimbursement equaling up to 50% of your new hire's salary over 6 months. ⁸

CULTURE CULTIVATOR

What about benefit costs, you ask? Won't they go up? Not likely. Health, life and disability costs rarely rise in response to hiring people with disabilities.²

7	CONCERNED THERE MIGHT BE OTHER HIRING COSTS ASSOCIATED WITH ON-BOARDING A WORKER WITH A DISABILITY?	
	YES	NO
	A new hire is always an investment. But if an employee with a disability requires any accommodations, 56% cost nothing to make. ⁹ The rest typically cost around \$500. ⁹	You don't work in accounting, do you? A new hire is always an investment. But if an employee with a disability requires any accommodations, 56% cost nothing to make. ⁹ The rest typically cost around \$500. ⁹

CULTURE CULTIVATOR

So, what's the catch to all this? We can't find one. Research shows that employees with disabilities are as on-time, productive and capable as any other type of employee.¹⁰ And the diversity they bring to the workplace spurs innovation and inspires customer loyalty.

1. "Tax Benefits for Businesses Who Have Employees With Disabilities." IRS.Gov. Internal Revenue Service. 14 April 2010. Web. 1 June 2011. <http://www.irs.gov/businesses/small/article/0,,id=185704,00.html>
2. Lengnick-Hall, Mark L., ed. Hidden Talent: How Leading Companies Hire, Retain, and Benefit from People with Disabilities, Westport, CT: Praeger Publishers, 2007.
3. See the types of projects that qualify: <http://www.irs.gov/pub/irs-pdf/f8826.pdf>
4. Source: "Innovation." AskEARN.org. Employment Assistance and Resource Network. 2010. Web. 7 June 2011. http://www.askearn.org/BusinessCase/innovation_index.asp
5. Wang, Qi. "Disability and American Families: 2000, Census 2000 Special Reports." U.S. Census Bureau. U.S. Department of Commerce, Economics and Statistics Administration. July 2005. Web. 1 June 2011. <http://www.census.gov/prod/2005pubs/censr-23.pdf>
6. Source: Bliss, William G., "The Business Cost and Impact of Employee Turnover." Bliss Associates. http://www.blissassociates.com/html/articles/employee_turnover01.html
7. "Convention on the Rights of Persons with Disabilities: Some Facts about Persons with Disabilities." United Nations. UN Web Services Section, Department of Public Information. Aug. 2006. Web. 1 June 2011. <http://www.un.org/disabilities/convention/facts.shtml>
8. "Vocational Rehabilitations and Employment Program: Information for Employers." United States Department of Veterans Affairs. U.S. Department of Veterans Affairs. 7 April 2010. Web. 1 June 2011. http://www.vba.va.gov/bln/vre/emp_resources.htm
9. Job Accommodation Network (Original 2005, Updated 2007, Updated 2009, Updated 2010). Workplace accommodations: Low cost, high impact. Retrieved 1 June 2011, from <http://AskJAN.org/media/LowCostHighImpact.doc>
10. Green, Howard & Thompson, Katie. "The Realities of Hiring People with Disabilities." Worksupport. Virginia Commonwealth University. June 2005. Web. 1 June 2011.

Note: Tax incentives are available to companies required to file a federal income tax return. Information and format is courtesy of ODEP.