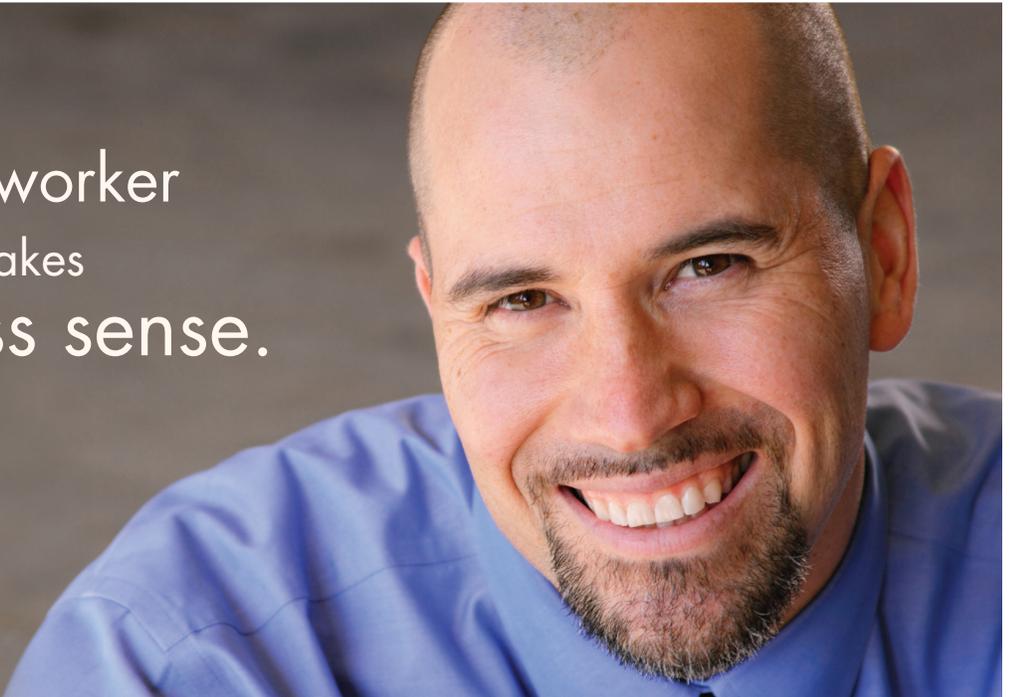


It's about **ability**, not disability

Hiring a qualified worker
with a disability makes
good business sense.



Employers tell us that these attributes have sold them on employing a qualified worker with a disability:

1. Motivation: employees report to work every day ready, willing and able to perform.
2. Dependability: employees with disabilities have lower rates of absenteeism; reports of perfect attendance are not uncommon.
3. Flexibility: when asked, employees will often fill in for co-workers who have missed their shifts.
4. Attitude: employee pride is demonstrated by coming to work with a positive, can do attitude.
5. Job Retention: employees are known for being loyal to their employers and often remain at their jobs for years, thereby reducing turnover.
6. Pre-screened: every effort is made to pre-screen candidates for employment to ensure that the applicant meets the minimum qualifications of the job.
7. Training: if needed or desired by the employer, the person can be trained to the employer's specifications by skilled job coaches thereby reducing employer training time.
8. Pre-insured: workers are often (but not always) pre-insured with health benefits.
9. Expand Market Share: employees with disabilities can relate better to customers with disabilities, who represent \$1 trillion in annual aggregate consumer spending.
10. Employee Morale: many businesses report that employing people with disabilities increases the morale and productivity of every employee.

For more information, e-mail us at centerforemploymentexcellence@omr.state.ny.us
Or call the Center for Employment Excellence at 1 (866) 946-9733