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- Department of Health*
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- Office of Children and Families*
- Office of Mental Health*
- Office of Mental Retardation and Developmental Disabilities*

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- Department of Labor*
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- Kimberly T. Hill,  
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- Lisa Holmes,  
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- Constance Laymon,  
*Consumer Directed Choices*
- Dr. Karen Oates,  
*Mental Health Association of Rockland County*
- Carol Raphael,  
*Visiting Nurse Service of New York*
- Harvey Rosenthal,  
*New York Association of Psychiatric Rehabilitation Services*

## 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:** applicants are pre-screened by employment agencies to ensure that the applicant is qualified for the position, thereby reducing employer screening time.
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.

