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.