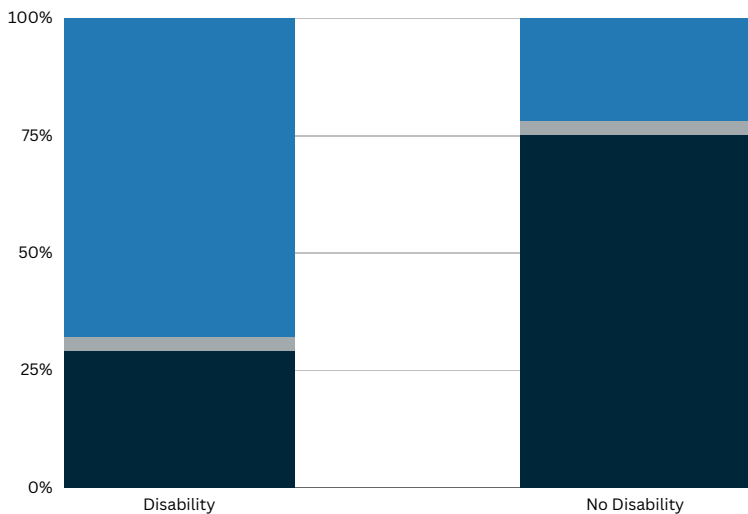


# The Untapped Workforce:

## Dispelling Myths about Employment for Individuals with Disabilities

Population (between ages 16 and 64) by labor-force status and disability status, July 2018

■ Employed ■ Unemployed ■ Not in Workforce



Source: Accenture analysis based on data from the Bureau of Labor Statistics, July 2018

“Persons with disabilities present business and industry with unique opportunities in labor-force diversity and corporate culture, and they’re a large consumer market eager to know which businesses authentically support their goals and dreams. Leading companies are accelerating disability inclusion as the next frontier of corporate social responsibility and mission-driven investing.”

– Ted Kennedy, Jr.,  
Disabilities Rights Attorney

### MYTHS VS. REALITY

#### MYTH

- People with disabilities could not work.
- Accommodations cost too much.
- People with disabilities could not learn.
- People with disabilities were 'sick' or 'lazy'.

#### REALITY

- People with disabilities have varying abilities, as all humans do.
- The majority of accommodations cost \$0.
- People with disabilities sometimes learn differently, but are certainly able to learn.
- Most people will become a part of the disability community at some point in their life, (age, accident, etc).
- People with disabilities CAN work with proper accommodation.



## RETURN ON INVESTMENT (ROI)

### The Benefits of Workplace Diversity and Inclusion



Increased Innovation



Improved Shareholder Value



Increased Productivity



Enhanced Reputation

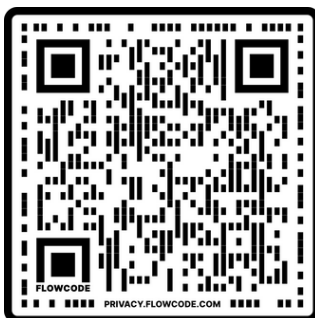
"People with disabilities provide a twofold opportunity for business and industry. First, businesses benefit from hiring people with disabilities by increasing the diversity of their labor force, inspiring innovation, and improving productivity; they benefit from an increase in favorable public perception. Second, people with disabilities also represent a vast consumer market for high-quality services and products."

Source: A Hidden Market: The Purchasing Power of Working-Age Adults With Disabilities

## RESOURCES:

### DISABILITY: IN

RESOURCES FOR BUSINESS DISABILITY INCLUSION



### JOB ACCOMMODATION NETWORK

ADA INFORMATION AND ACCOMMODATION TOOL



**MODERNIZE THE WORKPLACE. INCLUDE PEOPLE WITH DISABILITIES.**

