

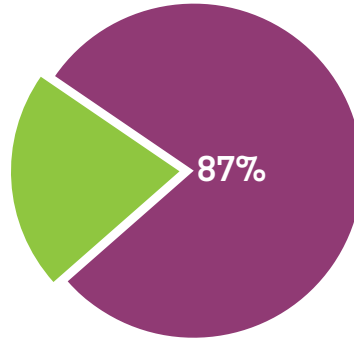


An Inclusive Workplace: Employer Benefits



22.7% of individuals with DD in the workforce hold sales and office jobs compared to **21.9%** of those with no disability.

- Current Population Survey, 2017 annual averages

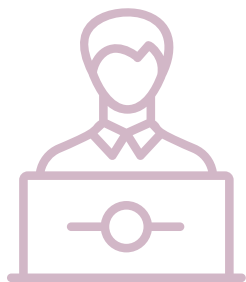


of Americans prefer to spend money at businesses that employ individuals with DD.

- Arkansas Department of Human Services Employment First

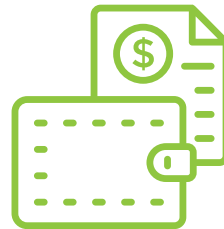


Architectural/Transportation Tax Deduction allows businesses to have an annual deduction up to **\$15,000** for: *creating accessible parking; ramp installation; curb cuts; making telephones, water fountains and restrooms accessible; and widening walkways.*



Employment-to-population ratio of working-age individuals with DD increased to **30.2%** in 2018.

- 2018 Bureau of Labor Statistics (BLS) Jobs Report



Disabled Access Credit provides a non-refundable credit **up to \$5,000** for small businesses that incur expenditures for providing access to individuals with disabilities.*

*Eligibility: earned \$1 million or less; no more than 30 full time employees in previous year.



73% of expenses on sick leave and FMLA are lower for individuals with DD as they use less sick time.

- Arkansas Department of Human Services Employment First



Job seekers with developmental or intellectual disabilities and their families contribute to **\$2.1 billion** in spending.

- Arkansas Department of Human Services Employment First



4.8% of individuals with DD unemployed in 2016 actively sought employment.

- 2018 Cornell DisabilityStatistics.org



DD employees are rated **average** or **above average** in work performance.

- Arkansas Department of Human Services Employment First



Job centers and **vocational rehabilitation agencies** can help find qualified DD job candidates.

