An Inclusive Workplace: Employer Benefits

87% of Americans prefer to spend money at businesses that employ individuals with DD.

- Arkansas Department of Human Services Employment First

**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.

**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.


**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

**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

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

- Arkansas Department of Human Services Employment First

**87%** 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

**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

**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

**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.