

Employment of People with Disabilities, submitted by Rocky Young

Recently, I read an article that listed “Myths About Disability Employment”. I would like to summarize those myths, “posted by” Ian Purdie.

- Individuals with disabilities do not have the right skills for business.
- Supports in the workplace will be too costly.
- Saying the wrong thing in the workplace may upset people with disabilities.
- Co-workers will feel uncomfortable and their productivity will drop away.
- Getting information on how to hire people with disabilities is difficult and time-consuming.
- Hiring people with disabilities exposes businesses to litigation.
- Hiring people with disabilities will result in reduced profits.

Employer Benefits of Hiring People with Disabilities

- Companies with a culture of inclusion are better placed to do business than companies who don't have such a policy and culture.
- Companies such as Walgreens, Home Depot, Marriott and Pizza Hut report that absentee rates are lower among their disabled workforce.
- Workers with disabilities are typically more loyal and stay longer on the job than their non-disabled counterparts. Marriott reported a 6% turnover rate vs. 52% overall.
- Employees with disabilities have, by definition proven themselves to be experts at persisting to overcome obstacles and think outside the box.
- Disabled workers report higher rates of satisfaction with their work vs. other employees.
- Numerous studies have indicated that employing people with disabilities has a very positive affect on overall employee morale. Exposing people without disabilities to the accomplishments of those with disabilities is a great source of motivation.
- There are tax credits that the business may qualify for.

Employee's with Disabilities Benefits

- Continued dependence is replaced by increasing independence.
- Increased self-esteem and social confidence as they make friends at work and experience a sense of being part of a productive workforce.
- Improved acceptance in the local community, as they are perceived to be contributing members of that community.
- Increased freedom to participate in activities formerly beyond their financial reach.

The win-win situation is indisputable and all that needs to happen is for current advocacy programs and service providers, as well as governments, to continue to dispel the myths by educating potential employers concerning the benefits.

I also found some great quotes I would like to pass on as well.

“Everybody has a disability, but you can't always see it.” By Matt Sullivan

Being disabled shouldn't mean being disqualified from having access to every aspect of life.

Know me for my abilities, not my disability.

I have a Disability yes, that is true, but all that really means is I may have to take a slightly different path than you.

No disability or dictionary out there is capable of clearly defining who we are as a person. It's only when we step out of that labeled box, that our abilities begin to be fully recognized, giving us a better definition of who we truly are as individuals - Robert M. Hensel

I sincerely hope we are committed to educating everyone and raising awareness of this very important issue and that we do not leave a lot of talent on the table.

Thanks,

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