

The case for hiring employees with disabilities

Solid performers

Lower turnover

Fewer absences

Low accommodation costs

Higher net value

Using an analytical method called Utility Analysis we determined the added value of employees with disabilities in one department of a large Canadian food services company. Here is what we found:



15%

Employee makeup

With disabilities = 7

Without disabilities = 39



Greater performance

Employee performance

100% of employees with disabilities

≥ average performance

56% of employees without disabilities

≥ average performance



Zero turnover

Employee turnover

With disabilities = 0%

Without disabilities = 18%

Employee accommodations

With disabilities = \$5 annually

Without disabilities = \$0



\$5

Employee absences

With disabilities = 3

(\$170 annual average)

Without disabilities = 6 ½

(\$376 annual average, a 221% increase)

Three



When adjusted for these factors, we found employees with disabilities produced a net value to the organization that was **28%** higher than the net value of other employees.

Net value

Overall benefit



Service value

Performance



Service costs

Direct wages, benefits, turnover, behavioral and accommodation costs

28%
higher
net
value



Want to learn more?

Read the full article: <https://cjds.uwaterloo.ca/index.php/cjds/issue/view/34>
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