

Hiring people with disabilities can improve your bottom line. Here's why.

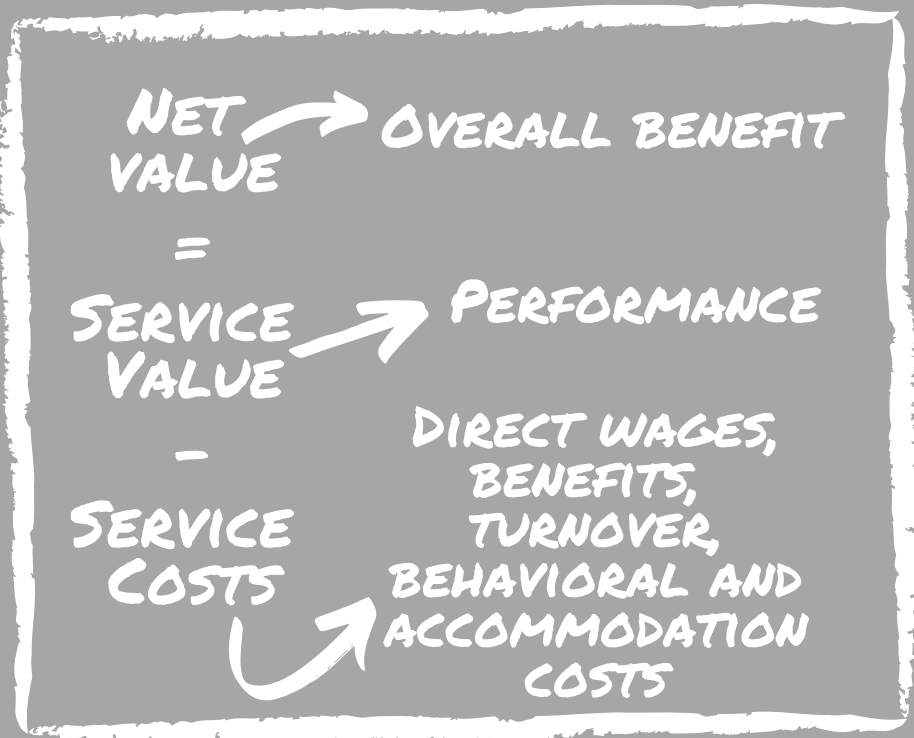
Many employers think people with disabilities do not make good employees. These biases keep people with disabilities out of the workforce and stop us from building welcoming and inclusive workplaces for all.



In fact, research suggests that people with disabilities may feel greater loyalty to the company they work for, resulting in higher, not lower, performance levels than their co-workers without disabilities.

It doesn't have to be a guessing game.

We used an HR tool called **Utility Analysis** to determine the true costs involved in employing people with disabilities in a Canadian hospitality company. Approximately 15% of the employees in the department we studied had either a cognitive or sensory disability.



What We Learned



While employees without disabilities had a higher initial service value, **employees with disabilities** had **higher performance ratings, lower turnover rates** and **lower average wage costs**.



No employees with disabilities left the company over the course of the study while 18% of workers without disabilities did.



Work absences of employees with disabilities were **less than half** that of workers without disabilities.



And the employees with disabilities **did not require expensive accommodations**.

The Bottom Line

Though results may vary depending on the organization, evidence from this study suggests what many managers already know: **Hiring people with disabilities can be not only cost effective but profitable.**

Want to learn more? Read the full article:

<https://cjds.uwaterloo.ca/index.php/cjds/article/view/669>

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Canadian Disability Participation Project
Le projet canadien sur la participation sociale
des personnes en situation de handicap



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