

Dispelling MYTHS OF AN

Untapped WORKFORCE



How Your Business Can Benefit
*When You Employ
People with Disabilities*



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The Untapped WORKFORCE



More than three million people with disabilities live in Florida, but only 58 percent are employed. Most of the unemployed citizens with disabilities are skilled and able to enter the workforce, but barriers keep them from being hired. A study by The Able Trust and the Milbank Foundation for Rehabilitation sought answers to why people with disabilities remain an untapped workforce.

The Study

More than 300 Florida businesses participated in the 2003 study conducted by researchers at Florida State University. These employers revealed their perceptions and attitudes about employees with disabilities. Their responses showed most businesses do not think about hiring people with disabilities when seeking employees. Employers were also unaware of the resources available to help accommodate an employee with a disability.

Only 29 percent of businesses surveyed had formal policies to recruit people with disabilities
Two-thirds of Florida employers surveyed were only slightly aware of disability issues or resources available to hire people with disabilities

Dispelling Myths

The good news is many employers who break barriers to employ people with disabilities report favorable results in the workplace. More than half of the employers agreed employees with disabilities are dependable team players, capable of advancing in the workplace.

Seventy-five percent of all respondents stated they had between 1-15 employees with disabilities working at their companies

Eighty-five percent of respondents felt that employees with disabilities were valuable members of the workforce
Seventy-two percent of respondents felt that employees with disabilities were dependable workers



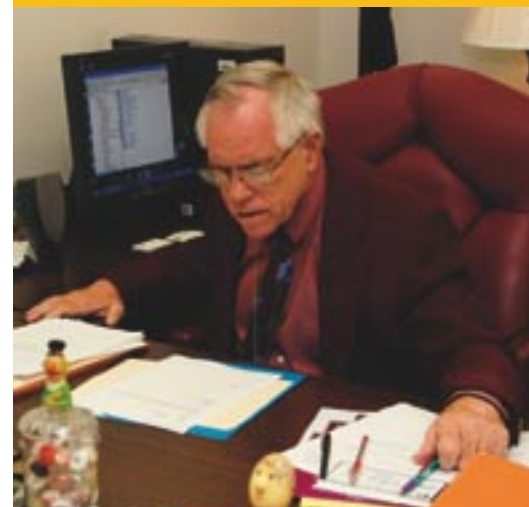
Did You Know?

The average cost to accommodate an employee with a disability is **\$500 or less**

Businesses involved in a Chamber of Commerce have **more positive attitudes** toward people with disabilities

Companies reported that employees with disabilities have **better retention rates**, reducing the high cost of turnover

The national total **spending power** of people with disabilities is estimated to be **more than \$1 trillion**



Florida Business LEADERSHIP NETWORK



Senior Attorney Gordon Palmer uses adaptive equipment provided by his employer.

“The productivity and performance of our employees with disabilities is absolutely superb. I would rival them against anyone else, and they have been a true asset to the corporation.”

Pat Chaffin, SunTrust Bank Florida

The Able Trust offers the support employers need when hiring people with disabilities through its Florida Business Leadership Network (BLN). The BLN is a peer-to-peer membership group of employers seeking resources to recruit, hire and market to persons with disabilities. The benefits of the BLN are enormous, and the support network is free.

For no cost, employers can join the BLN and receive access to qualified candidates with disabilities who are seeking employment. BLN members are provided resource guides, publications and information about disability hiring issues, including tips on tax benefits, disability etiquette, job accommodations and more. An extensive web site and monthly electronic newsletter keep members up to date on the latest disability-employment news. In addition, connections with local and national disability service providers help members with their recruitment efforts.

The BLN is part of a national association of businesses who recognize that success in the 21st century hinges on a diverse workforce that includes people with disabilities. The Florida BLN is led by a volunteer committee of large and small business leaders who are working to ensure that the BLN’s efforts are geared toward employers’ changing needs in the workplace.

For more information about the Florida BLN, visit www.abletrust.org/bln.

Hiring People with Disabilities MAKES GOOD BUSINESS SENSE

When people with disabilities are employed, it not only boosts their confidence and self-esteem, it also helps an employer’s bottom line. Businesses can take advantage of tax breaks ranging from \$2,400 up to \$15,000 when they hire, retain or accommodate a worker with a disability. In addition to the financial benefits, most employers report that the work ethic of their employees with disabilities has a positive effect on the morale and production of their colleagues.

The Work Opportunity Tax Credit allows employers tax credits of up to \$2,400 for hiring people with disabilities

The Small Business Tax Credit helps owners cover the cost of making their small business accessible up to a maximum benefit of \$5,000

Businesses can take an **annual deduction of up to \$15,000** for expenses incurred to remove physical, structural and transportation barriers for persons with disabilities in the workplace

According to the Job Accommodation Network, for **every dollar a business spends** on accommodations, **a business receives \$28 dollars in benefits**

Membership Application

Membership in the Business Leadership Network (BLN) is FREE! Please complete this form to begin receiving your member benefits today.

Fax an application to (850) 224-4496 or mail to 106 E. College Avenue, Suite 820, Tallahassee, FL 32301.

Membership Information

NAME		
TITLE		
COMPANY		
ADDRESS		
CITY	FLORIDA	ZIP
PHONE		
FAX		
EMAIL		

Please check all that apply.

How did you hear about the BLN?

- The Able Trust/FGA
- Radio/ Print Advertisement
- Direct Mailing
- Referred by BLN Member
- Human Resource Association
- Chamber of Commerce
- Other - Please list: _____

Please indicate the FREE BLN Publications you would like to receive:

- Workforce Recruitment Program CD-ROM
- “Disability Etiquette” Booklet
- “Ready, Willing & Available” business guide
- Benefits and Incentives for Hiring People with Disabilities