



Tips for Recruiting, Hiring, and Retaining an Inclusive Workforce

There are many business benefits for hiring people with disabilities that go far beyond goodwill. Businesses who hire people with disabilities report real value that is reflected in their bottom line. According to a [2018 Accenture study](#)* on workplace accessibility, companies that include people with disabilities in their workforce have seen 28 percent higher revenues and two times higher net income.

Many American businesses no longer view disability inclusion as a stand-alone initiative. Rather, they embed diversity throughout their business practices, and recognize that a diverse workforce can distinguish them from competitors, helping them attract new consumers and increase market share. Recruiting and retaining an inclusive workforce is key for fostering a workplace that attracts top talent. The Able Trust is here to help you as you build and grow your inclusive workforce.

Ensure that people with disabilities are part of your overall hiring plan.

- Add a statement to job postings that, “Persons with disabilities are encouraged to apply.”
- Retain and review applications from persons with disabilities when future openings occur.
- Ensure your online job applications and electronic/social media recruitment materials are fully accessible.
- Support others who employ persons with disabilities by picking suppliers that make a commitment to an inclusive workforce.

Conduct targeted outreach and develop community partnerships to attract qualified candidates with disabilities.

- Disability employment agencies and other community partners can help you find qualified candidates and provide guidance on how to effectively integrate people with disabilities into your workforce.
- *Finding the right partner is important.* Hold disability service organizations to the same standards you would any vendor.
- Be clear that you are seeking help in filling a business need by securing top talent for your job openings.

Don't fear accommodations.

- Approach job accommodations as a strategy for ALL employees.
- Provide accommodations from a universal perspective.
- Businesses can attract good employees by offering things such as flexible scheduling, work at home opportunities, job sharing, and ergonomic workstations.
- Approximately 56 percent of accommodations for workers with disabilities have no associated costs, and the majority of those that do, cost less than \$500.

Establish a culture of inclusion.

- Model inclusive behavior and live the commitment.
- Have a zero-tolerance policy for disrespectful and exclusive behavior that demonstrates inclusion as a business value.
- Visibly and authentically live the purpose of inclusion – employees will follow.

Join the ABLE Network. The Able Trust facilitates best practices and information exchange among our statewide network of business leaders, the **ABLE Network**. The ABLE Network connects you with other businesses in your community who are committed to inclusive recruitment and hiring practices. If we don't have a group working in your area, we can help with resources and work with you to establish an ABLE Network in your community. To find out more about how you can enhance your business impact or join the ABLE Network, contact us at info@abletrust.org or 850-224-4493.