

# THE DOLLARS AND SENSE OF DISABILITY EMPLOYMENT

## DOLLARS: FINANCIAL AND TAX INCENTIVES FOR DIVERSIFYING YOUR WORKFORCE

### **Ticket to work:**

An Employment Network is a public or private organization that contracts with Social Security to provide employment support services to Social Security disability beneficiaries ages 18 through 64. A business can apply to be an Employment Network

### **Work Opportunity Tax Credit:**

The credit is available to employers for hiring individuals from who have consistently faced barriers to employment.

### **Disabled Access Credit:**

provides a non-refundable credit for small businesses that incur expenditures for the purpose of providing access to persons with disabilities.

### **Barrier Removal Tax Deduction:**

encourages businesses of any size to remove architectural and transportation barriers to the mobility of persons with disabilities and the elderly. Businesses may claim a deduction of up to \$15,000 a year for qualified expenses for items that normally must be capitalized.

## SENSE: IMPACT YOUR BOTTOM LINE BY PROMOTING INCLUSION

- Increase patronage from disability community, who collectively has the annual spending power of \$220 billion.
- Decrease your overhead by avoiding high markups, and hire employees directly rather sourcing workers through a staffing agency.
- Reduce the cost to recruit candidates by partnering with local organizations.
- Increase productivity by hiring individuals with intellectual and developmental disabilities who data supports tend to be highly motivated people to the workforce.
- Utilize a pool of candidates competition may not have considered. Approximately 80% of working age adults with disabilities are unemployed.
- Increase your customer base, over 85% of consumers say they would prefer to give their business to a company that employs people with disabilities.
- Reduce turnover by 20-30% compared to other labor pool, data supports lower attrition for people with disabilities.
- Appeal to the talent pool organizations want to attract by promoting an inclusive culture.
- Improve customer satisfaction which can lead to better sales and customer retention.
- Enhance employer brand translating to a better image in the community.

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This information can be made available in an alternate format upon request. Our TTY phone number is 651-365-3736. Lifeworks is an Equal Opportunity Employer.

# Lifeworks

A nonprofit serving people with disabilities



## EMPLOYER PARTNERS

Since 1985, Lifeworks has built mutually beneficial relationships between businesses seeking long-term, dedicated workers and people with disabilities looking for a fulfilling job in the community.

We take pride in our partnerships with large corporations, small businesses, and everything in between.

## ABOUT LIFEWORKS

Lifeworks is a nonprofit organization founded in 1965 by parents of children with disabilities. Through Fiscal Support, Employment, and Day Services - as well as through partnerships with 400 businesses - Lifeworks provides support more than 2,700 individuals with disabilities and their families throughout the Twin Cities and greater Mankato area.