

# WHY YOUR COMPANY SHOULD PARTICIPATE IN THE 2013 DIVERSITY WORKS JOB FAIRS

*Geared for individuals with disAbilities*

## The Benefits of Participation

- The Diversity Works Job Fairs are designed to connect job-ready individuals with disabilities with employers looking to hire. These free, annual events have put more than 1,500 talented applicants in direct contact with roughly 15,000 employers in the last 10 years.
- Participating businesses will receive information on a variety of employment-related topics.
- Good workplace policies and practices for people with disabilities, benefits everyone and makes good business sense.

## Hiring Individuals with Disabilities

- Individuals with disabilities are a large and growing segment of our population, representing approximately \$175 billion in discretionary purchasing power.
- They comprise a large pool of competitive individuals who are qualified and motivated to work, but are often overlooked. They are responsible and loyal individuals who are looking for a long term career, not just a short term job.
- There are many programs, tax credits and incentives that support businesses who hire qualified individuals with disabilities.
- Like all members of society, individuals with disabilities are looking to work in competitive, gainful employment, to be self-sufficient and thereby enhance the quality of their lives and their communities.

## Facts About Hiring Individuals with Disabilities

- Workers' Compensation rates are based on the relative hazards of the operation and the organization's accident experience, not on whether workers have disabilities.
- Studies by companies such as DuPont indicate that employees with disabilities have no higher absentee rate than other workers.
- Studies reveal that 56 percent of workplace accommodations cost the employer nothing. Of those accommodations that did have a cost, the typical one-time expenditure was \$500.

## Resources: Finding Qualified Applicants

- [Employer Assistance & Resource Network \(EARN\)](#)
- [Employment Networks](#)
- [Office of Disability Employment Policy](#)
- [Louisiana Rehabilitation Services \(LRS\)](#)
- [Louisiana Workforce Commission](#)

## Statistics Relating to Individuals with Disabilities in the Workforce

- In the United States there are an estimated 54 million people with disabilities, of whom only about 30 percent are working. This represents the largest unemployed segment of the population in the country.
- In Louisiana, studies show there are 427,000 working-age individuals with disabilities; of these, 275,000 are unemployed adults who want to work.