

Why hire people with disabilities?

Because it makes BUSINESS SENSE!!!

According to a study of **8,500 persons with disabilities** in competitive employment – this group has a nearly **85% job-retention** rate after one year as measured by companies like DuPont and Sears who measure retention rates.

Pizza Hut stated that their **turnover rate** for people with disabilities was **20% compared to a 150%** turnover rate among non-disabled employees.

According to Safeway, “... these workers’ **time and attendance** records tell the story. Their numbers are **far superior** compared to those of employees who are not disabled. They deliver **incredible customer service.**”

HR experts estimate the cost of a single turnover ranges from 93-200% of the employee’s annual salary.

A survey of 250 supervisors in 43 businesses shows supervisors are as satisfied with the performance of their employees with disabilities as they are with their non-disabled employees.

The Bureau of Labor Statistics estimates that employment will increase by 18.9 million new jobs in the next 10 years and that the workforce is expected to shrink by 10%.

87% of the public agree that they would prefer to **give their business to companies that hire people with disabilities.**

Work Opportunity Tax Credit (WOTC) – a tax credit of up to **\$2,400 for each new qualified worker.**

People with disabilities contribute to an organization’s success by bringing unique perspectives, and experiences to the workplace.

Can DDD help me meet my business needs?

Do you have a real job that is long term or permanent?

Our people need real jobs that they can perform and take pride in.

Let us match an individual’s skills to your job.

Do you need to hire one or more employees at minimum wage or higher to do this job?

Do you need a crew to come into your business and do a job?

A group of from 2 to 6 people with their own supervisor can come in to your business to do the job – your way.

How do I hire an employee with a developmental disability?

Talk to the DDD Employment Specialist and discuss your needs

Ask to meet with Employment Representatives from an agency who can meet your needs

Interview Agency Representatives and select one or more that you think will be able to help you recruit, screen, train, and provide on-going support to your new employee.

Discuss the position(s) you have available with your Representative and begin the process of hiring the most loyal and productive employee you will ever have the pleasure of working with.



What Is DDD?

DDD is the Arizona Division of Developmental Disabilities and is a very important part of the Department of Economic Security. It is our responsibility to ensure that persons with developmental disabilities achieve the most personally rewarding life possible. For many people this includes working and contributing to the community. For that reason DDD funds non-profit and non-governmental organizations that provide **job placement, training, and on-going support** in the workplace. These employment agencies are located throughout the State.

What is a developmental disability?

Once known as “mental retardation”, a cognitive disability with an IQ level of 70 or less is the most common developmental disability. Cerebral palsy, epilepsy, and autism are also included as developmental disabilities. These impairments affect everyday living for a lifetime, and for a majority of affected people, no personal action led to their disability. Despite these irreversible conditions, **people with disabilities can and do enjoy long, satisfying, and productive lives.**

FOR MORE INFORMATION OR TO SCHEDULE AN APPOINTMENT

PLEASE CALL

MARTY FINNEGAN

at

602-870-1721

Equal Opportunity Employer/Program ♦ Under Titles VI and VII of the Civil Rights Act of 1964 (Title VI & VII), and the Americans with Disabilities Act of 1990 (ADA), Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975, the Department prohibits discrimination in admissions, programs, services, activities, or employment based on race, color, religion, sex, national origin, age, and disability. The Department must make a reasonable accommodation to allow a person with a disability to take part in a program, service or activity. For example, this means if necessary, the Department must provide sign language interpreters for people who are deaf, a wheelchair accessible location, or enlarged print materials. It also means that the Department will take any other reasonable action that allows you to take part in and understand a program or activity, including making reasonable changes to an activity. If you believe that you will not be able to understand or take part in a program or activity because of your disability, please let us know of your disability needs in advance if at all possible. To request this document in alternative format or for further information about this policy, contact 602-542-0419; TTY/TDD Services: 7-1-1

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Arizona Department of Economic Security
Division of Developmental Disabilities



**DO YOUR BUSINESS
A FAVOR...**

**INCREASE YOUR
BOTTOM LINE**

**HIRE A PERSON
WITH A DISABILITY**

**YOU'LL BE GLAD
YOU DID!**