

**Employing individuals with disabilities is cost effective.**

**33%** of hiring managers and executives reported that employees with disabilities stay in their jobs longer. <sup>(1)</sup>

Employees with disabilities are rated by supervisors as being equally or more productive than coworkers and as achieving equal or better overall job performance. <sup>(2)</sup>

Businesses that hire employees with disabilities may be eligible for tax benefits. <sup>(3)</sup>



**Texas has a large, educated workforce which includes individuals with disabilities.**

**1.6 million**

approximate number of working age (18-64) Texans who have one or more disabilities. <sup>(5)</sup>



**82,000**

Texans with disabilities of working age (18-64) are actively seeking employment. <sup>(5)</sup>

**420,000+**

Texans age 25+ with disabilities have a bachelor's degree or higher. <sup>(5)</sup>



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**1** K. Lisa Yang and Hock E. Tan Institute on Employment and Disability Collection, Leveling the Playing Field: Attracting, Engaging, and Advancing People with Disabilities. (2013). [www.digitalcommons.ilr.cornell.edu/edicollect/1292/](http://www.digitalcommons.ilr.cornell.edu/edicollect/1292/)

**2** Center for Workforce Preparation and U.S. Chamber of Commerce, Disability: Dispelling the Myths – How People with Disabilities Can Meet Employer Needs. [www.ohioemploymentfirst.org/up\\_doc/Disability\\_Business\\_Case.pdf](http://www.ohioemploymentfirst.org/up_doc/Disability_Business_Case.pdf)

**3** IRS, Tax Benefits for Businesses Who Have Employees with Disabilities (2016).

**4** Job Accommodation Network, September 2016 Workplace Accommodations: Low Cost, High Impact Study: [www.askjan.org/media/lowcosthighimpact.html](http://www.askjan.org/media/lowcosthighimpact.html)

**5** U.S. Census Bureau, 2015 American Community Survey (ACS) 1-Year Estimates. [www.census.gov/programs-surveys/acs/](http://www.census.gov/programs-surveys/acs/)