



Employing individuals with disabilities is cost effective.

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

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

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



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. ⁽⁵⁾



82,000

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

420,000+

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

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/
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
3 IRS, Tax Benefits for Businesses Who Have Employees with Disabilities (2016). www.irs.gov/businesses/small-businesses-self-employed/tax-benefits-for-businesses-who-have-employees-with-disabilities
4 Job Accommodation Network, September 2016 Workplace Accommodations: Low Cost, High Impact Study. 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/