

# Getting to Work!

## Hiring and Accommodating People with Disabilities

### Should I Hire People with Disabilities?

**YES!** It's not about "helping the less fortunate" or charity. Hiring people with disabilities is good for business! Studies show that employees with disabilities have lower turnover rates, fewer absences, and contribute to a more diverse corporate culture.<sup>1</sup> In addition, companies that hire people with disabilities have increased profitability, competitive advantage, and enhanced corporate image.<sup>2</sup> Even so, as of 2021, only 19.1% of people with disabilities were employed.<sup>3</sup> That means people with disabilities are a huge, productive, and untapped workforce!



### Won't Hiring People with Disabilities Cost a Lot of Money?



**NO!** While federal law requires employers to provide reasonable accommodations to employees with disabilities,<sup>4</sup> research shows that the majority of accommodations cost nothing. Accommodations that do have a cost are typically one-time expenses of \$500 or less.<sup>5</sup>

The Job Accommodations Network (JAN) can help you explore and identify ways to accommodate employees with disabilities. JAN also provides free training, resources, and technical assistance to help employers accommodate employees with disabilities as cost efficiently as possible.<sup>6</sup>

### How Do I Find Employees with Disabilities?

#### Working with High Schools

When students receiving Special Education services turn 14, their schools must provide them with Transition Services to prepare them for adulthood, including helping them explore employment options and work experiences.<sup>7</sup> If you're looking for employees, you can contact your local High School and offer to provide work-study programs, internships, or jobs for students with disabilities.

#### Working with the Bureau of Vocational Rehabilitation

The Bureau of Vocational Rehabilitation (BVR) is the Nevada state agency that helps people with disabilities get what they need to find jobs, succeed in their jobs, and advance in their careers.<sup>8</sup> People with disabilities who work with BVR can receive supports and services, including on the job training, job coaches, and assistive technology. Therefore, BVR may be able to help provide accommodations your employees may need. If you have employees who you think would benefit from BVR, you can encourage them to contact the BVR to request assistance. In Southern Nevada, contact BVR at (702) 486-5230. In Northern Nevada, contact BVR at (775) 687-6860.

BVR also provides services directly to employers. BVR's Business Services Unit provides free services to help business owners and employers attract, hire, and retain qualified employees with disabilities. These include consultation and supports regarding recruitment, accessibility, education and training, and financial incentives for hiring people with disabilities.

To learn more about the program, contact BVR's Business Development Manager: Ken Pierson at (775) 515-5624 or email him at [k-pierson@detr.nv.gov](mailto:k-pierson@detr.nv.gov).

## Are there Incentives for Hiring People with Disabilities?

**YES!** There are financial incentives that make hiring people with disabilities even more attractive.

**The Disabled Access Credit** provides eligible business with a tax credit to help offset the cost to make their workplace accessible to people with disabilities.

**The Architectural Barriers Removal Tax Deduction** provides all business with a deduction to help offset the cost of making their workplace accessible to people with disabilities. Eligible businesses may combine this Deduction with the Disabled Access Credit.

**The Work Opportunity Credit** provides eligible employers with a tax credit to help offset the cost of the first-year wages of new employees with disabilities.<sup>9</sup>

**The Silver State Works Program** provides wage subsidies to employers who hire people with disabilities for full-time employment. The Program can also reimburse employers for the cost of providing on the job training to employees with disabilities.<sup>10</sup>



<sup>1</sup> e.g., Houtenville, A., & Kalargyrou, V. (2014). Employers' perspectives about employing people with disabilities. *Cornell Hospital-ity Quarterly*; 56 (2): 168-179 (summarizing studies)

<sup>2</sup> Lindsay, S., Cagliostro, E., Albarico, M., Mortaji, N., & Karon, L. (2018). A systematic review of the benefits of hiring people with disabilities. *Journal of occupational rehabilitation*, 28(4), 634-655

<sup>3</sup> U.S. Bureau of Labor Statistics, <https://www.bls.gov/news.release/pdf/disabl.pdf>

<sup>4</sup> e.g., The Americans with Disabilities Act, 42 U.S.C. § 12101, et seq

<sup>5</sup> Meinert, D. (2012). Opening doors. *HR Magazine*, June, 55-57.

<sup>6</sup> To learn more, go to [www.AskJan.Org](http://www.AskJan.Org).

<sup>7</sup> 20 USC § 1401(34)

<sup>8</sup> 34 C.F.R. § 361.48(a)(2)

<sup>9</sup> For more information about the Disabled Access Credit, Architectural Barriers Removal Deduction, and Work Opportunity Credit, go to <https://www.irs.gov/businesses/small-businesses-self-employed/tax-benefits-for-businesses-who-have-employees-with-disabilities#:~:text=The%20Disabled%20Access%20Credit%20provides,access%20to%20persons%20with%20disabilities.>

<sup>10</sup> To learn more, go to <http://www.silverstateworks.com>