

# Facts on Employing Individuals with Disabilities



**CAREER  
SOLUTIONS**  
DOWN SYNDROME OF LOUISVILLE, INC.

*The mission of Career Solutions is to enhance employers' productivity, capital, & diversity by facilitating the placement of skilled individuals in valuable occupations.*

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Employers were asked<sup>1</sup> “**What do you think makes a business a good one?**”. Individuals ranked “**those that hire people with disabilities**” just behind “those that offer health care insurance” and “those that treat the environment well”.

**88% of the 800 respondents said they would prefer to give their business to companies that hired people with disabilities<sup>1</sup>.**

**Kentucky falls significantly behind national averages in employing individuals with disabilities.** In fact, Kentucky has the *second lowest employment rate* in the United States for individuals with disabilities aged 21-64. It was reported that 30% of individuals with a disability living in Kentucky were employed, while the national average for this population was 37.7%<sup>2</sup>.

**Employers in Kentucky may be missing out on a vital workforce that other state employers are successfully utilizing.** The gap between employment rates for those who have a disability and those who do not is 49.3% in the state of Kentucky<sup>2</sup>.

By hiring individuals with disabilities, the **diversity** created in your staff will better reflect **your own market**, showing your clientele the value you see in this them.

Increasing diversity and utilizing supported employment services will put your business on the **cutting edge of labor trends** in the United States and **distinguish your business** from local and national competitors.

<sup>1</sup>The University of Massachusetts Center for Social Research and the Gallup organization, reported in *Interagency Committee on Disability Research: Interagency Subcommittee on Employment* (2007).

<sup>2</sup>Kentucky 2006 Disability Status Report, compiled by Cornell University.