



All businesses and organizations are engaged in a “war for talent”

The workforce as a whole will age as employees stay on the job well past today’s standard retirement age. One of the residual effects will be an increase in the numbers of workers with disabilities.

Employer Resources:



www.jan.wvu.edu
800-526-7234 (V/TTY)



1-866-EARN-NOW, V/TTY
www.earnworks.com



Office of Disability Employment Policy
U.S. Department of Labor • 200 Constitution Ave., NW • Washington, DC 20210
Voice: 1-866-ODEP-DOL (633-7365) • TTY: 1-877-889-5627 • Fax: 1-202-693-7888
www.dol.gov/odep



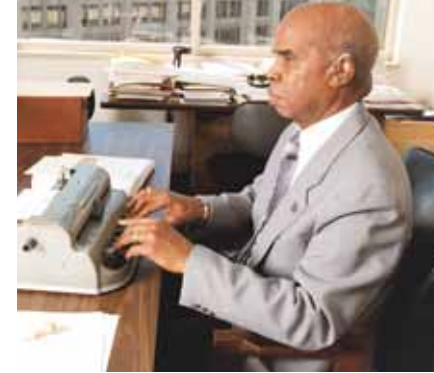
WORKFORCE EXCELLENCE

Corporate Initiatives that Include Employees with Disabilities





Cultivating an inclusive corporate culture can **attract top talent** among candidates with and without disabilities



Implementing a vigorous, expansive recruiting strategy provides companies with a wide-range of talent, **critical to the success** of any enterprise

It's time your organization took a **closer look** at workers with disabilities

18.6 million workers with disabilities contribute their talents to companies and organizations large and small*

They are attorneys, warehouse managers, retail service personnel and local, state and federal employees

Students with disabilities are graduating with IT, engineering, accounting, law and science degrees



*Reference: Census 2000 Summary File #3 (March 2003, U.S. Census Bureau).

What do *NFI* Award** winners IBM®, Cingular Wireless® and SunTrust Banks, Inc.® have in common? They actively recruit, hire and promote candidates with disabilities

Why? **Performance – Retention – Attendance**

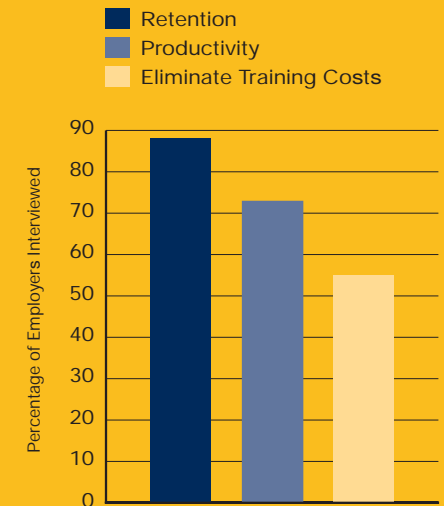
The typical cost of a job **accommodation** is \$600 or less, some don't cost anything

How to access this talent pool? Visit www.dol.gov/odep



The Office of Disability Employment Policy's Job Accommodation Network (JAN) conducted a customer satisfaction survey on uses of JAN's services. The most frequently mentioned direct benefits of working with JAN were:

- (1) Retaining qualified employees
- (2) Increasing worker productivity
- (3) Eliminating costs of training



Source: JAN/Law, Health Policy, and Disability Center (LHPDC) satisfaction survey 01/2004 - 09/2005. As of September 2005, LHPDC interviewed 890 employers.

**The *New Freedom Initiative* Awards are presented to organizations, employers and individuals who make a difference in the workplace for Americans with disabilities.