

Hiring Individuals With Disabilities

In early 2021, the unemployment rate for people with disabilities, in comparison to those without disabilities, found a gap that spanned nearly 5%. Companies are beginning to see an opportunity to resolve staff shortages, opening the door for a sparsely utilized work demographic and the career opportunities they can advance. Hiring individuals with disabilities requires creating an inclusive environment, enlisting resources for recruiting, and knowing the incentives available.

Creating an Inclusive Culture

With a large population of individuals with disabilities seeking work in the US, either directly out of college or in the existing talent pool, organizations are taking strides by hiring individuals with disabilities because they are [known to work harder](#) and are more loyal to their employers. There are some recruiting strategies for your company to adopt that will help ensure an inclusive environment to attract this sector:

- **Universal Design and ADA Compliance.** Your business can take steps that will attract people with disabilities by bringing equipment and workspaces up to ADA standards. Workplaces are shifting to a more evolved approach by [adopting universal design](#), thus creating a copasetic atmosphere for all employees in the work environment. Implementing a workplace of universal design will be attractive to people with disabilities because they know they can perform their work duties without impediments.
- **Addressing Diversity.** Disabled individuals face the same issues that women, ethnic, and other minorities face. It is safe to say that common disability issues employees face are part of a diversity issue addressed in [diversity awareness policies](#). The most important habit for successful recruiting is to encircle total inclusiveness to attract top talent.
- **Communication.** One method of inclusiveness you can establish is to create an environment that will encourage employees to [feel comfortable speaking](#) about their disabilities. You can do this by presenting a culturally diverse atmosphere starting in the initial phases of the hiring process. An inclusive atmosphere is where employees can express their situation or needs safely. Hiring disabled individuals as managers or in other leadership roles can open up the channels for dialogue.

Good Sources to Help You Recruit

A recruiting tactic that will save you money on job postings is to go directly to disability support centers, schools, and government agencies that work with disabled [individuals seeking](#)

[employment](#). One of these agencies is WRP, a hub for students or new graduates to connect with recruiters. Many potential recruits will work directly with these organizations to find employment, thus greater chances for recruiting.

Incentives to Recruit People with Disabilities

To alleviate the costs of implementing an inclusive workplace design, the federal and state governments have tax breaks and deductions for businesses hiring people with disabilities. You must have a valid EIN to file for these breaks, so if you have not officially registered your business yet, you can do so before you file for any credits or deductions. There are reimbursements for employers who encourage a return to work policy via workspace modifications for disabled individuals in Houston, TX, and statewide. Your business must file in advance for these incentives. The small business administration [offers further details](#) on all these tax breaks.

Staying Current With the Times

From the introduction of the ADA in 1990 to today, employment opportunities for people with disabilities have increased as businesses recognize the benefits of hiring them. Before recruiting begins, experienced companies use HR-related tools and guides from specialists to ensure smooth operations that facilitate employee experience.

References

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