



The Benefits of Hiring People with Disabilities

The Importance of Employment

Participating in competitive and meaningful employment is important for the physical and mental well-being of people with or without disability

Employment is associated with



- better quality of life
- improved mental health
- improved social networks
- improved social inclusion

Unemployment is associated with



- lower quality of life
- higher prevalence of depression and anxiety

18 million

As of 2012
working-age people with disabilities in the United States

Employment rate
people with disabilities
people without disabilities

33%
76%

Eligibility criteria

1. Published in a peer-reviewed journal (1997-May 2017)
2. Studied people with disabilities
3. An empirical study with at least one outcome focused on a benefit of hiring people with disability
4. Focused on competitive employment

39



Article Selection

articles included of the 6176 articles initially identified for screening

Findings

There are many benefits of hiring people with disabilities, particularly for employers.



IMPROVED PROFITABILITY

- improved profits, employee retention, company image
- reduced employee turnover
- employees with disabilities were punctual, reliable, loyal

- improved customer diversity, satisfaction, loyalty & workplace safety
- improved/an equal level of productivity
- employees with disabilities were innovative & creative with strong work ethic

COMPETITIVE ADVANTAGE



INCLUSIVE WORK CULTURE

- diversification of the workplace → inclusive & positive work environment
- improved morale

- greater awareness of certain conditions & the abilities of people with disabilities
- improved recognition of the value of people with disabilities
- challenged the stereotypes & misperceptions about people with disabilities

INCREASED ABILITY AWARENESS



Secondary Benefits

There are benefits for people with disabilities themselves too.



IMPROVED QUALITY OF LIFE



GREATER SELF-CONFIDENCE



SOURCE OF EARNINGS/ INCOME



LARGER SOCIAL NETWORK



SENSE OF COMMUNITY

Conclusion

There are many benefits associated with hiring people with disabilities.

These benefits apply to both employers and people with disabilities themselves.

Future Research

Some topics for future research to focus on:

- inclusion and quality of life of & benefits for people with disabilities
- level of education, training, job experience & type of employees with disabilities
- how disability type and job role may affect outcomes

Lindsay S, Cagliostro E, Albarico M, Mortaji N, Karon L. (2018) Systematic review of the benefits of hiring people with disabilities. Journal of Occupational Rehabilitation 28(4): 634-655
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Healthy And Productive Paid work for Youth with disabilities

