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.
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

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.

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

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


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