

# *Profit by Investing in Workers with Disabilities*

## **What is Supported Employment?**

Using a supported employment program, people with disabilities, even the most significant disabilities, work and contribute to society. The person receives extra support through an Employment Specialist or Job Coach, who supports a person's abilities and skills to be used in the workplace. Sometimes a task might need to be modified, or instructions delivered in a different way. The job coach provides a toolbox for both the employer and employee to draw from.

This often short-term service allows for long-term success. The partnership that SE establishes between individuals with disabilities and their communities has a lasting impact on the way the public perceives people with disabilities.

## **Supported employment serves businesses by offering services that can**

- Increase productivity
- Reduce staff turnover
- Decrease costs
- Increase diversity
- Increase consumer base

*Including individuals with disabilities in a workforce increases a business' bottom line.*

## **Common Questions**

**Q:** Will hiring a person with a disability cost me more money and time?

**A:** No! Thanks to supported employment, hiring new employees with disabilities takes about the same amount of supervision as any other employees. In fact, hiring a person with a disability increases diversity, often leading to access to different and larger markets. ([www.thinkbeyondthelabel.com](http://www.thinkbeyondthelabel.com))

**Q:** *How should I refer to a person with a disability?*

**A:** Use person-first language- "Woman with Autism" is appropriate, not "autistic people" or "autistic person"

**Q:** *Can a person with autism learn the job?*

**A:** Chances are yes! Tasks may need to be modified.

**Q:** *Does the person with autism know what is going on?*

**A:** Absolutely, many times as clearly as you or I!

For more information about including a person with a disability in your workforce, visit:

<http://www.dol.gov/odep/>  
[www.thinkbeyondthelabel.com](http://www.thinkbeyondthelabel.com)