
Helpful Resources on the Internet

Resources on many levels, including technical and financial assistance, are available to those businesses that recognize the diverse talents and abilities of individuals with disabilities:

The ADA: Your Responsibilities as an Employer
www.eeoc.gov/facts/ada17.html

The ADA: A Primer for Small Business
www.eeoc.gov/facts/adahandbook.html

The Equal Employment Opportunity Commission has published a comprehensive, on-line fact sheets tailored to employers regarding the application of the ADA to their businesses.

Job Accommodation Network (JAN)
www.jan.wvu.edu

JAN is a free consulting service of the DOL's Office of Disability Employment Policy providing employers, employment providers, people with disabilities, their family members and other interested parties with information on job accommodations, self-employment and small business opportunities and related subjects.

Outreach, Education & Technical Assistance
www.eeoc.gov/eeoc/outreach

The EEOC provides "training and technical assistance, outreach and education programs to assist employers, employees and stakeholder groups understand and prevent discrimination." They offer both no-cost and fee-based outreach and education programs.



More Resources...

New England ADA & Accessible IT Center
<http://adaptiveenvironments.org/neada>

One of ten regional disability and business technical assistance centers designed to facilitate voluntary and effective compliance with ADA.

The National Business & Disability Council
www.business-disability.com

NBDC offers a wide range of services to help employers integrate people with disabilities into the workplace, including a national resume database, job postings, disability information hotline and training services and support on disability-related issues.

Tax Incentives

View the U.S. Department of Justice's Tax Incentives for Businesses at:
www.ada.gov/taxincent.htm



The U.S. Department of Labor's Office of Disability Employment Policy provides information regarding The Work Opportunity Tax Credit at:
www.doleta.gov/business/incentives/opptax

The Job Accommodation Network also provides information on tax incentives:
www.jan.wvu.edu/media/tax.html



*DLT is an Equal Opportunity Employer/Program.
Auxiliary aids & services are available upon request to
individuals with disabilities. TTY via RI Relay:711*

Employing Workers with disabilities

*Statistics and Resources for
Potential Employers*



 **RI Department of
Labor and Training**
Labor Market Information

1511 Pontiac Avenue
Cranston, Rhode Island 02920
(401) 462-8740
www.dlt.ri.gov/lmi

Demographics

According to US Census Bureau's 2009 American Community Survey (ACS), 36.2 million Americans have a disability, accounting for one in every eight (12%) United States residents. Of this total, 19.1 million were between the working ages of 18 and 64; 43.0 percent of which were in the labor force. Nationally, the 2009 unemployment rate for individuals with disabilities (18.0%) was nearly twice as high as the unemployment rate for individuals without disabilities (9.2%).

Demographic profiles show a similar trend for Rhode Island. According to the 2009 ACS, approximately 127,082 Rhode Islanders (12.3%) have a disability. Of this total, 53.4 percent (67,816) were 18 to 64 years old; 41.3 percent were in the labor force. However, of those in this age range without a disability, 84.4 percent were in the labor force. In Rhode Island, the 2009 unemployment rate for individuals with disabilities was 14.1 percent, nearly sixty percent higher than the unemployment rate for individuals without disabilities (9.0%).

The hiring of people with disabilities should be seen as a means of creating a diverse, productive workforce. Efforts within the Ocean State, such as the Governor's Commission on Disabilities (www.gcd.ri.gov), the Office of Rehabilitation Services (www.ors.ri.gov) and the Sherlock Center on Disabilities (www.ric.edu/uap) uphold this belief and are supported by research and success stories from around the nation.

Success Stories, Big and Small

Individuals with disabilities offer experiences, knowledge and skills which help maintain productivity through lower turnover rates and add diversity to a company's workforce:

- At Carolina Fine Snacks in North Carolina, half of the company's 20 manufacturing employees have disabilities, including vision and hearing, cerebral palsy, and developmental disabilities. Its owner, Phil Kosak, notes that prior to hiring employees with disabilities, turnover averaged 80 percent every 6 months and productivity stood at 50-60 percent of capacity. The hiring of workers with disabilities helped make turnover a non-issue and raised productivity to 90 percent of capacity.
- In studies conducted by University of Iowa Professor Peter Blanck, it was noted that 96 percent of surveyed employers were very satisfied with the work attendance of the workers with developmental disabilities and sixty percent were very satisfied with their productivity and initiative.
- Research conducted by DuPont since the 1950's shows that employees with disabilities equal or exceed coworkers without disabilities in job performance, attendance, and attention to safety.

The stories and statistics in this pamphlet (unless otherwise noted) are from *Enabling Disabled Workers*, by Paula Mergenhausen, American Demographics July 1997.

Statistics

Rhode Island Population by Disability Status - 2009

Total Population	1,035,366	
Without a Disability	908,284	87.7%
Under 17 Years	215,603	23.7%
18-64 Years Old	598,029	65.8%
65+ Years	94,652	10.4%
With a Disability	127,082	12.3%
Under 17 Years	11,078	8.7%
18-64 Years Old	67,816	53.4%
65+ Years	48,188	37.9%

Rhode Island Employment Status by Disability Status - 2009

	<u>With a Disability</u>	
Population 18-64	67,816	
In the Labor Force	28,024	41.3%
Employed	24,070	85.9%
Unemployed	3,954	14.1%
Not in the Labor Force	39,792	58.7%
	<u>Without a Disability</u>	
Population 18-64	598,029	
In the Labor Force	504,577	84.4%
Employed	459,127	91.0%
Unemployed	45,450	9.0%
Not in the Labor Force	93,452	15.6%

Rhode Island Population by Disability Type - 2009 Age 18-64

Population 18-64 with Disabilities	67,816	
Hearing Difficulty	12,786	18.9%
Vision Difficulty	9,525	14.0%
Cognitive Difficulty	32,955	48.6%
Ambulatory Difficulty	30,407	44.8%
Self-Care Difficulty	10,453	15.4%
Independent Living Difficulty	25,619	37.8%
Total Number of Disabilities*	121,745	

*Total percentages add to over 100% due to persons with multiple disabilities.
Source: US Census Bureau, 2009 American Community Survey 1-Year Estimates
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