

5 FAST FACTS

Employer Practices that Facilitate Employment of People with Disabilities

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Employers vary in the types of strategies they use to recruit and retain employees.

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The practices employers use may positively or negatively affect the ability of individuals with disabilities to acquire and maintain employment.

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There are several employer practices that increase the likelihood that a business will hire individuals with disabilities.

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Employer practices that are associated with businesses that hire people with disabilities are:

- having strong commitment from senior management for hiring people with disabilities
- offering internships specifically designed for individuals with disabilities
- providing accessible online job applications
- having a diversity plan that recognizes disability
- adopting organizational goals that promote hiring people with disabilities

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Employer attitudes and beliefs also have an impact on hiring practices for people with disabilities and should be considered when researching placement options for training or employment.

This fact sheet was developed by the Illinois Center for Transition and Work at the University of Illinois Urbana-Champaign through a contract with the Illinois State Board of Education. Information presented may not reflect the position or policy of the Illinois State Board of Education.

