

Top 4 Reasons Businesses Should Hire People with Intellectual and Developmental Disabilities

The Institute for Corporate Productivity surveyed organizations that employ people with intellectual and developmental disabilities (IDD) to answer the question “why should a business hire a person with IDD?”. Their findings reveal that individuals with IDD are a talent segment that can make a positive impact on the job and that increasing opportunities for competitive employment for people with intellectual and developmental disabilities has clear business benefits.

Finding #1. Companies hire people with IDD for business reasons and are rewarded with business benefits.

Reasons organizations hire people with IDD:

- ⇒ 70% It supports our organization's culture
- ⇒ 64% It supports our diversity and inclusion strategy
- ⇒ 62% It's the right thing to do
- ⇒ 57% We have found good talent matches for open positions
- ⇒ 50% It supports our corporate social responsibility strategy
- ⇒ 47% It produces measurable or observable business benefits
- ⇒ 41% It supports our public image
- ⇒ 30% It supports our talent acquisition strategy
- ⇒ 14% Federal or state incentives
- ⇒ 14% Federal or state contracting requirements

Top 5 benefits realized:

- ⇒ 57% Addition of highly motivated employees
- ⇒ 47% Inclusive culture attractive to our talent pools
- ⇒ 44% Improved customer satisfaction
- ⇒ 34% Improved communication between/across cultures
- ⇒ 34% Enhanced employer brand

Finding #2. The profile of an employee with IDD reads like that of an ideal employee.

- ⇒ 89% Dependability
- ⇒ 88% Engagement
- ⇒ 87% Integration with co-workers
- ⇒ 86% Motivation
- ⇒ 84% Attendance
- ⇒ 79% Work quality
- ⇒ 74% Productivity
- ⇒ 59% Adaptability

Finding #3. Workers with IDD meet or exceed expectations.

**75%
or more**

of employers rate workers with IDD as **good to very good** on most performance factors

Finding # 4. Challenges are less than expected and resources are greater than anticipated.

**42%
lower**

Actual challenges experienced averaged 42% lower than preconceived concerns about hiring workers with IDD.