

# Apprenticeship: Hiring People with ~~Dis~~Abilities

## The Challenge:

According to the CDC, **one in 4 U.S. adults (61 million Americans) have a disability that impacts major life activities including employment.**<sup>1</sup> Despite eagerness to work and contribute to the economy, people with disabilities experience significant barriers to employment.

## The Solution:

Apprenticeship programs promote recruitment and retention of a highly skilled workforce, and recognize the value of attracting a diverse array of candidates, including youth and adults with disabilities.<sup>2</sup> IT is a field especially well-suited for persons with certain disabilities (i.e. mobility impairments).

## The Benefits of Apprenticeship:

- **Expand Your Talent Pool:** By hiring people with disabilities, you are adding highly motivated employees to the workforce while promoting a diverse and inclusive culture.
- **Retain loyal employees / Reduce Turnover:** People with disabilities are among the most reliable workers a business can hire and are more likely to stay on the job longer than non-disabled employees.
- **Improve company's productivity:** Employees with disabilities rate average or better in job performance than people without disabilities.<sup>3</sup> They bring unique skills, experiences, and understanding that can enhance your products and services.
- **Increase consumer market and revenue:** According to a survey by the University of Massachusetts, 92% of Americans look more favorably on businesses that hire people with disabilities than those that do not and 87% said they would prefer to give their business to companies that hire people with disabilities.<sup>4</sup>

To learn more contact: [techquest@clarku.edu](mailto:techquest@clarku.edu) OR visit [TQAClark.com](http://TQAClark.com)

Tech Quest is an equal opportunity program. Auxiliary aids and services are available upon request to individuals with disabilities.

#### Source:

1. CDC.gov. "CDC: 1 in 4 US adults live with a disability." [CDC: 1 in 4 US adults live with a disability | CDC Online Newsroom | CDC](https://www.cdc.gov/media/releases/2017/s0914-disability.html)
2. Apprenticeship.gov. "Discover Apprenticeship: Advancing Apprenticeship Opportunities for People with Disabilities."
3. Achieve Services. "10 Reasons to Hire Someone With a Disability." [10 Reasons to Hire People with Disabilities | Achieve Services, Inc.](https://www.achieveservices.com/blog/10-reasons-to-hire-someone-with-a-disability/)
4. Achieve Services. "10 Reasons to Hire Someone With a Disability." [10 Reasons to Hire People with Disabilities | Achieve Services, Inc.](https://www.achieveservices.com/blog/10-reasons-to-hire-someone-with-a-disability/)