

# The case for hiring employees with disabilities

Solid performers

Lower turnover

Fewer absences

Low accommodation costs

Higher net value

Using an analytical method called Utility Analysis we determined the added value of employees with disabilities in one department of a large Canadian food services company. Here is what we found:



15%

### Employee makeup

With disabilities = 7  
Without disabilities = 39



Greater performance

### Employee performance

100% of employees with disabilities  
≥ average performance  
56% of employees without disabilities  
≥ average performance



Zero turnover

### Employee turnover

With disabilities = 0%  
Without disabilities = 18%

### Employee accommodations

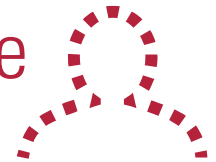
With disabilities = \$5 annually  
Without disabilities = \$0



### Employee absences

With disabilities = 3  
(\$170 annual average)  
Without disabilities = 6 ½  
(\$376 annual average, a 221% increase)

Three



When adjusted for these factors, we found employees with disabilities produced a net value to the organization that was **28%** higher than the net value of other employees.

### Net value

Overall benefit



### Service value

Performance



### Service costs

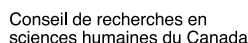
Direct wages, benefits, turnover,  
behavioral and accommodation costs

28%  
higher  
net  
value



Want to learn more?

Read the full article: <https://cjds.uwaterloo.ca/index.php/cjds/issue/view/34>  
or contact the researchers at: [sandy.fisher@fh-muenster.de](mailto:sandy.fisher@fh-muenster.de) or [connell@mcmaster.ca](mailto:connell@mcmaster.ca)



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