



TECHBUILD

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.**¹ 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.² 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.³ 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.⁴

To learn more contact: techbuild@clarku.edu OR visit TechBuildClark.com

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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](#)
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.](#)
4. Achieve Services. "10 Reasons to Hire Someone With a Disability." [10 Reasons to Hire People with Disabilities | Achieve Services, Inc.](#)

