



# Best Buddies Jobs Employer FAQs

*Hiring individuals with disabilities can pose some important questions from an employer perspective. Here are answers to the top 10 questions asked when hiring a Best Buddies Jobs participant.*

## **Q1. Is a person with IDD able to perform the job duties?**

**A1.** Absolutely! The person hired should be able to complete the functions of the job with accommodations if needed. Research actually shows that people with disabilities are a productive and effective solution to hiring needs.

## **Q2. Are these individuals more susceptible to accidents or injuries?**

**A2.** The individual will be matched to a position where they will be effective and safe. Appropriate training and support will ensure the individual understands and adheres to all safety protocols.

## **Q3. Would my company have to pay more for insurance?**

**A3.** Insurance policies cover all employees regardless of their race, gender or disability so companies should not raise your rates based on your employee demographics.

## **Q4. How will my customers react?**

**A4.** Research reveals that consumers tend to favor companies that hire people with disabilities. People see this as a positive reflection of their community.

## **Q5. Will my employees be welcoming?**

**A5.** Hiring individuals with disabilities can help to make your workplace culture more diverse and inclusive. Feedback from most employers is that employee morale is boosted when they hire our participants. We also offer Diversity and Inclusion training materials to share with the staff to help them to better understand how to work with these individuals successfully.

## **Q6. Is there an increased chance of turnover?**

**A6.** Studies show that people with disabilities are dependable, motivated, and have a very high retention rate along with a low rate of absenteeism. Once they have found the right job, they will likely be there for a very long time. Best Buddies has participants that have been with the same employer for over 20 years!

## **Q7. Does our company have to pay for accommodations?**

**A7.** Most accommodations can be made with existing materials and Best Buddies Jobs can assist with this. If any expense is incurred, it will likely benefit all employees/customers either immediately or down the road.

## **Q8. Are there any tax incentives?**

**A8.** There are tax credits that reduce tax liability when you hire someone with a disability. The tax credits are for individual employees, so the more people with disabilities your company hires, the more incentives you will receive during tax time.

## **Q9. How do I provide support for this employee?**

**A9.** Providing support for an individual with a disability will look a lot like the support you provide for all of your employees. Best Buddies Jobs will assist with training initially and then natural supports within the workplace will be identified. Natural supports are employees or supervisors that are available to answer questions and model problem solving and new tasks. Just like when any new person starts, your employee will find a person that they feel comfortable asking for help.

#### **Q10. How will disability inclusion benefit my company?**

**A10.** The benefits to hiring individuals with disabilities go beyond “doing the right thing” and address many facets of a successful organization. Creating a diverse workplace culture will enhance the performance of all employees and your customers will appreciate your dedication to the community. Additionally, you will have access to an untapped pool of talented individuals that will make your business run smoother and who will be excited to be at work each day.



**“As business owners, we have been given the privilege to add value to people’s lives through gainful employment. It is our responsibility to create a work environment that includes members of our community of all abilities.”**

**- Mary Jane, Mack Cycle CEO**

Information adapted and obtained from the following sources:  
**i4cp.com | ssa.gov | ada.gov | Journal of Vocational Rehabilitation**