



Inclusion in the Workplace





OUR MISSION

Including individuals with disabilities strengthens our collective community. As a community convener, The Jewish Federation facilitates mutually beneficial partnerships between employers and potential employees. We are building a fully-integrated employment environment where everyone is a contributing member of society.



EXPLORE THE BENEFITS

Higher Productivity

Employees with disabilities typically meet or exceed expectations while exhibiting high employer loyalty and low turnover rate.

Expanded Talent Pool

Individuals with disabilities are an underused pool of talented, skilled and qualified applicants.

Positive Public Relations & Increased Market Share

Inclusive hiring has a positive impact on a company's image and can influence purchasing decisions by consumers.

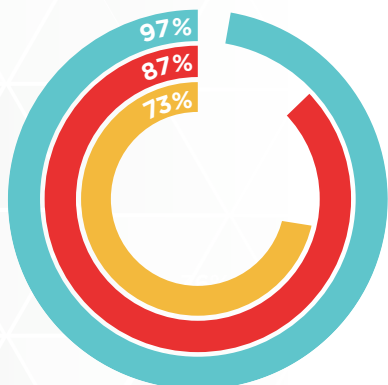
Diversity & Morale

Employees report a higher degree of workplace satisfaction when working in integrated teams. Inclusive businesses reap the benefits of greater customer and employee satisfaction.



SEE THE STATS ON INCLUSIVE HIRING

Top benefits for businesses



97% of employers who hired an individual with a disability in the past would continue to do so.

87% of the public would prefer to give their business to companies that hire people with disabilities.

73% of employers who hired an individual with a disability reported a positive experience for their organization.

Most employers report no cost or low cost for accommodating employees with disabilities

59% (420 OUT OF 712) said the accommodation needed by employees cost absolutely nothing.

36% (258 OUT OF 712) experienced a one-time cost of under \$500.

4% (25 OUT OF 712) said the accommodation resulted in an ongoing, annual cost to the company.

1% (9 OUT OF 712) said the accommodation required a combination of one-time and annual costs.

START THE CONVERSATION

- Meet with Community Disability Inclusion Specialist, Lisa Handelman at lisa.handelman@shalomdc.org or 301-230-7278.
- Meet with an employment specialist to discuss how to best address your specific employment needs.
- Connect with other local business leaders who are successfully employing individuals with disabilities.

TAKE THE NEXT STEP

- Conduct practice interviews for individuals with disabilities.
- Invite individuals to tour and learn about your business.
- Arrange for an unpaid internship for your business.
- Create a plan to find the right employee for your business.

For more information, visit
shalomdc.org/inclusiveworkplace



DID YOU KNOW

these organizations hire individuals with disabilities?

Be a part of a growing list of retail, food service, business service, custodial, education, healthcare, hospitality, government and IT organizations, including:

- Adventist HealthCare
Shady Grove Hospital
- AECOM
- Alliance
- CACI
- CVS
- Darden Restaurant Group
- Department of Homeland Security
- Enterprise Car Rental
- FCi Federal
- FDA
- Giant Food
- Goldfarb & Associates
- Home Depot
- Hot Breads & Cake
- Marriott Hotels & Resorts
- Montgomery County Government
- National Archives
- National Institutes of Health
- Safeway
- Stella's Bakery
- Total Wine & More
- Westat
- WMATA

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The Jewish Federation
OF GREATER WASHINGTON

Jewish Life &
Learning