Employing Youth With Disabilities

How businesses strengthen their commitment to diversity by employing youth with disabilities
Overview

**Part One: Business Benefits** - Why hiring youth with disabilities is a good business decision

**Part Two: Best Practices** - How to embrace employees with disabilities

**Part Three: Integrated Resource Teams (IRTs)** – Supporting the success of youth with disabilities
Business Benefits

Why hiring youth with disabilities is a good business decision
Benefits of Hiring Employees with Disabilities

**Increases your return on investment (ROI).** Use [this ROI calculator](#) to learn how hiring a job seeker with a disability helps increase the company's bottom line.

**Increased hiring pool.** Tap into an underutilized labor market.

**Better customer insights.** Increased diversity will let you understand unique employee perspectives.

**Boost your brand loyalty.** The global market represents 1.3 billion people and their 2.3 billion family members, friends, caregivers and colleagues; aggregately people with disabilities account for an astounding $8 trillion dollars in disposable income.

**Leverage tax incentives.** Businesses accommodating people with disabilities may qualify for tax credits and deductions.
Tax Incentives

Businesses that hire people with disabilities are eligible for tax incentives. A list of potential incentives follows.

**New York Youth Jobs Program** - Participating businesses receive tax credits upwards of $7,500 per eligible hire.

**Empire State Apprenticeship Tax Credit (ESATC)** - The ESATC provides eligible employers with tax credits against New York State (NYS) income or franchise tax for registering new qualified apprentices. Receive up to $6,000 for each apprentice.

**Workers with Disabilities Tax Credit Program** - This program provides tax credits to businesses that hire individuals with developmental disabilities. The maximum tax credit is $5,000 for full-time employment and $2,500 for part-time employment.

**Work Opportunity Tax Credit** - The Work Opportunity Tax Credit (WOTC) is designed to promote the hiring of individuals with barriers to employment. Businesses can save anywhere from $2,400 - $4,000 per employee depending on the individual hired.
Federal Tax Incentives

**Disabled Access Credit** - You may be eligible for this credit if you spent any money on making your business more accessible to people with disabilities.

**Architectural Barrier Removal Tax Deduction** - Encourages businesses to remove architectural and transportation barriers to the mobility of persons with disabilities and the elderly. Businesses may claim a deduction of up to $15,000 a year.

**Federal Bonding Program** - The Federal Bonding Program is a no-cost hiring incentive that protects your business from any loss of money, property, or product due to an act of employee dishonesty. The program allows businesses risk-free time to establish and build trust with new hires. Coverage ranges from $5,000 - $25,000.

**Returning Heroes Tax Credit** - Provides incentives of up to $5,600 for hiring unemployed veterans.
Best Practices

How to embrace employees with disabilities
How to Embrace Employees with Disabilities

✓ Create an inclusive work environment
✓ Create work-based learning programs for youth with disabilities
✓ Provide accommodations
✓ Offer company-wide professional development
✓ Leverage Universal Design

More Information
YourDreamYourTeam
Host Work-Based Learning (WBL) Opportunities

Partnering with schools or workforce organizations to offer WBL programs is a great way for businesses to help youth with disabilities gain skills.

**Tools**
These tools will help organizations structure WBL programs.

- [WBL Agreement](#)
- [WBL Evaluation Form](#)
Best Practices

• Get executive commitment
• Incorporate disability into existing diversity committees
• Connect with workforce development boards and organizations
• Host work-based learning opportunities for young people
• Design trainings that promote disability awareness and inclusion
• Ensure integration and inclusivity
• Offer career advancement opportunities

More Information
YourDreamYourTeam
Business Best Practices
Best Practices

Reflect where your organization is on the Disability Employment Maturity Curve, created by the National Organization on Disability.
Capacity Building

Who can deliver trainings

National Collaborative on Workforce and Disability | NCWD for Youth

National Disability Institute

Workforce Innovation Technical Assistance Center | Workforce GPS

Lead Center

National Organization on Disability
Integrated Resource Teams (IRTs)

Supporting the success of youth with disabilities
Integrated Resource Teams (IRTs)

An Integrated Resource Team (IRT) is designed to help a youth with disabilities create long-term, sustainable, living wage employment plan along a career path.

An informal team comprised of schools, workforce systems, community-based organizations (CBOs), and members of the job-seeker's family or friends come together to coordinate services and supports, such as transition planning, career counseling, work-based learning experiences, workplace readiness training, and more.
Integrated Resource Teams (IRTs)

• Job seekers can create an IRT by bringing other members with them (such as family members or school professionals).

• Other times, a Disability Resource Coordinator (DRC) or career counselor will help the job seeker identify who else should join.

• Job seekers can create an IRT during any stage of the career journey.

• Keep in mind that members of the IRT may change throughout the journey.
Who is Part of an IRT?

Key Members

- **Youth with Disabilities** - Motivated Job Seeker with a desire to create a long-term career goal.

- **Team Helper** - This can be a Disability Resource Coordinator (DRC), case manager, employment counselor, or school guidance counselor.
Who is Part of an IRT?

Additional Members

- **Personal** – Family, friends, community
- **Work Representatives** – Employment specialist, work supervisor
- **Health Representatives** – Case manager, rehabilitation sponsor, etc.
- **Financial Representative** – Benefits counselor
- **School Representatives** – School counselor, special education teacher, etc.
- **Skill Building Representatives** – DRC, vocational rehabilitation counselor, etc.
Importance of Work Representatives on the IRT

Work representatives on IRTs helps the employee and the organization.

**Benefits to the Employee**

- Help employee know areas of strengths and areas for growth
- Work as a team to mitigate any challenges they may have

**Benefits to the Organization**

- Reduce turnover by reaching out for IRT support to resolve any challenges
- Gain guidance on how to make your organization more inclusive and/or best practice for accommodations