

# FOR EMPLOYERS: REASONS TO HIRE INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES

STATE OF CONNECTICUT DEPARTMENT OF DEVELOPMENTAL SERVICES  
[EMPLOYMENT AND DAY SERVICES](#) | OCTOBER 2023



[portal.ct.gov/DDS](https://portal.ct.gov/DDS)



## FINANCIAL INCENTIVES

Incentives serve two purposes:

- To encourage hiring people with disabilities
- To support modifications and accommodations that enhance workplace accessibility and productivity of workers with disabilities

## AGENCY ASSISTANCE

Agencies like DDS may be able to provide individual support to the employee including job coaching and training.

## SIGN UP!



Join the DDS list of businesses/employers who are open to hiring individuals with disabilities.



Scan the QR code or go to:

<https://forms.office.com/g/qjMUADWhBD>

## 2023 Disability Equality Index complied by Disability:IN

Check out the disability rating tool designed to assist businesses in advancing inclusion practices:

[2023 Disability Equality Index Report](#)

Disability:IN CT

[Disability:IN Connecticut](#)

## THE HUMAN FACTOR

A study conducted by the Institute for Corporate Productivity found that employees with developmental disabilities contributed to higher productivity, lower absenteeism, and increased customer loyalty.

## FEDERAL INCENTIVES:

### Work Opportunity Tax Credit (WOTC)

- Reduces employers' federal income tax liability
- WOTC ranges from \$2,400 up to \$9,600, depending on the targeted group and qualified wages paid to the new employee generally during the first year of employment. [WOTC-Fact-Sheet-2023](#)

### Disabled Access Credit

- Provides a non-refundable credit for small businesses that incur expenditures for the purpose of providing access to persons with disabilities

### Barrier Removal Tax Deduction

- Encourages businesses of any size to remove architectural and transportation barriers to the mobility of persons with disabilities and the elderly

### For more information about Federal Incentives, visit:

- [Hiring People with Disabilities | U.S. Department of Labor](#)

## CONNECTICUT INCENTIVES:

### JobsCT Tax Rebate Program **\*\*NEW\*\***

Beginning January 1, 2024, the program additionally incentivizes businesses to employ people with intellectual disability.

- Decreases the number of new jobs a business must create to qualify for the program if at least one new employee is a person with intellectual disability
- Provides a higher rebate amount when the rebate is claimed for employees with intellectual disability (PA 23-137, § 61).

### For more information about JobsCT Tax Rebate, visit:

- [Tax Incentives for Businesses Employing People With Intellectual and Developmental Disabilities](#)

## AGENCY ASSISTANCE:

### Vocational Rehabilitation (VR)

- An on-the-job training program can be set up by VR with an employer for an individual receiving VR
- Learn more about VR services by visiting: [Connecticut Bureau of Rehabilitation Services](#)

### Working Interview

- A work trial where wages for employee and support person are paid with **no out of pocket cost to employer**.

### Individual Supported Employment

- Funds may be available for short/long term job coaching support and training



## HUMAN FACTOR

01

People with disabilities in the work force have high retention rates.

02

People with disabilities help to diversify the workforce and promote an inclusive work environment.

03

Many workers with disabilities require little to no additional accommodations.

04

People with disabilities make up one of the largest consumer market segments in the U.S.



The U.S. Office of Disability Employment Policy (ODEP) noted that people with disabilities are "the third largest market segment in the United States". (ODEP, 2012)