

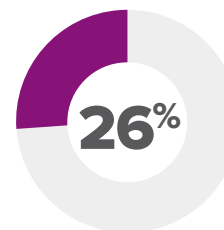
# EMPLOYING ABILITIES AT WORK

Understanding hiring individuals with disabilities while implementing effective and inclusive practices in your workplace.

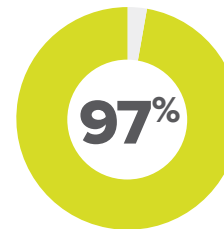
The SHRM Foundation's Employing Abilities at Work Program provides resources and education to strengthen the skills and abilities of HR professionals to build more equitable workplaces. Through that knowledge, we can build evidence-based solutions that equip HR professionals, employers and business leaders with the tools they need to reach untapped talent.

Organizations need to better understand the work experiences of employees with disabilities, who likely represent 20% of their workforce.<sup>1</sup>

The Employing Abilities at Work program will drive awareness, learning and engagement of the issues facing individuals with disabilities in the workplace.



People with disabilities represent **15%** of the world's population, the largest minority group around the world.<sup>2</sup> In the United States people with disabilities make up **26%** of the population with a total of **61 million** Americans who have a disability.<sup>3</sup>



**97%** of HR professionals, people managers and executives report a positive experience working with individuals with disabilities and that they perform better or same as other employees.<sup>4</sup>

## DISABILITY INCLUSION IS DIVERSITY:

Employees with disabilities should be supported like any other diverse population. Some of the tools may be different, but the concept is the same, and individuals with disabilities can be found across every employee population.

## DISABILITY INCLUSION IS A WORKPLACE ENVIRONMENT PLAN:

Beyond the recruitment and retention of individuals with disabilities, it is estimated that 1 in 4 employees will have a temporary or permanent disability during their professional career.<sup>5</sup> Creating an environment that is inclusive of disabilities sends the right message to every employee and is a smart and important talent management strategy.

## DISABILITY INCLUSION IS GOOD FOR BUSINESS:

Ensuring a disability inclusive workplace opens the organization to a larger talent pool, ensures existing employees who become disabled have support, and customers have products and services that will be accessible to their needs and their current workforce. Organizations who invest in employing individuals with disabilities cite improvements to their organizational reputation and corporate social responsibility.

<sup>1</sup> [The State of Disability Employee Engagement, 2022](#)

<sup>2</sup> [Disability Inclusion Overview, WHO](#)

<sup>3</sup> [Disability Impacts All of US, CDC](#)

<sup>4</sup> [Beneath the Surface: A Unified Approach to Realizing the Value of Untapped Talent](#)

<sup>5</sup> [Disability and Death Probability Tables for Insured Workers Born In 2000, SSA](#)

**READY TO EMPLOY ALL ABILITIES IN YOUR WORKPLACE?**

Learn more at [employingabilities.org](https://employingabilities.org)

# EMPLOYING ABILITIES AT WORK CERTIFICATE PROGRAM

Creating Disability Inclusion in the Workplace

The Employing Abilities at Work certificate program aims to educate HR professionals, hiring managers and business leaders to ensure that businesses are providing more equitable and diverse workplaces for individuals with disabilities. The goal of the certificate program is to influence systemic change in employment practices to increase the employment and retention of individuals with disabilities. The certificate leverages critical insights from subject matter experts and the latest research to equip you with the knowledge and actionable tools to confidently attract, hire and retain individuals with disabilities.

## CERTIFICATE OVERVIEW

**Module 1:** Disability Inclusion 101

**Module 2:** Preparing Your Workplace for Disability Inclusion

**Module 3:** Sourcing Talent with Disabilities

**Module 4:** Recruiting and Interview Talent with Disabilities

**Module 5:** Hiring & Onboarding Talent with Disabilities

**Module 6:** Getting the Most from Your Talent with Disabilities

**Module 7:** The Benefits of Disability Inclusion

## COMPLETING THE EMPLOYING ABILITIES AT WORK CERTIFICATE PROGRAM WILL EMPOWER YOU TO:

- **Understand** the barriers to employment experienced by individuals with disabilities.
- **Articulate** the business case for building a workforce that is equitable and inclusive of individuals with disabilities.
- **Create** organizational strategies to recruit, hire, retain and develop this talent pool.
- **Educate** your stakeholders to reduce barriers to employment faced by individuals with disabilities.
- **Earn** 10 professional development credits toward your SHRM-CP or SHRM-SCP recertification.



“ Business leaders, HR professionals and people managers have a responsibility to lead critical change in their organization and ensure an inclusive workplace. In our work with businesses across the globe, we see that disability inclusion competencies are missing from the workplace. This certificate program fills the knowledge gap and provides that road map for change. We are excited to partner on the development and launch of this needed program. ” —Meg O’Connell, CEO & Founder, Global Disability Inclusion

SHRM Foundation is grateful for the support of the Kessler Foundation



**REGISTER NOW TO START EMPLOYING ALL ABILITIES!**  
[employingabilities.org/certificate](https://employingabilities.org/certificate)