

TEXAS HIRE ABILITY

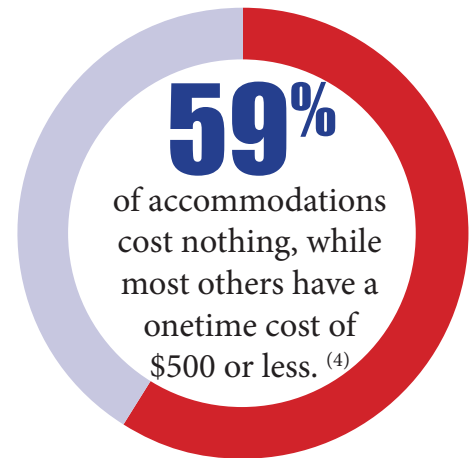
#TXHireAbility <https://www.twc.texas.gov/partners/texas-hireability>

Employing individuals with disabilities is cost effective.

33% of hiring managers and executives reported that employees with disabilities stay in their jobs longer. ⁽¹⁾

Employees with disabilities are rated by supervisors as being equally or more productive than coworkers and as achieving equal or better overall job performance. ⁽²⁾

Businesses that hire employees with disabilities may be eligible for tax benefits. ⁽³⁾



Texas has a large, educated workforce which includes individuals with disabilities.

1.6 million approximate number of working age (18-64) Texans who have one or more disabilities. ⁽⁵⁾



85,000

Texans with disabilities of working age (18-64) are actively seeking employment. ⁽⁵⁾

440,000+

Texans age 25+ with disabilities have a bachelor's degree or higher. ⁽⁵⁾



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- 1 K. Lisa Yang and Hock E. Tan Institute on Employment and Disability Collection, Leveling the Playing Field: Attracting, Engaging, and Advancing People with Disabilities. (2013). www.digitalcommons.ilr.cornell.edu/edicollect/1292/
- 2 Center for Workforce Preparation and U.S. Chamber of Commerce, Disability: Dispelling the Myths – How People with Disabilities Can Meet Employer Needs. www.ohioemploymentfirst.org/up_doc/Disability_Business_Case.pdf
- 3 IRS, Tax Benefits for Businesses Who Have Employees with Disabilities (2016). www.irs.gov/businesses/small-businesses-self-employed/tax-benefits-for-businesses-who-have-employees-with-disabilities
- 4 Job Accommodation Network, September 2016 Workplace Accommodations: Low Cost, High Impact Study: www.askjan.org/media/lowcosthighimpact.html
- 5 U.S. Census Bureau, 2016 American Community Survey (ACS) 1-Year Estimates. www.census.gov/programs-surveys/acs/

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The VR program receives 78.7 percent of its funding through a grant from the U.S. Department of Education. For the 2021 Federal fiscal year, the total amount of grant funds awarded are \$295,273,713. The remaining 21.3 percent (\$79,915,249) are funded by Texas State Appropriations. Revised March 2021.

For purposes of the Supported Employment program, the VR agency receives 90 percent of its funding through a grant from the U.S. Department of Education.

For the 2021 Federal fiscal year, the total amount of grant funds awarded are \$1,471,020. The remaining 10 percent (\$81,723) are funded by Texas State Appropriations. Revised March 2021.