

Join Today

Looking for a practical, low-cost way to implement or improve flexible work in your organization? Membership is for you!

Upgrade Now

To access more articles, tools and resources.

[Flex Cultures Accommodate Disability](#)
[Accommodation, Explained](#)
[Accommodations Cost Little, Return A Lot](#)

Welcome Nadine,

» [Membership Details](#)
 » [Logout](#)

- [Corporate Voices](#)
- [MomsRising](#)
- [Sloan Work & Family](#)
- [The Juggle](#)
- [Undress4Success](#)
- [Winning Workplaces](#)
- [Workshifting](#)
- [WorldatWork](#)



SHRM & FWI Step Up for Flexibility

On Tuesday, February 1, leaders from the Society for Human Resource ...



3/4 of Employees Come to Work Sick

Sniff, sniff. Achoo! With cold and flu season upon us, ...

[Home](#) » [Knowledge Center](#) » [Flex Cohorts](#) » [Disability](#) » Accommodations Cost Little, Return A Lot



But is this no-cost scenario typical?

Nearly half of all accommodations cost nothing. In a 2006 survey conducted by the Job Accommodation Network (JAN), a service of the U.S. Department of Labor's Office of Disability Employment Policy, 46% of the employers surveyed reported that the accommodations needed by employees and job applicants with disabilities cost absolutely nothing.

The typical one-time expenditure for accommodations that did have a cost was \$500, but only \$300 more than what was typically needed for an employee without a disability in the same position.

Surprised? If so, you're not alone. Many would-be employers cite the cost of accommodations as a barrier to employing people with disabilities. It seems that the true obstacle is a lack of education regarding accommodations.

This barrier, unfortunately, causes many well-intentioned companies to mishandle the issue of accommodations. They want to do the right thing, but don't know how to do it "the right way," or where to get assistance or information.

Surprising Statistics: Accommodation Benefits

When the Job Accommodation Network (JAN) surveyed employees about making accommodations, they found the following:

Accommodations are effective.

75% of respondents reported that the accommodations they implemented were either "very effective" or "extremely effective"

Employers experience multiple direct and indirect benefits

The most frequently mentioned direct benefits were:

- Retaining a valued employee (86%)
- Increasing the employee's productivity (71%)
- Eliminating the costs associated with training a new employee (56%)

The most widely reported indirect benefits were:

- Improving colleague interaction (67%)
- Increasing overall company morale (58%)
- Increasing overall company productivity (56%)

Accommodations produce financial benefits

According to the employers who participated in JAN's study, on average, for every dollar they



Dads & Shopping Carts

Move over ladies. More than half of U.S. men now ...



Work on a Wire

This blog was cross-posted to Broadband for America. My mother has ...



Memo to Accounting Firms, "Pull Back the Curtain"

Kyra Cavanaugh, president of Life Meets Work, responds to Flex ...

put into making an accommodation, they "got back" a little over \$10 in benefits.

More Money Matters

The Job Accommodation Network (JAN) answers a hotline for employers (a great free service, by the way). According to a survey, 83% of the employers who called for accommodation information did so to retain or promote a current employee. The employees they wanted to retain had been with them an average of seven years. The workers had average hourly wages of \$13.70, or average annual salaries of about \$47,000, and tended to be fairly well-educated: 53% had a college degree or higher.

Don't those sound like employees you want to keep? And did you notice that **83%** were making accommodations to retain workers? I emphasize this point, because I believe that most employers, when they think about accommodations, think about them in terms of new hires with disabilities. Of course, that's part of the equation, but it's good to understand that accommodations help greatly with retention, and that saves you money.

Accommodations can also make you money, by increasing productivity. As mentioned previously, accommodations increased individual productivity by 71%, and overall company productivity by 56%. Accommodations actually help your employees without disabilities, too.

-
Reprinted with permission from DIVE IN: SPRINGBOARD INTO THE PROFITABILITY, PRODUCTIVITY AND POTENTIAL OF THE SPECIAL NEEDS WORKFORCE. By Nadine O. Vogel as told to Cindy Brown, Paramount Market Publishing, Inc., September 2009. More at [Springboard Consulting](#).

Logged in as [Nadine Vogel](#). [Log out](#) >

Comment

Submit

Phone: (888) 462.5691
310 Busse Hwy. #310
Park Ridge, IL 60068
info@lifemeetswork.com



Click to join The Flexible Workplace. [Linked in](#)

We create: **Work life programs** and **alternative work schedules** to maximize **employee retention** and **flexible workforce success**.