

## Image description of UCP's Facts About Employment Infographic

**Page 1:** The heading of the infographic is a speech bubble that says "The Facts on Employment For People with Disabilities." Beneath the heading, there are three graphics on this page.

The first is a graphic illustrating the 32 percent employment rate for people with disabilities. The graphic is ten people, three of which are green, and seven of which are yellow. The green represents the employment rate, and the yellow represent the people who are unemployed.

The second graphic is the part time employment rate. There is a graphic showing two circles, one of which is large and blue, and the other is smaller and green. The larger blue circle indicates that 34 percent of people with a disability are employed part time, and the smaller green circle indicates that 18 percent of non-disabled people are employed part time.

The third graphic shows the labor force participation rate for people with and without disabilities. Text next to the graphic states that labor force participation rate is the "percent of population that is employed or actively looking for work." The graphic visually indicates that there is a 20 percent labor force participation rate for people with disabilities, and a 70 percent labor force participation rate for people without disabilities.

**Page 2:** The heading of the infographic is a speech bubble that says "Employment by Sector." There are four graphics on this page.

The first graphic shows employment rates for individuals with and without disabilities in the service industry. A green bar with a white international symbol of access next to it indicates that 21.3 percent of all employed people with disabilities are employed in the service industry. Underneath that, a blue bar with a white standing stick figure next to it indicates that only 17.6 percent of employed people without disabilities are employed in the service sector.

The second graphic shows the employment rates for individuals with and without disabilities in the production and transportation sectors. Green arrows with a white international symbol of access next to them indicate that 14.6 percent of employed people with disabilities work in production and transportation. Underneath that, blue arrows with a white standing stick figure next to them indicate that only 11.6 percent of people without disabilities are employed in production and transportation.

The third graphic shows the employment rates for individuals with and without disabilities in management and professional jobs. A green bar with a white international symbol of access next to it indicates that 31.7 percent of employed people with disabilities are employed in management and professional jobs. Underneath that, a blue bar with a white standing stick figure next to it indicates that 39.5 percent of people without disabilities are employed in management and professional jobs.

The fourth graphic shows the self-employment rate of individuals with and without disabilities. Green arrows with a white international symbol of access next to them indicate that 10.6 percent of employed people with disabilities are self-employed. Underneath that, blue arrows with a white standing stick figure next to them indicate that only 6.2 percent of people without disabilities are self-employed.

**Page 3:** The heading of the infographic is a speech bubble that says “The Facts for Employers.” There are three graphics on this page.

The first graphic illustrates the cost that employers pay to make reasonable accommodations. There is a blue balance scale which indicates that 59 percent of accommodations cost nothing for employers to make them, and 36 percent of accommodations pose a one-time cost to employers.

The second graphic is a set of three statistics under the heading “Benefits of Providing Accommodations.”

The first statistic is that 63 percent of accommodations had the effects of improving company morale. The second statistic is that 56 percent of accommodations increased company productivity. The third statistic states that 27 percent of accommodations increased company profitability.

The third graphic has a header that states “The Bottom Line.”. Under the header is a decorative image of two overlapping dollar bills. To the right of the bills is large white text that states “88 percent of people prefer companies that hire people with disabilities.”

**Page 4:** The heading of the infographic is a speech bubble that says “The Future of Employment for People with Disabilities.” Underneath the header, there are two main graphics both made up of blue and yellow hexagons, with the blue hexagons representing causes and the yellow hexagons representing effects.

The first graphic is composed of three hexagons, with two blue hexagons arranged vertically on the left and one yellow hexagon next to them on the right. There are blue arrows pointing from the blue hexagons on the left to the yellow hexagon on the right. The graphic shows that an aging workforce and future healthcare innovations which will extend people’s lifespan will lead to a greater proportion of people with disabilities in the talent pool.

The second graphic is also composed of three hexagons, with two blue hexagons arranged vertically on the right and one yellow hexagon next to them on the left. There are blue arrows pointing from the blue hexagons on the right to the yellow hexagon on the left. The graphic shows that new assistive technologies and changing attitudes towards remote work will cause increased employment for people with disabilities in the future.