

# People with Disabilities and the Good Jobs Principles

## Good Jobs

The Investing in America (IIA) agenda is bringing \$2 trillion dollars in [federal investments](#) to create good jobs in infrastructure, clean energy, and advanced manufacturing. IIA will make sure that all America's workers – including workers with disabilities – have equitable access to these good jobs. What goes into a good job? There are eight [principles](#):

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| <ul style="list-style-type: none"><li>• Recruitment and Hiring</li><li>• Benefits</li><li>• Diversity, Equity, Inclusion, and Accessibility (DEIA)</li><li>• Empowerment and Representation</li></ul> | <ul style="list-style-type: none"><li>• Job Security and Working Conditions</li><li>• Organizational Culture</li><li>• Pay</li><li>• Skills and Career Advancement</li></ul> |
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The Good Jobs principles empower employers to intentionally recruit, train, retain, and promote people in ways that are accessible to all jobseekers, including those with disabilities.

## Competitive Integrated Employment

- Based on [Competitive Integrated Employment \(CIE\)](#) principles, people with disabilities should work alongside and be paid the same wages as people without disabilities and should receive the same level of benefits and opportunities for career advancement.
- People with even the most significant disabilities can make valuable contributions to an employer's workforce.
- CIE strategies can help employers bring people with disabilities into their Good Jobs by making them more universally accessible.

## Disability Facts

- Roughly [1 in 10 working-age adults in the U.S.](#) has a disability – some people experience more significant impacts from their disabilities than others, but the community is highly adaptive.
- Workers with disabilities benefit from union membership [more than any other group](#) and thrive in a range of industries from [“construction to manufacturing, health care and education.”](#)
- The disability workforce is diverse. For instance, 31% of disabled [Hispanic adults](#), 24% of disabled [Black adults](#), and 10% of [disabled women work in skilled trades](#).



## DID YOU KNOW?

Employing people with disabilities can help make a workforce be more diverse and equitable.

## Universal Design Strategies

- The Good Jobs principles naturally lend themselves to universally accessible employment regardless of abilities or backgrounds, as outlined by Universal Design, which is “[the process of designing something to be as functional as possible for as many people as possible.](#)”
- Universal Design strategies can benefit not only people with disabilities but others, as well. For example, communities originally built [curb cuts](#) for disabled people to easily move between sidewalks and streets. Curb cuts now improve travel for parents pushing strollers, package delivery professionals, movers with carts, and seniors with mobility aids, as well.
- There are many [CIE experts such as Vocational Rehabilitation \(VR\) and other state agency staff](#) who can help employers adopt Universal Design strategies to expand access to Good Jobs for disabled people.

**DID YOU KNOW?** While health insurance and commuter benefits can aid people with and without disabilities, there are other employer benefits, such as [supportive services](#), that are especially useful for disabled workers.

For workers with disabilities, supportive services might include a [job coach](#), a specialist in [customizing jobs](#), or a liaison between the employer and the employee’s greater support team.

## Resources to Get You Started

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| <ul style="list-style-type: none"><li>• <a href="#">American Job Centers (directory)</a></li><li>• <a href="#">State Vocational Rehabilitation Agencies (directory)</a></li><li>• <a href="#">Centers for Independent Living (directory)</a></li><li>• <a href="#">ADA National Network</a></li><li>• <a href="#">Apprenticeship USA</a></li></ul> | <ul style="list-style-type: none"><li>• <a href="#">The Good Jobs Initiative</a></li><li>• <a href="#">Inclusive Career Pathways Guide</a></li><li>• <a href="#">Job Accommodation Network</a></li><li>• <a href="#">Employer Assistance and Resource Network on Disability Inclusion</a></li><li>• <a href="#">Campaign for Disability Employment Employer Resources</a></li></ul> |
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For disability-specific Good Jobs success stories and example collaborations, visit the LEAD Center’s [Employment Success Stories](#) webpage.

