affirmity

Celebrating and Supporting People With Disabilities in Your Workforce

Post-Utilization Goal Stats and Best Practices for Organizations Still Committed to Their Employees With Disabilities



Section 503: What Has Changed

On August 21, 2026, the OFCCP made changes to Section 503 of the Rehabilitation Act of 1973. Consequently:

- You are no longer required to invite applicants and employees to self-identify as individuals with disabilities using form CC-305.
- There is no longer a 7% workforce utilization goal for people with disabilities, and you aren't required to conduct utilization analysis.
- The associated applicant/hire data-collection calculations requirements have been removed.
- The basic Section 503 coverage threshold has also been increased from $15,000 to $20,000 in government contracts or subcontracts.



Section 503: What Hasn't Changed

Nonetheless, the majority of Section 503 remains. You must:

- Create and disseminate a disability AAP.
- Regularly review your personnel processes.
- Periodically reassess the physical and mental qualifications used in your job descriptions.
- Operate a reasonable accommodations process.
- Provide training.
- Continue outreach and track its effectiveness.

Why Despite the Changes, It's Essential to Continue This Work

Organizations shouldn't need an incentive to hire individuals with disabilities—nonetheless, it's worth noting that, on average, companies leading in disability employment have:

60% higher revenue.

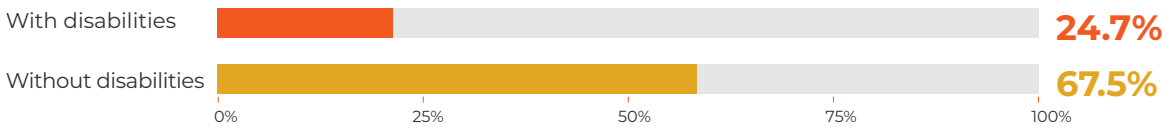
2.6x higher net income.

2x greater economic profit.

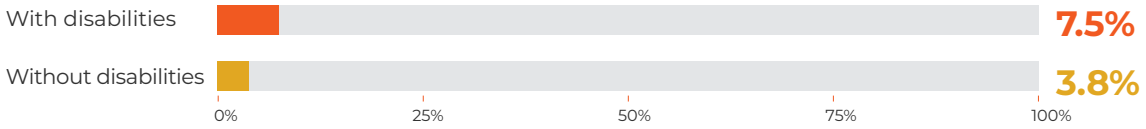
Source: Office of Disability Employment Policy

Despite this, individuals with disabilities are greatly overlooked in the workforce.

Labor Force Participation (Age 16+): Equal to the labor force (sum of employed and unemployed) divided by the entire population (civilian, non-institutionalized).

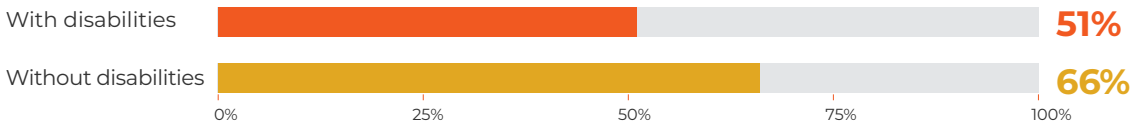


Unemployment Rate (Age 16+): Equal to the unemployed divided by the labor force (sum of employed and unemployed).



Source: Office of Disability Employment Policy

Educational Attainment: Some College Education or Greater



Source: Employer Assistance and Resource Network on Disability

The Different Dimensions of Disability in Your Workforce

The many different groups within the spectrum of disability have different experiences of access to employment:

People with hearing disabilities are:

nearly **2x** more likely to be employed than those with ambulatory disabilities,

and over **3x** more likely than those with self-care disabilities.

Source: Employer Assistance and Resource Network on Disability

96% of people with chronic medical conditions live with an invisible illness.

Source: Disabled World

Over **40%** of the global workforce is expected to identify as neurodivergent by 2040.

Source: Disability:IN



How Can You Create a Disability-Friendly Work Environment?

- ✓ Review job postings to make sure they are accurate and avoid language that would discourage a person with a disability from applying.
- ✓ Ensure your accommodation request process is easy to understand and readily available for applicants and employees.
- ✓ Assign multiple people responsibility and train all managers and supervisors to handle accommodation requests.
- ✓ Educate employees on the prevalence of invisible disabilities.
- ✓ Try to strike a balance between visible disability and the potential of invisible disabilities when depicting disability in marketing imagery. Overuse of individuals with mobility aids and assistive devices can appear tokenistic.
- ✓ Incorporate disability-related articles into internal newsletters and employee communications.
- ✓ Support disability ERG programming.
- ✓ Provide flexible/remote work accommodations for employees with disabilities.
- ✓ Utilize universal design in workspaces so all employees benefit from the enhancements.
- ✓ Interview members of your leadership team with disabilities and have them share their stories with the workforce.
- ✓ Review company policies to ensure they do not create barriers for employees with disabilities.
- ✓ Offer job shadowing and hands-on training programs for people with disabilities.

The regulations still require contractors to have positive, proactive outreach to people with disabilities, and to assess the effectiveness of this outreach.

- ✓ Continue to ask employees to voluntarily disclose their disability status—this is still allowed, even if the requirement to do so has been discontinued.
- ✓ Use employee surveys to ask for direct feedback on company culture and employee experiences with disability inclusion.
- ✓ Collaborate with your company's disability ERG to gain valuable insight into accessibility initiatives as well as the barriers they experience.
- ✓ Build relationships with disability employment organizations, vocational centers, and independent living centers. Track how many applicants come from those organizations and how many of those applicants are hired.