The Social and Economic Impact of Disability Owned Business Enterprises

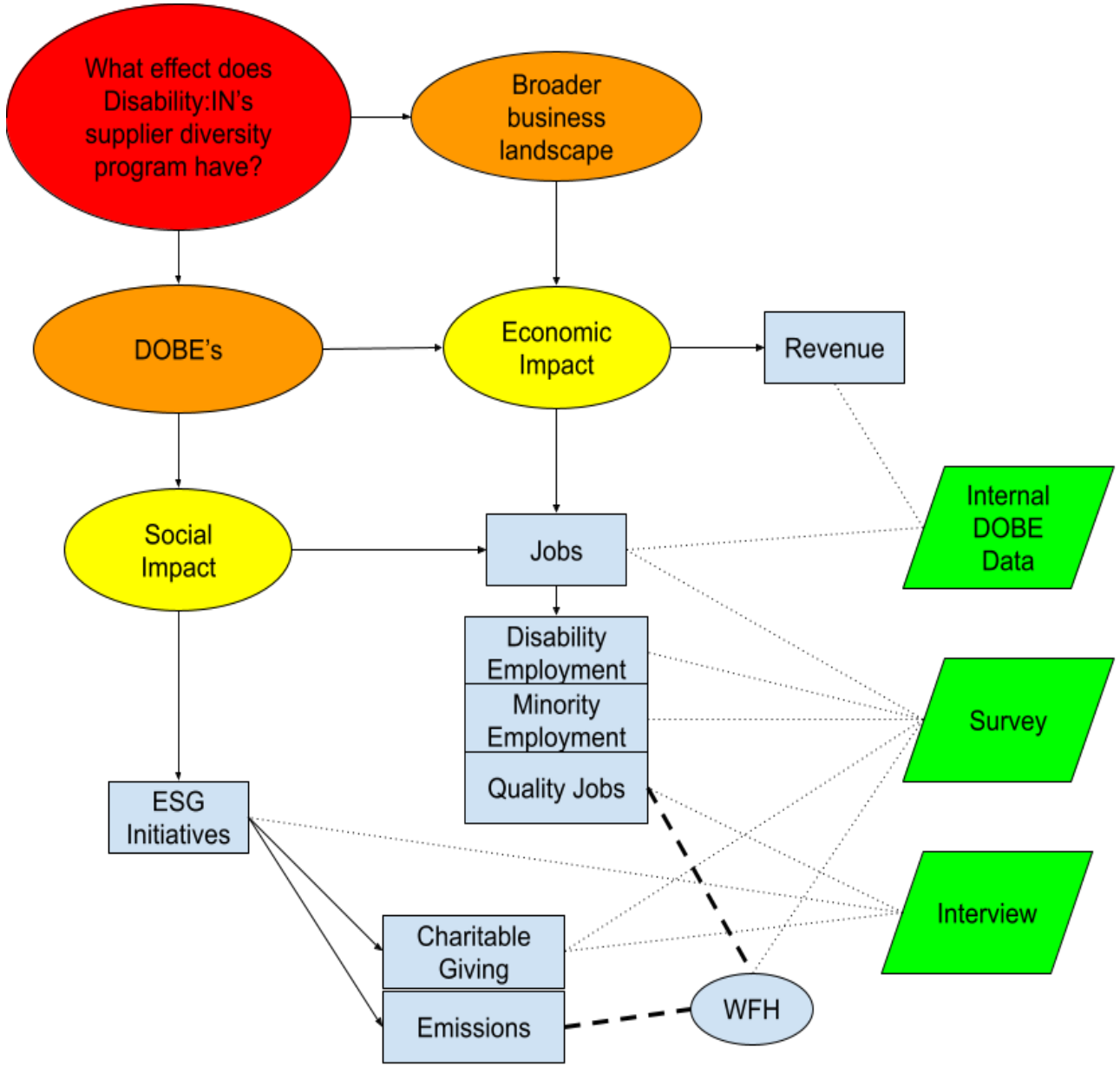
State of the Science Virtual Conference

May 13, 2025

Disability:IN®

Your business partner for disability inclusion.

Conceptual Framework



Looking to understand the social and economic impact that DOBEs have on their communities and the broader business landscape

Literature Review

Supplier inclusion programs benefit large purchasing organizations

Mitigating supply chain risk, fostering innovation, increasing delivery times, enhancing brand image, providing access to new markets.

Supplier inclusion programs create 1.3 million jobs with $160 billion in spending.

Disabled-owned businesses account for 0.1% of all corporate spending.

Discrimination is a major barrier to wider adoption of supplier inclusion programs.

Who are the DOBEs?

718 DOBEs* (2024) impact the business landscape by generating revenue and creating jobs.

Revenue

$2.6 Billion

Jobs

15.3K

***In the year since these data were collected, Disability:IN's supplier inclusion has grown by 30% to 950 DOBEs.**

DOBEs create jobs for disabled people

63% of DOBEs hire disabled people at over 2X the national average rate

The largest industries by revenue for DOBEs are:

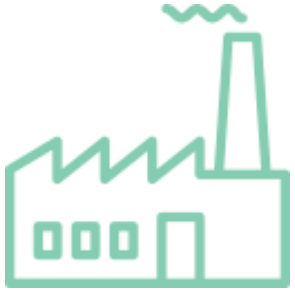
Professional Services

$764M

Construction

$529M

Manufacturing



$230M

IT

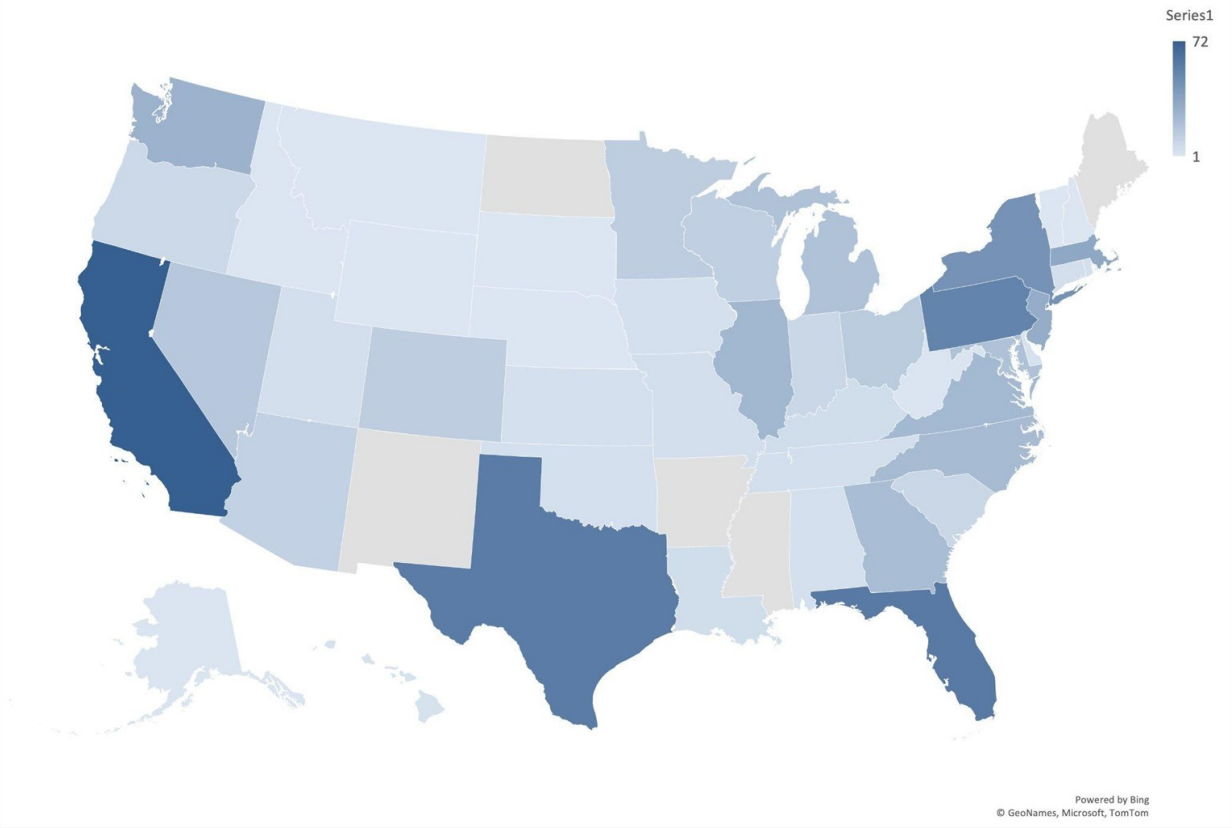
222M

DOBEs are well represented in the service sector

Sector	*n*
1	0
2	146
3	458
4	64

Industry	*N*
Professional Services	97
Professional Services – Consulting	92
Construction	66
IT	63
Other	46
Retail Trade	40
Professional Services – Staffing	36
Marketing/Promotional	32
Manufacturing	29
Food & Beverage	28

DOBEs are located all over the USA



State	Number of DOBEs
California	72
Florida	58
Texas	57
Pennsylvania	53
New York	45
Massachusetts	34
New Jersey	31
Washington	28
Illinois	26
Virginia	25
North Carolina	24
Georgia	23
Maryland	20
Michigan	20
Nevada	17
Ohio	15

DOBEs invest in their communities.

55% of DOBEs engage in some form of community initiative

DOBEs contribute to their communities in a variety of ways.

Charitable Giving

Reducing Emissions

Reducing Water Use

Reducing Turnover

Encouraging Volunteers

Focus on the large DOBEs

There are 195 large DOBEs.

	n	*Sum of Revenue*
1 employee	309	$ 473,251,053.67
2-3 employees	108	$ 49,500,676.80
4-9 employees	102	$ 143,674,944.09
10-99 employees	167	$ 949,576,385.82
>100 employees	28	$ 1,030,289,377.00
	714	**$ 2,646,292,437.38**

Large DOBEs are a big share of total revenue.

DOBEs with over 10 employees account for 75% of total revenue

Large DOBEs are a large share of jobs created.

DOBE's with over 10 employees account for 92% of total jobs

The jobs that DOBEs create pay well.

90% of large DOBEs pay "significantly" more than minimum wage

DOBEs create jobs with flexible work options.

71% of large DOBEs have >15% of their employees working remotely.

Large DOBE's are in a wider range of industries.

Sector	*n*
1	0
2	41
3	121
4	19

Industry	*n*
Professional Services	25
Construction	23
Professional Services – Staffing	18
Professional Services – Consulting	18
IT	18
Other	16
Marketing/Promotional	12
Commercial Services	7
Manufacturing	6
Wholesale/Warehouse	6

Large DOBE's have substantial revenue and jobs.

Industry	Average Revenue (millions)	Average Employee Count
Manufacturing	$ 34.1	222
Media	$ 27.9	128
Professional Services – Staffing	$ 22.6	188
Financial Services	$ 21.6	55
Energy	$ 15.0	14
Transportation/Logistics	$ 14.4	49
Marketing/Promotional	$ 13.0	39
Wholesale/Warehouse	$ 12.6	15
Legal	$ 10.4	55
Construction	$ 9.6	45

How do DOBEs think of impact?

Three big themes emerged from interviews

Human Capital Management

Principled inclusion is good business.(n=17)

Long term value comes from quality jobs.(n=16)

Sustainable Economies

Disability inclusion has enormous collateral benefits. (n=19)

Adapting to change is a constant effort. (n=7)

Undervaluation of Disability

Disabled people are an untapped labor force with enormous upside. (n=12)

The barriers to inclusion are not insurmountable. (n=7)

Thank You!

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