

VOCATIONAL REHABILITATION'S INITIATIVE

ABILITY for HIRE

What is the first thing that comes to mind when you think of the word “disability?” There are several types of disabilities—some are visible and others are not. As you’re opening this up, you may also be wondering why individuals with disabilities are an untapped workforce. There are numerous reasons for this—the benefits of hiring people with disabilities are enclosed.

The Ability for Hire initiative is designed to deliver information and resources as employers are recruiting, hiring, or retaining employees with disabilities. The South Dakota Vocational Rehabilitation program offers workplace solutions for businesses throughout the state, whether you’re a small, medium, or large business. You can also contact Vocational Rehabilitation’s business specialist to receive valuable, individualized assistance in which the contact information is enclosed.



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“Finding good employees is a priority for South Dakota businesses, and DRS plays an important role in linking up employers with individuals who are ready and willing to work. The assistance and resources DRS provides have helped expand the labor pool for employers while creating more competitive employment opportunities for people with disabilities in every part of the state.”

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Nathan Sanderson Executive Director
South Dakota Retailers Association



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“The Division of Rehabilitation Services has been a great partner to help connect our business needs with resources in the community. They have helped us fill open positions, provided training opportunities and provided guidance on employing individuals with disabilities. They have also invited us to participate in community events for youth with disabilities.”

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Steph Huber Human Resources Manager
Midstates Group



CHANGING THE WAY YOU THINK



Hiring a qualified person with a disability brings greater benefits than just filling an open job. Yet, many businesses have false perceptions preventing them from seeing ability instead of disability.

MYTH BUSTER



PERCEPTION

My Workers' Compensation insurance rates will go up if I hire someone with a disability.



FACT

Insurance rates are based on your organization's accident record, along with the hazards of the occupation in question. It is not based on whether you have workers with disabilities.

MYTH BUSTER



PERCEPTION

Creating workplace accommodations for people with disabilities is expensive.



FACT

Most workers with disabilities do not need workplace equipment or accommodations. For those who do, most require accommodations that cost less than \$500, or in many cases, nothing at all. There are also tax incentives to help cover accessibility costs.

MYTH 3 BUSTER



PERCEPTION

The Americans with Disabilities Act (ADA) requires for me to hire someone that's unqualified just because he or she has a disability.



FACT

The ADA does not protect unqualified candidates. To be protected from discrimination, they must first meet all requirements for a job and be able to perform the job with or without reasonable accommodations.

MYTH 4 BUSTER



PERCEPTION

Employees with disabilities are absent more often.



FACT

Studies report that employees with disabilities are not absent any more than employees without disabilities.

MYTH 5 BUSTER



PERCEPTION

I could never fire an employee with a disability, even for just cause.



FACT

Employers can fire workers with disabilities under three conditions:

- 1 Termination is unrelated to the disability, or
- 2 He/she does not meet requirements for the job, such as performance or production standards, with or without reasonable accommodation, or
- 3 Because of the employee's disability, he/she poses a direct threat to health or safety in the workplace.



BENEFITS OF HIRING SOMEONE WITH A DISABILITY IS ABOUT YOUR BUSINESS'S BOTTOM LINE.

One of the hardest things about living with a disability means living with the assumptions people will make.

That's why it's important to understand that a candidate is not to be defined by his or her disability. Businesses in South Dakota are hiring people with disabilities, because it's good for their bottom lines.

BENEFITS TO HIRING PEOPLE WITH DISABILITIES:



Have equal or higher job performance rates



Have higher retention rates



Are experienced problem-solvers with a proven ability to adapt



Bring unique perspectives and experiences to the workplace



Create a favorable impression of your organization

VOCATIONAL REHABILITATION'S INITIATIVE

ABILITY for HIRE

We'll help you through it.

Here's how South Dakota Vocational Rehabilitation (VR) can help you evolve your workforce:



Job Site Assessments & Evaluations

We'll examine the job site to make sure the job can be done to your standards. We can also help determine if a job seeker can perform the functions of the job.



Disability Awareness & Etiquette Information

We can provide information to you and your staff about disability awareness and etiquette.



Recruitment Assistance

We can put you in touch with qualified job seekers.



On-The-Job Training

If needed, we can help with the cost of additional training expenses that are provided on-site.



Employment Support Services

We'll be in contact throughout the training process to make sure your needs are being met.



Reasonable Accommodations Information

VR can provide information to you on reasonable accommodations for pre- or post-employment purposes. We can also put you in touch with experts on this matter (e.g., DakotaLink or Job Accommodation Network).



Keep the
MOVEMENT
 growing

These companies are committed to hiring people with disabilities:



Brookings

South Dakota State University
 United Living Community
 HyVee

Pierre

Beck Motor Company
 Capital Journal
 Governor's Inn

Mitchell

Mitchell School District
 Boyds Gunstock Industries



Tax incentives
..... make it
EASIER

Besides employing loyal and motivated employees, hiring people with disabilities may bring valuable tax incentives to your business.

Work Opportunity Tax Credit

UP TO **\$2,400**/YEAR

(Credit available for businesses who hire individuals who meet the qualifications.)

Small Business Tax Credit

UP TO **\$5K**/YEAR

(Credit available for small businesses for expenses to provide access to individuals with disabilities.)

The Architectural Barrier Removal Tax Deduction

UP TO **\$15,000**/YEAR

(Deduction available for businesses to remove architectural and transportation barriers for individuals with disabilities.)

..... **ASK US FOR DETAILS!**

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