

FOR EMPLOYERS:

BENEFITS AND OPPORTUNITIES FOR EMPLOYERS

Workplace learning opportunities provide businesses an opportunity to train and observe pre-screened youth and young adults within a defined time frame. Liability insurance is covered by school, university or other workforce preparation agency. Additionally, it provides a try-out system for potential new employees. This is a great way to see if someone is a good fit for your organization.

If you are an employer or business owner looking for qualified candidates and would like more information, please send us your contact information here: employment@rcocdd.com

FAQS FOR EMPLOYERS

As an employer, why should I hire someone with a developmental disability? [2]

RCOC believes there are many reasons, but here are our [top ten great reasons](#) to hire people with developmental disabilities [3].

1. Hiring individuals with developmental disabilities promotes workforce diversity and is good for the employee, the business, and society.
2. Individuals with developmental disabilities are reliable, dedicated, loyal workers with a positive work ethic.
3. Employers experience low turnover and high retention from employees with developmental disabilities.
4. Individuals with developmental disabilities have lower than average absenteeism, thereby increasing overall productivity.
5. Federal tax incentives for hiring individuals with disabilities improve the employer's "bottom line."
6. Individuals with developmental disabilities demonstrate high work productivity in a wide range of jobs.
7. Employees with developmental disabilities promote a positive corporate image that increases customer base and loyalty.
8. Individuals with developmental disabilities contribute to a positive and team-based work environment.
9. Systems are in place to match employer needs with employee job skills.
10. No-cost consultation and technical assistance is available to help employers hire people with developmental disabilities and provide on-the-job training.

Can people with developmental disabilities really work and do what I need them to do? [2]

People with disabilities have different abilities, talents and interests so they are able to perform most things that people without disabilities can do, with some support and minimal accommodations. RCOC and our affiliated programs will not just send you an employee. There are many steps between expressing interest and having an employee begin at the workplace.

You can expect that RCOC-referred employees can/will: [2]

- Demonstrate strong work ethic
- Show excellent attention to detail
- Demonstrate increased productivity rates
- Come to work on time
- Adhere to specific work schedule and duties
- Be willing to respond to employer supervision and feedback
- Work well with routines and predictable schedules
- Work well with complex and systematic jobs

What are some of the benefits of hiring someone with developmental disabilities? [2]

Some workplace benefits may include:

- Prescreened applicants
- On-Site Support / Job Coaching
- Paid internships
- Assistance with hiring incentives and tax credits
- ADA implementation/reasonable accommodations
- Insurance Liability Coverage provided for non-paid Internships
- Utilizing natural workplace supports
- Increasing the efficiency of all employees, by utilizing universal design
- Reduced turnover rate

What are some possible job training and employment opportunities? [1]

Every person is unique with different abilities, skills, talents and interests. People with developmental disabilities can do a variety of jobs and tasks with the right coaching, training and sometimes minor accommodations that support the general workplace. Some examples of jobs that people with developmental disabilities have been hired to perform include, but are not limited to:

- Accounting
- Agricultural Work
- Banking
- Book Keeping
- Computer Programming
- Data Entry
- Engine Repair
- Fitness Center
- Food Services
- Hospital Services
- Inventory Stocking & Control
- Landscaping
- Library Services
- Mail Room Services
- Medical Billing
- Pet Care Services
- Property Maintenance
- Quality Control
- Recycling
- Web Design

What kind of support is available to help people on the job? [1]

The amount, type, and duration of supports provided will vary based on the needs of the individual. These supports are funded through the regional center and other sources and are provided at no cost to the employer or the individual. Regional centers identify, fund, and monitor service providers who support people on the job. Employment supports may include specialized on-site training to assist the employee with a disability in learning and performing the job and adjusting to the work environment. These supports may also include transportation, assistive technology, specialized job training, individually tailored supervision, and follow-along support.

What are the benefits of these supports to employers? [1]

- No fee to employer
- Employees' abilities matched to job requirements
- On-site job training by professionals
- Additional training, as necessary
- Follow-up services for the duration of employment

Are there tax incentives for hiring persons with disabilities? [1]

Yes. Employers may be eligible for tax credits for hiring persons with disabilities or to help them cover the cost of accommodations to make the workplace accessible. For more information visit the following links:

[Financial Incentives for Hiring People with Disabilities](http://www.foremployers.com/index.php?page=osinsentives)
<http://www.foremployers.com/index.php?page=osinsentives>

[United States Department of Labor Employment and Training Administration](http://www.doleta.gov/programs/)
<http://www.doleta.gov/programs/>

What is the Ticket to Work and how is it a resource? [1]

The Ticket to Work program allows employers who are registered “employment networks” and hire social security disability benefits recipients who have disabilities to receive up to \$20,000 in funds. For more information visit the following links:

[Ticket to Work](https://yourtickettowork.com/web/ttw/home)
<https://yourtickettowork.com/web/ttw/home>

[CESSI Division](http://www.cessi.net/index.html) is a nationally recognized provider of disability employment, outreach and accessibility services to state, federal, and private sector clients.
<http://www.cessi.net/index.html>

[Social Security Administration – Ticket to Work](http://www.ssa.gov/work/)
<http://www.ssa.gov/work/>

Sources:

[1] Regional Center of Orange County Developmental Disabilities (rcocdd.com),
<https://www.rcocdd.com/home/employment/benefitsandopportunities/>

[2] Regional Center of Orange County Developmental Disabilities(rcocdd.com),
<https://www.rcocdd.com/home/employment/faqs-for-employers/>

[3] Regional Center of Orange County Developmental Disabilities(rcocdd.com),
<https://www.rcocdd.com/home/employment/great-reasons/>