

School to Work Transition Resources for Students, Families and Professionals

Employer Engagement Materials

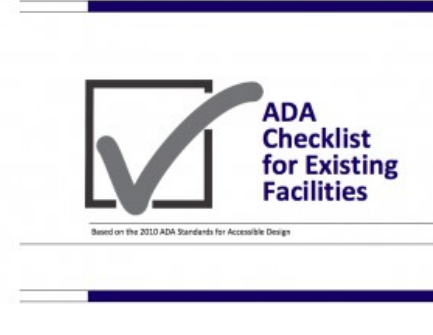
Kentucky Employment Files



The Kentucky Employment files are developed and produced through a partnership with the Council on Developmental Disabilities and the Human Development Institute, University of Kentucky.

Click here, or visit
www.youtube.com/channel/UCXtURikHL6kSombWvavI9Xw

ADA Checklist for Existing Facilities



This form shows many examples and specific directions about how to make a location ADA compatible.

Click here, or visit
www.kentuckyworks.org/2018/03/28/ada-checklist-for-existing-facilities/

HIRING PEOPLE WITH DISABILITIES MAKES \$EN\$ FOR BUSINESS!

84% of businesses report having difficulty hiring staff...

A READY AND ABLE WORKFORCE
 At least 32% of Kentuckians with disabilities want a job.

ON WHOM YOU CAN DEPEND
 The turnover rate for people with disabilities is 8%, compared with 45% for other workers.

FOR A VERY REASONABLE INVESTMENT
 Employers see a \$28.69 average return, for every dollar invested in accommodation.

WITH HUGE POTENTIAL
 Customers with disabilities and their families, friends, and associates represent a \$3 TRILLION market segment.

TO IMPROVE THE COMPANY'S BOTTOM-LINE
 87% of customers say they would prefer to shop at businesses that hire people with disabilities.

Click here, or visit www.kentuckyworks.org/wp-content/uploads/2018/01/Hiring-People-with-disabilities-makes-sense-flyer-final.pdf

Tax Benefits for Businesses that Employ People with Disabilities

Disabled Access Credit
 a yearly credit up to \$10,000 for small businesses having expenditures to provide access to persons with disabilities. It may be used to:

- remove barriers to accessibility;
- provide assistance to people with hearing impairments;
- provide assistance to individuals with visual impairments; or
- acquire or modify equipment for use by people with disabilities

Barrier Removal Tax Deduction
 Businesses may claim a deduction of up to \$15,000 a year

- No limitations on business size.
- Qualified expenses include removal of architectural and transportation barriers.
- Supporting persons with disabilities and the elderly
- Items no longer have to be capitalized

Work Opportunity Tax Credit
 provides employers incentives to hire qualified individuals

- maximum tax credit ranges from \$1,200 to \$9,600 depending on the employee hired and the length of employment
- credit is available to employers for hiring individuals from target groups facing significant barriers to employment, including:
 - individuals with disabilities and
 - veterans
- credit is limited to the amount of the business income tax liability or social security tax owed.

For more information go to: www.kentuckyworks.org www.irs.gov

Click here, or visit www.kentuckyworks.org/wp-content/uploads/2018/03/Tax-Incentives.pdf

WHAT KENTUCKY EMPLOYERS ARE SAYING ABOUT hiring people with disabilities.

"Give someone a chance because you can never be sure what they are capable of. See where they fit in because most of the time there is something they can do."

Todd Blume, Owner, Paducah Beer Werks, Paducah, Kentucky

"Brandon is highly effective on the job: working safely and working efficiently at all times."

Mark Baskerville, Worldport Small Sort Supervisor, United Parcel Service, Louisville, Kentucky

"My biggest surprise was the amount of energy and enthusiasm that Robbie brings each and every day. I'd like to bottle that and have it be a showpiece for all staff."

Paul Hitchcock, General Manager, Morehead State Public Radio, Morehead, Kentucky

"We bring people with disabilities into our workforce, put them to work, and give them the tools they need... these folks are some of our best workers."

Nick Hargett, Computer Operations Manager, Best Buy Distribution Center, Shepherdsville, Kentucky

"Jon comes in every day with a sense of enthusiasm, gives it 100%, and takes pride in doing a good job."

Adam Carver, Co-Owner, Sirloin Stockade, Murray, Kentucky

To learn more visit: www.kentuckyworks.org

Click here, or visit www.kentuckyworks.org/wp-content/uploads/2018/01/What-employers-are-saying.pdf

6 MYTHS ABOUT WORKERS WITH DISABILITIES

COST TO ACCOMMODATE IS TOO HIGH.
 Research finds that most accommodations cost less than \$500. In fact, studies have shown that less than one-quarter of employees with disabilities need accommodations. A better perspective might be gained by determining the dollar value of recruiting an exceptional employee.

MORE LIKELY TO USE OR EVEN EXCEED SICK DAYS.
 Studies have reported people with disabilities had fewer scheduled absences than those without disabilities, and fewer days of unscheduled absences.

INDIVIDUALS WITH DISABILITIES ARE NOT ABLE TO CONTRIBUTE TO SOCIETY.
 More than anything, individuals with disabilities are restricted not by their abilities, but by society. As an employer, do not let a person's disability get in the way of an opportunity for him or her to demonstrate talents.

TOO RISKY FOR EMPLOYERS TO TAKE DISCIPLINARY ACTION.
 With the exception of negotiated accommodations, all employees should be treated the same. Using "kid gloves" for employees with disabilities creates a standard that is not good for anyone.

PEOPLE WITH BEHAVIORAL HEALTH ISSUES ARE UNPREDICTABLE.
 Most people who have behavioral health needs are no more unpredictable than anyone else. You probably know someone with behavioral health issues and don't even realize it.

PEOPLE WITH DISABILITIES CAN ONLY DO SIMPLE, REPETITIVE JOBS OR CAN ONLY DO LIGHT DUTY WORK.
 People with disabilities have a variety of skills to offer, which differ from individual to individual, as with everyone else.

Click here, or visit www.kentuckyworks.org/wp-content/uploads/2018/03/Six-Myths-about-workers-accessible.pdf