



Make the Connection

- ◆ Contact your local One-Stop Career Center for prescreened, job ready applicants with disabilities.
- ◆ Create partnerships with Maryland Division of Rehabilitation Services, the U.S. Department of Veterans Affairs and your local community service providers and disability organizations.
- ◆ Hire students and other job seekers with disabilities in temporary, seasonal, internship and mentoring programs. These employees will prove themselves to be qualified candidates for your regular positions.



**MARYLAND
BUSINESS
LEADERSHIP
NETWORK**

This fact sheet and others can be found at www.mdod.maryland.gov and www.mdworkforcepromise.org.

Questions?

Contact the Maryland Business Leadership Network.

Workforce Solutions: Finding Job Seekers With Disabilities

Overview

What kind of employee are you looking for? A problem solver? Someone who can bring fresh perspectives to the table? How about a person who is able to adjust to different situations or conditions? The untapped talent pool of individuals with disabilities of working age is approximately 21-million strong – our nation's largest and fastest growing minority population – and one that includes all other dimensions of diversity. Qualified workers with disabilities are ready, willing and able to succeed in today's workplace. Individuals with disabilities typically meet or exceed performance expectations, and have a higher than average retention rate – they can and want to work for you.

Where do you find qualified job seekers with disabilities? They are in your own community and across the nation. This fact sheet highlights some resources that are available to you in your efforts to fill your workforce needs. Contact information is located in the resource section of this fact sheet. Note that this is not an all inclusive list of organizations that provide employment services to individuals with disabilities. Many job seekers with disabilities work with community employment service providers or no service providers at all.

One-Stop Career Centers

One-Stop Career Centers provide local businesses with tailored business resources:

- ◆ Outreach and recruitment
- ◆ Applicant prescreening
- ◆ Assessment and testing
- ◆ Human resources support
- ◆ Training for new or existing employees
- ◆ Tax credit information

Your local One-Stop also offers *Maryland Workforce Exchange*, an electronic database which allows you to access a pool of skilled workers. This tool allows you to browse the applicant database for potential employees, post multiple job openings on-line, research current economic and local job market data, and obtain information on programs that can help your business grow. Since One-Stops encourage all qualified applicants to register, you can expect a diverse and qualified applicant pool – one that includes candidates with disabilities. Locate your local One-Stop Career Center at www.servicelocator.org.

Vocational Rehabilitation

Maryland's Division of Rehabilitation Services (DORS) is a resource for Maryland businesses as they recruit and retain qualified employees with disabilities.

- ◆ Provides prescreened, job-ready applicants.
- ◆ Provides specialized training so the employee meets the needs of the business.
- ◆ Offers workplace evaluations and assessments.
- ◆ Provides assistive technology or accommodations as necessary.
- ◆ Some services are purchased from community employment service providers.

Department of Veterans Affairs

The Department of Veterans Affairs Vocational Rehabilitation and Employment (VRE) program is a resource for trained, educated and experienced veterans with disabilities.

- ◆ Qualified, prescreened applicants.
- ◆ Resources to assist with your recruitment and retention needs.
- ◆ *On The Job Training Program* and *Special Employer Incentive Program* supplement or reimburse portions of salaries of eligible veterans with disabilities.
- ◆ Federal tax credit for hiring an individual who participated in a vocational rehabilitation program.

Internships and Temporary Employment

Internships and other types of temporary employment provide you with the opportunity to experience the value of this workforce.

- ◆ Ask your staffing vendors to assist by including workers with disabilities in their recruiting efforts.
- ◆ Internship programs, such as the *Emerging Leaders Internship Program* and the *Workforce Recruitment Program*, exist to match your needs with outstanding students. Consider workers with disabilities for seasonal or other temporary jobs. This allows you to observe skills and abilities and to create a prescreened pipeline for regular employment.

Resources

America's Service Locator
(to locate your One-Stop Career Center)
Voice: (877) 348-0502
TTY: (877) 348-0501
Website: www.servicelocator.org

Emerging Leaders Internship Program
Voice: (516) 465-1510
Email: emerging-leaders@nbdc.com
Website: www.emerging-leaders.com

Maryland Business Leadership Network
Voice: (866) 624-3502
Email: bln@suntrust.com
Website: www.usbln.com

Maryland Department of Disabilities
Voice / TTY: (410) 767-3660
Voice / TTY: (800) 637-4113
Email: mdod@mdod.state.md.us
Website: www.mdod.maryland.gov

Maryland Disability WorkFORCE Information Exchange
Voice: (301) 662-0099
TTY: (301) 662-4853
Email: info@mdworkforcepromise.org
Website: www.mdworkforcepromise.org

Maryland State Dept. of Education Division of Rehabilitation Services (DORS)
Voice: (410) 554-9385 / (888) 554-0334
TTY: (410) 554-9411
Email: dors@dors.state.md.us
Website: www.dors.state.md.us

Maryland Workforce Exchange
Website: <https://mwe.dllr.state.md.us>

TransCen, Inc.
Voice: (301) 424-2002
TTY: (301) 309-2435
Email: inquiries@transcen.org
Website: www.transcen.org

Maryland Business Leadership Network (MD BLN)

Connect to other businesses that are disability friendly. BLNs are businesses that are eager to share their best practices and suggestions on including people with disabilities in the workforce. They provide:

- ◆ Information and past history that makes the case for inclusion.
- ◆ Training and education.
- ◆ Connections to organizations that provide candidates.
- ◆ Tips for recruiting qualified candidates with disabilities.

Local Service Providers, High Schools, and Colleges / Universities

- ◆ Employment service providers offer businesses access to prescreened, job-ready candidates and provide services that help build a diverse workforce. They may also provide technical assistance, assistive technology and accommodation assessments, as well as follow-up and job coaching to ensure job retention and satisfaction.
- ◆ Local high schools have transitioning youth programs which provide students with disabilities the services and support needed to make a successful transition from school to work. Contact your local high school for referrals.
- ◆ Colleges and universities provide services for students with disabilities to facilitate their career success. Disability services offices and college or university career centers are excellent sources for qualified candidates with disabilities.

U.S. Department of Veterans Affairs (VA)
Vocational Rehabilitation & Employment
Email: vetsuccessionline@vba.va.gov
Website: www.vba.va.gov/bln/vre/index.htm
Voice: (800) 827-1000

Workforce Recruitment Program - Internship U.S. Department of Labor (DOL) Office of Disability Employment Policy (ODEP)
Voice: (202) 693-7880
TTY: (202) 693-7881
Email: wrp@dol.gov
Website: <http://www.dol.gov/odep/programs/workforc.htm>

Youth to Work Coalition
Voice: (612) 624-5659
Email: tim0119@umn.edu
Website: www.ncset.org/youthtowork