

## MYTH VS FACT

**Myth** Accommodations will be too expensive.

**Fact** Most accommodations are free or cost less than \$500, and VR will provide advice on how to make accommodations, if needed.

**Myth** If I hire a person with a disability, I will have to give them extensive training.

**Fact** VR offers qualified applicants who are ready to work or On-the-Job Training to get the employee properly trained for the job.

**Myth** My employees are not comfortable working with a person who has disabilities.

**Fact** Workers with disabilities can have a positive effect on coworkers, and VR offers on-site Disability Awareness Training.

**Myth** There are no benefits from hiring a person with disabilities.

**Fact** People with disabilities have fewer scheduled absences and stay on the job longer than those without disabilities.

In addition, tax credits through the Internal Revenue Service (IRS) may be available to employers who hire individuals with disabilities.



## FOR MORE INFORMATION

(850) 245-3399

(800) 451-4327

TTY users dial 711 to connect with the telecommunications relay service (TRS). Video phone users can call through the video relay service (VRS).

[www.Rehabworks.org](http://www.Rehabworks.org)



FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org

**VR**  
*Vocational  
Rehabilitation*

VR is affiliated with



An equal opportunity employer/program. It is against the law for the Division of Vocational Rehabilitation (VR) of the Florida Department of Education, as a recipient of Federal financial assistance, to discriminate against any individual in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief.

The application process used by VR to determine eligibility for services, any subsequent services, and the entire VR process are subject to these non-discrimination requirements. Auxiliary aids and services are available upon request to individuals with disabilities.

04/2015



**A Qualified  
Workforce**

**WE HAVE WHAT  
YOU NEED...**



**VR Vocational Rehabilitation**  
FLORIDA DEPARTMENT OF EDUCATION

## DIVERSIFY YOUR WORKFORCE

If you're looking to diversify your workforce, look no further than Vocational Rehabilitation (VR). VR has qualified job candidates who have a disability and are ready to go to work. When you hire someone with a disability, you'll find a hard-working, loyal employee who is trained in the job you're looking to fill. You may also receive support in training your potential employee. VR's On-the-Job Training program helps employers and employees train for the job that's right for them.

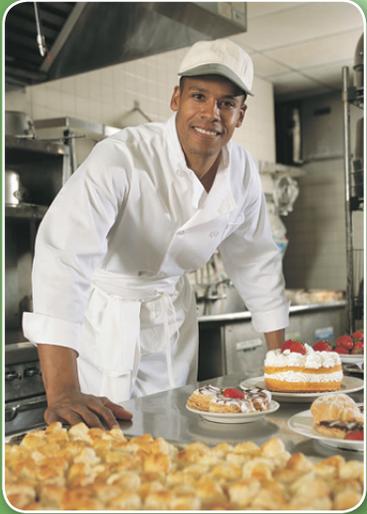
*"I would say honestly if it's the right person give them a shot. Don't think their disability is going to be extra time or a burden because in reality it hasn't put any extra burden on us at all."*  
**Hunter Hardt,**  
*Assistant General Manager, Homewood Suites by Hilton*

*"A person with a disability is often more loyal and dedicated; you can count on them to come to work. It's more than a good business practice; it's the best thing to do for my business."*

**Joel Hullet, General Manager, Wal-Mart**

*"You get so much more out of it [hiring people with disabilities] than any amount of money. You can't buy that kind of feeling. It's so rewarding."*

**Linda Nunes, T.J. Maxx**



## BENEFITS TO EMPLOYERS

- No cost for business services
- Reduce recruitment and training costs
- Reduce turnover costs with employees who tend to stay on the job longer
- See if the job and your business are a good fit with the potential employee with VR's On-the-Job Training
- Receive Federal tax incentives, when available, for employers who hire individuals with disabilities into permanent positions
- Create more efficient work processes, like Walgreens and A&F Woods Company did when they provided accommodations for their workers with disabilities and experienced an overall increase in productivity
- Increase revenues by having a workplace that reflects the customers you serve. Employing people with disabilities helps generate revenues by allowing you to tap into the disability market, build brand trust and loyalty, and create new products and services.



## VR BUSINESS SERVICES

Vocational Rehabilitation (VR) can help you with your staffing needs. It is a Win-Win situation for both employees and employers. VR offers:

- Qualified applicants
- Technical assistance and advice on accommodations, if needed
- ADA consulting, such as interviewing tips
- On-site Disability Awareness Training
- Tax credit assistance
- Reimbursement for On-the-Job Training costs including the trainee's salary and necessary accommodations



## RESOURCES TO GET STARTED

- Request a meeting with a VR Business Relations Representative at [VRBusinessRep@vr.fl DOE.org](mailto:VRBusinessRep@vr.fl DOE.org)
- Find disability resource information at [AbilitiesWork.EmployFlorida.com](http://AbilitiesWork.EmployFlorida.com)
- Access VR's national talent pool of qualified individuals with disabilities at [tapability.org](http://tapability.org)