

## Module 2: Overcoming Barriers to Employment

### Part 3: Overcoming Employer Concerns

Welcome to the Promise Parent learning module on overcoming employer concerns. In this module, you will learn important facts about employing people with disabilities, resources to learn how to address employer concerns, and resources to learn about your child's rights and accommodations for work.

#### Employer Concerns

Are you concerned that employers won't hire your child because of his or her disability or need for job accommodations? More and more employers are learning that hiring people with disabilities is no riskier than hiring people without disabilities and that hiring people with disabilities has clear benefits for their business. You can take part in busting the myths and stereotypes about hiring people with disabilities by learning the facts and sharing them with employers.

#### Employment Facts

Here are some employment facts you should know about.

**No Extra Liability:** It is a fact that employers do not have any more liability issues with workers with disabilities than they do with workers without disabilities.

**Reliable Workers:** Research shows employees with disabilities are reliable workers. They have nearly identical job performance, require the same amount of supervision, and, in certain sectors, stay on the job longer than people without disabilities.

**Accommodations Are Low Cost:** 56% of workplace accommodations cost absolutely nothing. Of those accommodations that did have a cost, the typical one-time expenditure by employers was \$500.

**Untapped Workforce for Worker Shortage:** Also, America is about to experience a worker shortage because the baby boomer generation is retiring. This means employers will need to diversify their workforce. People with disabilities are an untapped workforce.

If you would like to learn more about how businesses can successfully recruit, hire, and supervise people with disabilities, you can check out and share two public awareness campaigns. The first one is called [What Can You Do? The Campaign for Disability Employment](#). And the second one is called [Think Beyond the Label](#). On their web sites, you will find fact sheets, videos, and helpful information.

## **Employment Rights & Incentives**

In order for your child to be prepared to address employer concerns, you can learn about their rights with employers. Your child should learn if and when to disclose his or her disability and how to request job accommodations.

You and your child can learn this by talking with your DVR counselor or a representative from the Job Accommodation Network. You can contact someone from the [Job Accommodation Network](#) by going through the website <https://askjan.org/> or by calling toll free at 1-800-526-7234.

There are also [financial incentives for employers to hire people with disabilities](#). These include the Work Opportunity Tax Credit, Barrier Removal Tax Credit, and DVR's Youth on the Job Training Reimbursement. Talk to your DVR counselor to learn more about these.

## **Conclusion**

This concludes the module on addressing employer concerns. If you have questions, talk to your DVR counselor about your questions and concerns.