

# Office of Vocational Rehabilitation Benefits for Kentucky Employers



## Workforce Facts

- Kentucky has among the highest rate of people with disabilities in the nation and among the lowest rate of people with disabilities who are employed.
- With accommodations, workers with disabilities have the same productivity, attendance, reliability and overall effectiveness as nondisabled workers.
- The national labor shortage means employers need every available worker, including individuals with disabilities who are qualified to perform the essential functions of the job.

## Benefits of Hiring People with Disabilities

- Reduces reliance on governmental supports and contributes to the economy.
- Lessens utilization of healthcare and promotes better overall health.
- Provides financial support for the individual and their families.
- Improves quality of life factors by building self-confidence, self-reliance and social support.
- Provides opportunities for re-training, advancement, retirement contributions and travel.

## Employer Services Branch

Staff in the Employer Services Branch assist businesses in hiring, developing and keeping valued employees and support businesses with placement and retention of individuals with disabilities in the workforce. These services include:

- Helping with accessibility checklists, employment services, personnel assistance, staff development, financial incentives information, on-the-job training and internships.
- Pre-Screening of applicants based on essential functions of the job; providing onsite job trainer and support services; job restructuring and work-site adjustment; accessibility survey of the work site; assistive technology devices and specialized equipment to assist with job success; and follow-up services.