



Cody, an employee at Mays Mission, has become lead folder operator a machine in the bindery that folds printed materials.

Helpful hints for employers

If you are not already in business employing workers:

1. Check with the U.S. Department of Labor to get information on rules and regulations.
2. Check with your local state's Department of Labor.
3. Get information on workers' compensation.
4. Contact the Internal Revenue Service to get employer's identification number.
5. Follow the additional steps below.

If you are already an employer:

1. Check with your state rehabilitation office. Ask them for guidelines and suggestions. There may be tax credits available and on-site job coaches.

2. Read the ADA.*

3. Remember, the worker must perform the essential duties of any job whether disabled or non-disabled.

4. On-the-job training helps the worker to obtain the necessary skills for competitive employment. From filling out time cards to interacting with co-workers and being a team worker.

In conclusion, we sincerely hope that this brochure has inspired you to consider hiring people with disabilities. Everyone deserves a chance to prove him or herself worthy of employment. If they can not get past the front door because of preconceived notions of inability we all lose. Make up your mind today to give people with disabilities a chance!

**Call or write for our free brochure on the Americans With Disabilities Act (ADA).*

You can also visit our website at www.maysmission.org/links.html.

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Mays Mission for the Handicapped, Inc.

On-the-Job Training

People with Disabilities



Produced by employees with disabilities at Mays Mission

Imagine if you would, attaining a college degree, going through months or even years of vocational training, or just looking for a new job. You go in for that first interview, and of course you are just a little nervous. You can tell by the look on your potential employer's face, or hear the quiver of apprehension in their voice, that they perceive you as "different." You may never get a chance to prove that you are qualified to do the job because you have a *disability*. What a disappointment!

This is a very realistic scenario of people with disabilities. Simply because they look different, walk, talk and maybe act different from the "norm of society," they are often denied employment because of physical or mental characteristics - which may have no bearing on their ability to perform essential tasks or duties. If the disability *does* effect the ability to perform tasks or the workplace offers barriers that hinders the ability to perform, certain employers may be required to make "reasonable accommodations."*

Pros and Cons

"DuPont has conducted studies of its workforce since the 1950s, concluding that employees with disabilities equal or exceed coworkers without disabilities in job performance, attendance, and attention to

safety. In 1990, five percent of the company's workers were disabled.

A university of Iowa professor of law has been tracking a group of mentally disabled workers and their employers for a number a years. In a 1990 study, he reports that virtually all (96 percent) of the employers surveyed were very satisfied with the work attendance of the mentally disabled employees, and six in ten were very satisfied with their productivity and initiative.

Two-thirds of employers in the study were also very satisfied with the interactions of mentally disabled workers with coworkers, but nearly as many (60 percent) expressed on common fear of employers; they were less than very satisfied with the customer-related interactions of these employees. "When people come into a shop and there's a Down Syndrome person working there, if they've never been around it, it's going to be scary to them," notes Betsy Nelson, job-placement specialist with the North Carolina Division of Vocational Rehabilitation Services in Winston-Salem. "But the more people are exposed to different types of disabilities, the more accepting they become." (American Demographic Magazine, July, 1997)

Mays Mission for the Handicapped, founded on the principles of hiring people with disabilities, has been conducting On-the-Job

training since 1972. Mays Mission's president, Sherry Niehaus, states "We are very proud of our disabled workers. Some have been with us for over 25 years. The benefits of hiring the disabled are numerous; equal or better job performance, lower absenteeism, lower turnover, better safety record, and in most cases, NO increase in insurance or Worker's



Compensation rates. Many people with disabilities are proven survivors whose life experiences have endowed them with unique problem solving skills, the ability to successfully meet challenges, and to overcome adversity. Many have the desired qualities of dependability, initiative, unselfishness, perseverance, and helpfulness."