



SUMMARY NOTES FROM PANEL DISCUSSION

Addressing the Most Common Questions & Concerns of Hiring People with Disabilities

- Because each job seeker is different, and their needs and abilities vary, placement is considered on a case-by-case basis.
- Employment Service Organizations (ESOs) will perform assessments prior to job selections and placement
 - Assessments let potential employee try a job to determine fit before an interview or placement is done
 - Sometimes they lead to jobs but that is not mandatory
- Job coaches “come with” every employee placed
 - They help train and stay/visit as needed, respond to any concerns, are always available on request
 - Can be crew (working side-by-side) or individual (as needed); coaches are not paid for by employer
 - Often, help employees create task/ordered/priority lists that become multi-use tools for the business
- ESOs can assist a business create/customize a new position to meet their specific needs to alleviate stress on another/current employee
- Examples of jobs that have fit well: manufacturing, repetitive tasks, cleaning, mortgage processing, clerical, retail assistance
- Kinds of/notes on accommodations businesses may need to consider:
 - Majority of changes will be simple; such as elongated door handles, automatic doors, guards/tennis balls on rolling chairs, etc
 - Often, free apps on smartphones/devices are available; such as Zoom Text (magnifier), Story Kit (for saving tasks/directions in order)
- Financial Notes:
 - Coaches, customizing work, all time spent with agency is free to the employer
 - Only the salary paid to a worker with a disability must be paid by the employer, most other costs are/can be covered by agency/gov support

To get started or find out more...

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WEBSITE FOR EMPLOYERS: www.vdars.org

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