



Disability Awareness for Employers

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EMPLOYMENT SERVICES



Minnesota's state agency partnership to advance “Employment First” outcomes for youth & adults with disabilities.

Work Experiences

Job Seeking Skills Training

Job Placement Counseling

Support After Hire



Objectives Today

Recognize an untapped, talented workforce

Employers and the ADA

Gain tips on hiring and recruiting talented workers



A Talented and Dedicated Workforce

High productivity / low turnover workers

Compliance with Federal Contracts

Hiring Increases the Taxpayer Base



DEFINING A DISABILITY

The ADA defines an individual with a disability is a person who:

Has a physical or mental impairment that substantially limits one or more major life activities

Has a history or record of such an impairment

Is regarded as having an impairment

Is perceived by others as having such an impairment





DO YOU KNOW SOMEONE?

People with disabilities are the largest minority group population.

86 million people in the U.S. have a disability.

22.5% In 2023, Only 22.5% of persons with a disability were employed.

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Employers and The ADA



Prohibits discrimination against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment. The ADA also requires employers to provide reasonable accommodations to allow employees with disabilities to do their jobs.



REASONABLE ACCOMMODATIONS

A Reasonable accommodation is assistance, changes to a work position, workspace, or use of adaptive equipment that will enable an employee to do their job despite having a disability.



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REASONABLE ACCOMMODATIONS

What is unreasonable?

Creates an “undue hardship” for the employer

Changes the nature of the job

Entails handing over essential job functions to another employee

The person poses a direct health/safety risk to themselves or co-workers

Entails creating a new job for an individual



Installing a state-of-the-art elevator may be considered an unreasonable accommodation



NOTE TO EMPLOYERS

Job Candidates or current employees may choose to disclose their disability. If a candidate chooses to disclose, it is best for an employer to ask:

Is there any reason your disability would impact your ability to do the job successfully?

What can we assist you with to do your job successfully?

An employer generally does not have to provide a reasonable accommodation unless an individual asks for one.

BREAKING DOWN THE BARRIER

MYTH:

Accommodating workers with disabilities cost too much.

FACT:

Most workers with disabilities require no special accommodations and the cost for those who do are usually minimal





State of Minnesota Funding through ERAF

The Department of Employment and Economic Development (DEED) Employer Reasonable Accommodation Fund (ERAF) creates a central fund where small to mid-sized Minnesota employers can request reimbursement for expenses related to providing reasonable accommodations for job applicants and employees with disabilities. The ERAF's purpose is to encourage employment of people with disabilities by reducing any perceived or real financial barriers.

<https://mn.gov/deed/business/financing-business/eraf/>

CONDUCTING THE INTERVIEW



Ask only job-related questions.

If the applicant has a visible disability or reveals a disability during the interview, concentrate on the applicant's technical and professional knowledge, skills, abilities, experiences and interests. Not the disability.

Ask all job candidates if they can complete the essential job functions with or without an accommodation.



INTERVIEWING TIPS FOR EMPLOYERS

Make sure all Hiring Managers are aware that candidates may disclose a disability and be able to communicate the process for making accommodation requests



Interviewing Tips Continued

Ensure your company's application and interviewing procedures comply with the ADA.

Check that employment offices, and interviewing locations are accessible.



COMMUNICATION TIPS

Speak directly to the person, not interpreters or personal attendants

It is always okay to offer assistance. However, wait until your offer is accepted.

Consider a person's wheelchair their personal space.

Relax!



HIRING TIPS FOR EMPLOYERS

(On Boarding)

Work to get accommodations in place by the first day of employment

Organize a workplace tour. Introduce the new employee to their colleagues and department

Assign an onboarding or workplace mentor

Meet at the end of the first day for feedback





Working with a Community Rehabilitation Provider

Rehabilitation services organizations match the career desires and skills of qualified candidates to employer job requirements. There is never a fee to hire job candidates

Rehabilitation Service organizations Provides ongoing employer/employee support after hire.



EMPLOYMENT SUCCESS STORIES





Thank you!

**For more information on recruiting
& hiring persons with disabilities
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