



It's not our disabilities; it's our abilities that count.

- Chris Burke

The only disability in life is a bad attitude.

- Scott Hamilton

Disability is a matter of perception. If you can do just one thing well, you are needed by someone.

- Martina Navratilova



Employer Support Services

Pamela Mower

Statewide Employment Specialist for
the Deaf and Hard of Hearing

801-657-5223 (Voice/Videophone)
pmower@utah.gov

For more information about support
services for employers-
deafservices.utah.gov/jobs

Sanderson Community Center of the Deaf
and Hard of Hearing
5709 S. 1500 West
Taylorsville, UT 84123-5217
www.deafservices.utah.gov
www.utahinterpreterprogram.org
www.usor.utah.gov

Utah State Office of Rehabilitation

Division of Services to the Deaf
and Hard of Hearing

DSDHH MISSION STATEMENT

DSDHH provides education, advocacy and
accessible support services which enhance the
quality of life for people who are Deaf or Hard
of Hearing

A stylized illustration of a building facade in shades of brown and tan. The letters "DSDHH" are written in a large, white, sans-serif font across the top of the building.

The **Employment Services Program** under Division of Services for Deaf and Hard of Hearing (DSDHH) provides a variety of free services and support to meet the needs of employer staffing needs by connecting them to qualified and job-ready individuals who are deaf or hard of hearing. This program also provides preparation, placement and/or retention services to all deaf or hard of hearing individuals who are ready to be employed or are currently employed but experiencing challenges/issues in the workplace.

FACT: Workers with disabilities have LOWER rates of absenteeism than their peers.

❖ Benefits of Hiring and Working With Deaf or Hard of Hearing employees:

- Equal or higher job performance rates
- Better quality and quantity of work
- Higher flexibility for working
- More focused on work and less likely to be distracted by socializing
- Higher retention rates
- Tax credits may be available
- Employees with disabilities represent a diverse customer base and give businesses appeal to a broader market base
- Employees tend to have good problem-solving skills due to lifetime experiences
- People with disabilities bring unique characteristics and skills to the workforce

❖ Benefits of Working With DSDHH Employment Specialist

- Individualized attention to meet your needs
- Needs assessment
- Create customized jobs as needed
- Referrals of pre-qualified and well-matched candidates
- Free Deaf Awareness Training
- Support supervisors
- Barrier Resolution Assistance
- Progress follow up after 30 days of employment

FACT: Hiring people with disabilities will affect your bottom line in a *positive* way.

❖ Financial Incentives and Resources

- Work Opportunity Tax Credit= *Possible to get \$1,200-\$9,000 per each new qualified hire with a disability*
(www.jobs.utah.gov/employer/business/wotc.asp)
- Accommodation costs= *Vocational Rehabilitation may provide assistance*
- Job Accommodation Network (JAN)
- Ticket to Work= *possible to earn \$20,000 or more*
(www.yourtickettowork.com)
- On-The-Job Training= *possible reimbursement of up to thousands of dollars*
- Welfare to Work Tax Credit
- Disability and Business Technical Assistance Center
- Assistive Technology

- Free Employee Bonding (*up to 6 months*)

❖ Access to our Bi-Annual Employer Workshops /Job Fairs

This workshop series provides information on topics such as Vocational Rehabilitation, Employment Resources, Tax Credits, Money for Employers, ADA and more. The fairs provide access to recruiting from a diverse pool of people with disabilities.

❖ Access to Resources

- ADA information
- Find/hire certified interpreters
- How to provide accommodations as needed

FACT: Did you know that the minority of workers with disabilities who DO need some kind of accommodation, 56% of these cost less than \$600, with many costing **nothing**? Did you know that available **tax incentives** make it easier for business to cover the accessibility costs that may occur?

