Hiring People with Disabilities

Consider the Opportunity

• Hiring People with Disabilities (PwD) is good business. These candidates are keenly dedicated, hard working, and have a great appreciation for the opportunity to work.

• With an aging workforce and projected shortfall in the overall workforce, we are fortunate to have a largely untapped resource pool, ready and able to work.

• Major employers such as Walgreens, Lowe’s, and Hershey have demonstrated the benefits of employing PwD.
Proven Steps toward Success

Employers who are open to expanding their PwD hiring initiatives can easily access no-cost resources provided by various Pennsylvania agencies.

Your central resource is a trained professional who serves as your Single Point of Contact, or “SPOC,” to guide you through the process.

Your SPOC is committed to your organization’s long-term success as an inclusive employer. He or she will answer questions, leverage resources, solve problems, and advocate for your interests as well as those of your employees.

Make the Business Case

- Achieving executive-level buy-in is fundamental.
- Your SPOC will provide data, case studies, and arrange site visits to demonstrate that including people with different abilities in your workforce is a strategic business decision.
- Your SPOC will help you gain the support of senior executives at your company.

Build Your Core Team

- You’ll work with your SPOC to build a core team of internal and external members who will collaborate to implement PwD employment at your company.
- Your SPOC will serve as liaison to the external members, who may include representatives of local Workforce Investment Boards, Intermediate Units, school districts, Veterans Affairs, county mental health/intellectual disabilities agencies, and others.

Develop a Plan

- Your SPOC and team will evaluate your near- and mid-term workforce needs.
- The team will work with you to match PwD to the most appropriate position by understanding individualized skills and abilities, while maintaining pre-existing employer requirements and expectations.
- Together you will develop a plan—with goals and a timeline—for identifying, hiring, accommodating, and training PwD employees.

Leverage Resources

- A wealth of knowledge, experience, and support is available from a range of agencies, including and in addition to those on your core team.
- Your SPOC will help you navigate the resources that are most valuable to your specific company and the types of individuals you will employ.
- This may include understanding tax incentives, available technical assistance for job accommodations, and job coaches during an employee’s transition.
“This was not about charity. We did not lower our standards; we did not lower the expectations for quality and output. We offered same pay for same work. ...Those with disabilities are waiting for us to discover their gifts, abilities, and contributions.”

~Randy Lewis
Retired Senior Vice President
Walgreens
Congratulations on taking the first step in this journey toward integrating people with disabilities into your workforce. Before you put this document down, make a call to the:

Pennsylvania Office of Vocational Rehabilitation
800-442-6351
and/or
Pennsylvania Business Leadership Network
866-902-4333 x90115
ASKTHEBLN@blnofpa.org

This Hiring People with Disabilities How-to Guide Summary is sponsored or produced with federal funds from the Centers for Medicare and Medicaid Services (CMS) Medicaid Infrastructure Grant (CFDA # 93.768).

The Hiring People with Disabilities How-to Guide and Summary are owned by United Cerebral Palsy of Central Pennsylvania, Inc., and are the property of United Cerebral Palsy of Central Pennsylvania, Inc. Any material herein shall not be copied, sold, reproduced, or distributed without the expressed written consent of United Cerebral Palsy of Central Pennsylvania, Inc.

The Pennsylvania Department of Public Welfare (DPW) reserves a royalty-free, non-exclusive, and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, all copyrighted material and all material which can be copyrighted. DPW must approve statewide publications created within this Agreement by UCP or its subcontractors prior to distribution of these publications.

Project Team
Rocco Cambria, AHEDD
Jeffrey W. Cooper, United Cerebral Palsy of Central Pennsylvania, Inc.
Dave Kauffman, Pennsylvania Office of Developmental Programs
Stacy Orwan, The Hershey Company
Ralph Roach, Pennsylvania Office of Vocational Rehabilitation
Victoria Zefran, The Hershey Company
Pamela Zotynia, The Arc of Luzerne County
Keith Chase, Project Consultant and Facilitator

Advisory Group
Rocco Cambria, AHEDD
Susan Carbaugh, Cumberland/Perry MH/IDD
Diane Cashman, Pennsylvania Office of Developmental Programs
Keith Chase, Project Consultant and Facilitator
Jeffrey W. Cooper, United Cerebral Palsy of Central Pennsylvania, Inc.
Anne Couldridge, Parent Advocate
Devon D. Grant, Governor’s Cabinet and Advisory Committee for People with Disabilities
Stacy M. Kyle, PA Business Leadership Network (PA BLN)
Maria Mardula, Bureau of Special Education
Jim Marker, Department of Public Welfare
Cindy Mundis, Pennsylvania Office of Vocational Rehabilitation
James Palmiero, Ed.D., Pennsylvania Training and Technical Assistance Network
Lynn Patrone, Pennsylvania Office of Mental Health & Substance Abuse Services
Ralph Roach, Pennsylvania Office of Vocational Rehabilitation
Angela Roland, Pennsylvania Office of Mental Health and Substance Abuse Services
Danielle Spila, Pennsylvania Department of Transportation
Adam Wiener, Dauphin County MH/ID
Victoria Zefran, The Hershey Company

October 21, 2013