



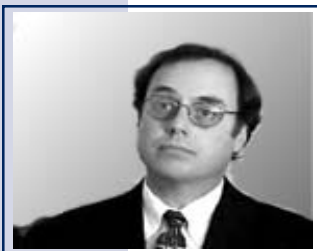
## EMPLOYERS TURNING TO NON-TRADITIONAL SOURCES OF LABOR

**Many businesses recruit people with disabilities and find them to be dependable, dedicated, hard working, and productive employees. Business reports that the work ethic of employees with disabilities has a direct bearing on the production and work of other employees.**

Tom Donohue, President & CEO of the U.S. Chamber of Commerce said,

***"Finding and keeping good workers is one of the greatest challenges facing businesses today."***

### DAVID COMPTON - PHILIP MORRIS



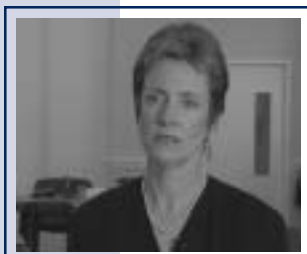
"Philip Morris is a company with a diverse workforce and a wide variety of jobs. So our approach to the potentially disabled individual is on a continuum where we try to work with the individual to maximize their healthcare. We are concerned with both the efficiency and effectiveness of their medical care as well as the rehabilitation that will lead them back into having a productive and rewarding life with the company. In those cases where residual disability exists, we partner with the individual healthcare provider and exercise a formal return-to-work program. This allows us to review a variety of technical, administrative, and staffing options specifically designed to bring the employees back into the workforce within their abilities."

### MILLIE HEWETT - MANPOWER, INC.



"One of the biggest benefits of someone with a disability who seeks the services of a staffing company is the transition into full-time employment. Forty percent of all workers that come to Manpower will end up with permanent jobs. That statistic is also true for people with disabilities. People with disabilities are hired permanently at the same rate as individuals without disabilities. We do job assessments and essential skill function matches, and we look at the worker's basic interests and talents. In addition, Manpower offers training programs, whether it be soft or hard skills training. These programs are designed to prepare workers for the workplace."

### JANICE CURTIS - BANK OF AMERICA



"Over the years, one of the things that we've seen at Bank of America is that hiring and accommodating workers with disabilities has actually helped to increase workplace productivity. It is interesting to see how other workers respond when someone with a disability is hired. Co-workers notice the efforts and hard work of an employee with a disability and their positive example usually has an impact on their production and work output. In addition, Bank of America has established a central budget to use when making accommodations for workers with disabilities thereby reducing the costs for local site managers. It definitely helps if the money doesn't come out of the manager's local cost center. This single factor has lead to an increase in the hiring and accommodation of people with disabilities."

## RESOURCE GROUPS TO CONTACT --

A major concern raised by businesses is where to find workers who have not been traditionally recruited. The organizations below will provide links to this untapped pool of workers.

### GOVERNMENT RESOURCES

- Rehabilitation Services Administration (RSA): serves individuals with all types of disabilities – [tom\\_finch@ed.gov](mailto:tom_finch@ed.gov)
- U.S. Department of Veterans Affairs, Vocational Rehabilitation: serves veterans with disabilities – <http://www.va.gov>
- U.S. Department of Labor, Veterans Employment Training Services: serves veterans with disabilities – <http://www.dol.gov/dol/vets/>
- Centers for Independent Living (CIL): serves individuals with all types of disabilities – <http://www.ilru.org> – once on this site, scroll down to ILRU Jump Site. Click on this link for a listing of all CIL's.
- One Stops – State Employment & Training Programs: serves all individuals with disabilities and employment needs – <http://www.doleta.gov>
- Disability Web portal is another tool to support employers and job seekers in the effort to increase the employment rate -- <http://www.disAbility.gov>

### ON-LINE RESOURCES

- We Media: serves individuals with all types of disabilities: <http://www.wemedia.com>
- Able To Work (Microsoft & NBDC): serves individuals with all types of disabilities – <http://www.abletowork.org>
- Lift Inc.: serving individuals with all types of disabilities: <http://lift-inc.org>
- America's Job Bank: serving anyone seeking employment including people with disabilities plus other targeted groups including retirees and welfare recipients: <http://www.AJB.dni.us/>
- Job Access: serving individuals with all types of disabilities : <http://www.jobaccess.org>

### PRIVATE RESOURCES

- Society of Human Resource Management (SHRM) offers personnel trainings. [www.shrm.org](http://www.shrm.org)
- American Staffing Association (ASA): serves all segments of the population – <http://www.natss.org>
- Hire Potential, Inc. serves people with disabilities and older workers – <http://www.hirepotential.com>

### OTHER RESOURCES

- Virginia Commonwealth University, RRTC on Workplace Supports-- <http://www.worksupport.com>
- International Telecommuting Association & Council: serving anyone wishing to work off site including people with disabilities – <http://www.telecommute.org>
- U.S. Chamber's Center for Workforce Preparation -- [www.uschamber.com/cwp](http://www.uschamber.com/cwp)
- U.S. Department of Labor, Office of Disability Employment Policy: serving individuals with all types of disabilities – <http://www.pcepd.gov>
- Goodwill Industries International: serving individuals with all types of disabilities and other disadvantage groups – <http://www.goodwill.org>
- ARC: serving individuals with cognitive disabilities – <http://www.thearc.org>
- UCP: serving individuals with all types of disabilities – <http://www.ucp.org>



**U.S. Chamber of Commerce, Center for  
Workforce Preparation 1615 H St.,  
N.W., Washington, D.C. 20062-2000**  
**(202) 463-5525 VOICE**  
**(202) 463-5308 FAX**  
**[www.uschamber.com/cwp](http://www.uschamber.com/cwp)**

**YOUR GATEWAY TO EMPLOYMENT FOR PEOPLE  
WITH DISABILITIES**



**VCU-RRTC on Workplace Supports**  
**(804) 828-1851 VOICE, (804) 828-2494 TTY**  
**or (804) 828-2193 FAX**  
**<http://www.worksupport.com>**

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