

# WORKING WITH DISABILITIES



APPROXIMATELY **20.2 PERCENT OF WORKING AGE VETERANS ARE DISABLED** AS A RESULT OF DISEASE OR INJURY DURING ACTIVE MILITARY SERVICE

**15.9%** OF WORKING-AGE ADULTS HAVE A DISABILITY

**34.4%** OF WORKING-AGE PEOPLE WITH DISABILITIES HAVE A HIGH SCHOOL DIPLOMA OR EQUIVALENT



WHILE

**25.5%** OF WORKING-AGE PEOPLE WITHOUT DISABILITIES HAVE A HIGH SCHOOL DIPLOMA OR EQUIVALENT

## INCREASED JOB CREATION AND COMMUNITY INVOLVEMENT



**92%** OF THE AMERICAN PUBLIC VIEW COMPANIES THAT HIRE PEOPLE WITH DISABILITIES MORE FAVORABLY THAN THOSE WHO DO NOT.

**87%** OF THE PUBLIC WOULD PREFER TO GIVE THEIR BUSINESS TO COMPANIES THAT HIRE PEOPLE WITH DISABILITIES.

**2/3RDS** OF ACCOMMODATIONS COST LESS THAN \$500, WITH MANY COSTING NOTHING AT ALL.

BY HIRING ADULTS WITH DISABILITIES COMPANIES HAVE MORE DIVERSITY AND IN THEIR WORKPLACE

BY HIRING ADULTS WITH DISABILITIES IT REFLECTS A COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

## THE SOLUTION AND IMPACT ON YOUR COMPANY

# TAX CREDIT



**OPPORTUNITY TO OBTAIN GRANTS AND INCENTIVES**



**\$2,400**

PER PERSON HIRED WITH DISABILITY

**\$9,600**

PER VETERAN HIRED



**INCREASE IN PATRONAGE FROM DISABILITY COMMUNITY**

**VIAQUEST PROVIDES A DIFFERENT STYLE OF JOB TRAINING**

**BY HIRING VETERANS AND ADULTS WITH DISABILITIES THROUGH VIAQUEST DIVERSITY & INCLUSION SERVICES**

- REDUCE TURNOVER BY 50% - SAVING UP TO \$2,500 PER HIRE
- REDUCE RECRUITING AND ONBOARDING COSTS
- INCREASE SPEED TO MARKET BY HIRING TRAINED EMPLOYEES
- INCREASE EMPLOYEE ATTENDANCE

• ACCESS TO RELIABLE EMPLOYEES THAT ARE TRAINED TO YOUR CUSTOM, OPERATION SPECIFIC POSITION



## VIAQUEST PATHWAYS TO EMPLOYMENT

### TRADITIONAL HIRE

- STANDARDIZED HIRING POLICIES
- IDENTIFICATION OF SUPPORTS NEEDED
- SUPPORTS OFFERED THROUGH VIAQUEST
- "NAVIGATOR" OF ANY/ALL HIRING INQUIRIES FROM DISABILITY SERVICES

### MODIFIED ASSISTANCE

- IDENTIFICATION OF SUPPORTS NEEDED
- 3-4 WEEKS OTJ TRAINING TO ACHIEVE REQUIRED PRODUCTION
- SUPPORTS OFFERED THROUGH VIAQUEST NAT'L NETWORK & NATURAL SUPPORTS

### PRE-HIRE TRAINING

- IMPLEMENTATION OF ORGANIZED AND SPECIFIC TRAINING DEVELOPED THROUGH MODIFICATION OF CURRENT TRAINING PRACTICES
- PATHWAY TO EMPLOYMENT FOR THOSE NEEDING EXTENDED TRAINING TO MEET REQUIRED PRODUCTION



TO GET STARTED, EMAIL [DIVERSITY@VIAQUESTINC.COM](mailto:diversity@viaquestinc.com) OR CALL 614-339-0852.

