

*Workers with disabilities
make dedicated employees*



*Hiring people with disabilities
is a smart business decision*

People with disabilities can be excellent employees, and WorkSource Washington can help you hire them



WorkSource Washington is here to help you find qualified, dependable employees. When you have a human resource need, call 360-735-5019, and you'll receive individualized assistance to meet your company's needs.

Business Services Representatives from WorkSource are available to consult with you regarding your recruitment, screening, testing, and training needs. The Business Services Representatives are assigned by industry, allowing them to understand each industry's unique employment needs.

WorkSource will assist in recruiting, screening, and training, helping to provide you with the right person for the job, increasing retention and lowering turnover costs.

There's never a fee for services provided by WorkSource

WorkSource will also help you identify Federal tax credits available for hiring a person with a disability. If you have questions or concerns, contact your Business Services Representative.

There's a list of resources, including Web sites, at the end of this brochure with additional sources of information and assistance for companies hiring people with disabilities.

People with disabilities contribute to our community. Not only will hiring a person with a disability benefit your business, but research shows that employees with disabilities stay on the job longer. This results in cost savings to your business and lower turnover.



WorkSource services to employers:

- Assistance with creating job descriptions and employee evaluations
- Recruitment, screening, and testing to assist you in finding the right person to meet your needs
- Assistance in identifying Federal Work Opportunity Tax Credits (WOTC), Ticket-to-Work, and Federal bonding programs
- Job site accessibility studies
- Job site assistive technology and accommodation assistance for persons with disabilities
- Partnership opportunities for assistance with on-site training of new employees



What employers say:

“One of our employees who has a disability has been here for six years, and I get more positive comments from customers about him than about everyone else combined.”

*Steve King, Manager
Sweet Tomatoes Restaurant, Vancouver*



“I’ve been hiring through WorkSource for several years. They have a wide variety of people to choose from, and through community partnerships, can provide training assistance. WorkSource is much better than hiring through a newspaper ad. It’s a great hiring resource.”

*Gordon Messick, Owner
EXEC-U-TECH*

“Hiring people with barriers to employment has paid off for me. Sometimes people just need a foot up in trying to get into the workforce, and when you give them an opportunity, they can shine.”

*Mike Nesburg, Owner
NAPA Auto Parts, Hazel Dell*



Resources for employers



WorkSource Washington

(360)735-5019

or www.go2worksource.com

Provides job postings, job-seeker resume data base and labor market information.

Work Opportunity Tax Credits (WOTC)

Toll-free: 1-800-669-9271

or www.workfirst.wa.gov/employer/incentives.htm

A Federal income tax credit that encourages employers to hire targeted groups of job seekers, including people with disabilities. WOTC can reduce employer Federal tax liability by as much as \$2,400 per year for each new hire.

Employer Assistance & Recruiting Network (EARN)

Toll-free: 1-866-327-6669

or www.earnworks.com

Will distribute job postings, answer questions about disability employment issues, provide technical assistance, and offers a monthly newsletter that deals with issues and solutions regarding employing people with disabilities.

Job Accommodation Network (JAN)

Toll-free: 1-800-526-7234

or www.jan.wvu.edu

Provides free confidential information about accommodation methods, devices, and strategies for employing people with functional limitations.

www.ForEmployers.com

Provides solutions and information that address the employment of people with disabilities.

Federal Bonding Program

Toll-free: 1-800-233-2258 ext. 246
or www.bonds4jobs.com

May be able to assist in providing fidelity bonds for employees who are not eligible for commercial bonding.

National Center on Workforce and Disability for Adults (NCWD)

Toll-free: 1-888-886-9898
or www.dol.gov/odep

Offers assistance to organizations and professionals who provide workforce development and employment-related services to adults with disabilities.

National Collaborative on Workforce and Disability for Youth (NCWD-Y)

Toll-free: 1-877-871-0744
or www.ncwd-youth.info

Helps the workforce development community to address issues affecting the employment of youth with disabilities.



WorkSource Washington is a joint venture of organizations dedicated to addressing Washington State's employment needs, including:

- Washington State Employment Security Department
- Workforce Development Councils
- Community and Technical Colleges
- Department of Social and Health Services
- Workforce Training and Education Coordinating Board
- Superintendent of Public Instruction
- The Governor's Office
- Local government agencies, businesses, labor, and nonprofit groups



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This document was developed by Clearview Employment Services, funded by a grant from the U.S. Department of Labor, Office of Disability Employment Policy (Number E-4-3-0074). The opinions expressed herein do not necessarily reflect the position or policy of the U.S. Department of Labor. Nor does mention of trade-names, commercial products, or organizations imply the endorsement by the U.S. Department of Labor.