

## Vocational Rehabilitation Services can help!

### Maine Department of Labor's Vocational Rehabilitation (VR)

partners with businesses interested in the inclusion of people with disabilities in the workforce. We can help meet your workforce needs and expand your market share.

We connect your business with qualified employees and services in your area, as well as nationwide resources that can support your business. VR can also connect your business with other Maine-based businesses that hire people with disabilities.

*"We believe that broadening our workforce by employing people with disabilities is not only the right thing to do, but it also makes good business sense and has benefits which will reverberate across our company and community. The FlexiCenter is an example of business collaborating with state government and private agencies to deliver an incredible opportunity for an amazing group of people."*

—Felica Coney, Site Manager,  
Tambrands; A Proctor and Gamble Company

**MAINE**  
DEPARTMENT OF  
**LABOR**

Bureau of Rehabilitation Services

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to individuals with disabilities upon request. Programs are provided as a proud partner of the American Job Center network.

## Business Resources

### Maine CareerCenter

[www.mainecareercenter.gov](http://www.mainecareercenter.gov)

### Maine Vocational Rehabilitation Services

[www.maine.gov/rehab](http://www.maine.gov/rehab)

### Employment for ME

[www.employmentforme.org](http://www.employmentforme.org)

### Maine Business Leadership Network

[www.mainebln.org](http://www.mainebln.org)

### Society for Human Resources Management Maine State Council | maineshrm.org

### Think Beyond the Label

[www.thinkbeyondthelabel.com](http://www.thinkbeyondthelabel.com)

### Job Accomodation Network (JAN)

[www.askjan.org](http://www.askjan.org)

### America's Heroes at Work

[www.americasheroesatwork.gov](http://www.americasheroesatwork.gov)

### Employer Support of the Guard and Reserve

[www.esgr.org](http://www.esgr.org)

### Work Opportunity Tax Credit

[www.doleta.gov/business/incentives/opptax](http://www.doleta.gov/business/incentives/opptax)

### Federal Bonding Program

[www.bonds4jobs.com](http://www.bonds4jobs.com)



**CareerCenter**

A proud partner of the [americanjobcenter](http://www.americanjobcenter.org) network

**MAINE**  
DEPARTMENT OF  
**LABOR**  
*Bureau of Rehabilitation Services*

# BUSINESSES, want to **BOOST** your bottom line?

## Connect to people with disabilities

It's **GOOD** for business!  
It's **GOOD** for Maine!



[www.maine.gov/rehab](http://www.maine.gov/rehab)

## Did you know...?

- 1 in 5 Americans has a disability.
- **Customers** with disabilities represent an annual buying power of \$1 trillion and discretionary income of \$220 billion.
- 96 percent of Americans prefer doing business with employers who hire people with disabilities.
- **Employees** with disabilities have a higher retention rate and are more loyal to their companies than other employees.

### In Maine...

- An estimated 16 percent of working-age adults have one or more disabilities, compared to an estimated 12 percent for the nation.
- On average, 32 percent of Maine's working-age adults with disabilities were employed between 2011 and 2015, compared to 79 percent of those with no disability.
- Our population is the oldest in the nation with a median age of 43.5. Maine's aging population and workforce increases the likelihood of having people with disabilities as customers and employees.



## Business Benefits

**At no cost, businesses can benefit from these Business Services of the Bureau of Rehabilitation Services (BRS):**

- **Staffing and Recruitment**  
Gain access to prescreened, qualified job applicants who meet your specific job requirements.
- **Workplace Accommodations**  
Develop or revise position descriptions, identify reasonable accommodations for prospective or existing employees with disabilities or improve workplace accessibility.
- **Job Retention/Return to Work Services**  
In cases of disability due to illness or non-occupational injury, BRS can help reduce turnover and training costs by providing solutions that keep valuable skills and expertise in your workplace.
- **Financial Incentives**  
Hiring and/or accommodating persons with disabilities can provide businesses with tax and reimbursement benefits. Learn about the various tax incentives applicable to your business.
- **Access to Resources**  
BRS connects businesses with community resources and networks that support diversity and workforce needs.

## Disability Workplace Training

Diversifying our workforce and including individuals with disabilities is essential to Maine's long-term economic success. Every business can benefit from learning simple guidelines for how to interact with **employees** and **customers** with disabilities.

Customized to meet your needs, disability workplace training provides a non-judgmental forum for education and sharing information. Sessions seek to dispel stereotypes and create a common understanding upon which your staff can:

- enhance your workplace culture.
- reach a growing market.
- dispel disability stereotypes.

*"Maine businesses know they must attract and retain more talent. People with disabilities are an important group of workers to tap into."*

—Dana Connors, President,  
Maine State Chamber of Commerce

### Maine Department of Labor Bureau of Rehabilitation Services

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