

## LOUISIANA JOB FAIRS

# ARE YOU LOOKING FOR GOOD EMPLOYEES?

In the U.S. there are approximately 53 million individuals with disabilities — 1 out of 5 of the total population. Of these individuals only about 30% are working. This represents the largest unemployed segment of the population in the country.

In Louisiana this translates to approximately 900,000 individuals with disabilities and only 270,000 are employed.

### WHY HIRE INDIVIDUALS WITH DISABILITIES?

- Individuals with disabilities are a large and growing consumer segment representing approximately \$175 billion in discretionary purchasing power.
- They are a large pool of competitive individuals who are qualified and motivated to work, but are often overlooked.
- They are responsible and loyal individuals who are looking for a long term career — not just a short term job.
- There are many programs that support businesses who hire qualified individuals with disabilities.

Individuals with disabilities are looking for the same opportunities, no more or less, as other people in society. Just like all members of society they are looking for the chance to work in competitive, gainful employment and thereby enhance the quality of their lives and their communities.

### WHERE DO I FIND QUALIFIED APPLICANTS?

- Louisiana Rehabilitation Services (LRS) — State Vocational Rehabilitation ([www.dss.state.la.us](http://www.dss.state.la.us))
- Social Security Administration Ticket to Hire Program (<http://yourtickettohire.com>)
- Employment Networks (<http://yourtickettowork.com>)
- Louisiana Job Fairs during the month of October ([www.lbln.org](http://www.lbln.org))
- Louisiana Department of Labor ([www.laworks.net](http://www.laworks.net))
- Office of Disability Employment Policy (<http://www.dol.gov/odep/>)

### THE TRUTH ABOUT HIRING INDIVIDUALS WITH DISABILITIES

- Worker's Compensation rates are based on the relative hazards of the operation and the organization's accident experience, not on whether workers have disabilities.
- Studies by firms such as DuPont indicate that employees with disabilities have no higher absentee rate than those without.
- Studies indicate that 66% of all accommodations cost less than \$500.00.

