



HIRING PERSONS WITH DISABILITIES: WHAT'S IN IT FOR ME AND MY BUSINESS?

New Mexico offers a strong, diverse workforce you may not even know about. Many New Mexicans have a range of skills and abilities that could help your business grow. This huge untapped personnel resource offers employers the potential for **increased productivity, greater market share, and improved community relations.**

As the state's leading placement organization for people with disabilities, the New Mexico Division of Vocational Rehabilitation (NMDVR) is bridging talent and ability to help companies and employees succeed. NMDVR is committed to helping our employer partners find candidates who are skilled, loyal, and committed to your success.

We will work with you based on your unique business needs.

After placement, employers and employees continue to receive support from NMDVR's professional staff. Continued support includes, but is not limited to job training, guidance on the Americans with Disabilities Act (ADA) regulations, and information on disability and employment guidelines. We can also help with financial incentives and the facilitation of tax credits.

Here's how you benefit as an employer:

- A larger pool of qualified applicants
- No cost for business services
- Reduced recruitment and training costs
- Reduced turnover costs with employees who tend to stay on the job longer
- Through the On-the-Job Training (OJT) program, you can determine, without obligation, whether the job and your business are a good fit with the potential employee

- Receive Federal tax incentives, when available, for employers who hire individuals with disabilities into permanent positions
- Create more efficient work processes
- Increase revenues by having a workplace that reflects the customers you serve
- Employing people with disabilities helps generate revenues by allowing you to tap into the disability market, build brand trust and loyalty, and create new products and services

Here's what NMDVR provides to assist employers who hire individuals with disabilities:

- Consultation, technical assistance, and guidance on how to access the ADA
- Reasonable accommodations, assistive technology, staff training, and information about available tax credits
- Support to the employee with a disability, including vocational rehabilitation guidance and counseling, and referral to resources for problem-solving to maximize success
- Liaison services between an employee and the employer



For more information about becoming an employer partner of NMDVR, call 505-954-8500 or visit www.dvr.state.nm.us/locations/ to connect with your local NMDVR Office.