

# Responses to Employer Concerns





***Why should I hire people who have barriers to employment when there are so many people looking for work that may not have those barriers?***

“ We are offering a resource pool of qualified applicants who have been prescreened for your workplace. We want to assist with matching employees who will add to the well-being of your business, not detract from it. If I cannot show you how a person will bring you more value than cost when you employ them, I am not going to suggest you even consider employing that person. I am convinced that this job has the ability to be valuable employee or I would not recommend.”



***We would rather not work with a government agency.***

“Let me explain that while we are funded in part by the government, we are actually not a government program. I work with a community-based organization, similar to a business with a government contract.”



***We would like to hire people who have more experience and qualifications.***

“While experience can be a good reflection of skill and ability, I am sure you don't want to have to worry about hiring people we're not going to be productive from the beginning. Our programs allow us to see not just skills but other characteristics that reflect the qualities of a valuable employee: volunteer and training experience, community and family involvement, and skills they've learned at home.”



***People with disabilities present too much of a health risk.  
Aren't my insurance rates going to go up?***

“Insurance rates do not automatically increase when a business hires someone with a disability. Most insurance policies are actuarial, or they go up according to the number of accidents incurred or health risks of the employees. There was a study carried out by the DuPont Corporation in 1981. It compared the health and safety records of 1000 employees with disabilities with the health and safety of people without disabilities. The findings showed that people with disabilities incurred 1% less of a health and safety risks than those with disabilities.”



**I don't want to have to worry about injury or someone going on Workers Compensation.**

“People that participate in our programs are actually covered no differently than anyone else you would hire. It will not increase your rates for Workers Compensation in any way. In fact, if you are interested in an internship through our Employment Training Program, during the internship at the individual is covered under the New York state OPPD workers compensation.”



***I don't think we have any jobs that people with disabilities can do.***

“This may come as a surprise, but I'm certain there isn't a single position within your business that could not be filled by a person who has a disability. The nature of disabilities is diverse and as distinctive as the abilities and interests of people who have them. In our programs, we work with a wide variety of skill level and ability. The question really should be is do I have a person to meet the needs and requirements of the job you have available.



***I'm not interested in hiring people with disabilities because we need employees or fully productive and able to take on additional tasks when the business requires it.***

“You raise two very important issues, productivity and flexibility. I would like to address them both. In our programs we have the opportunity to see people doing tasks related to the that they are seeking. Once the new employee learns the initial tasks related to their job, we encourage and support them in learning as much as they can within your business . This will allow them to grow their skill set and continue to be an asset to you.”



***Well how can I be sure that they won't just quit?***

“Unfortunately, I cannot guarantee some are more quit , but that's not something you can predict about any employee that you hire. What I can tell you is that when people go through our programs, \_\_\_\_\_ percent of those people stay in their jobs for \_\_\_\_\_ years or more.”



***We're laying off and we do not foresee any employment opportunities in the near future.***

“I understand, and I do hear that more, especially with COVID. I am not here to sell you on hiring anyone, I'm here to learn more about your business. I'd love to learn more about the industry, how your business operates, and what are some challenges you have when you do hire. In addition to supporting staffing and recruiting , we offer other services and programs that might assist you in these new and changing times.”