

Q&A with the Institute

MYTH VS. MIKE.

Rehabilitation Institute Employment Specialist, Mike Cubon, explains the truth about employing people with disabilities.

MYTH: Providing accommodations for people with disabilities is expensive.

MIKE: “Most accommodations are fairly easy to come by and even if employers have to foot some of the cost, it’s very inexpensive — on average about \$7. State Vocational Rehabilitation agencies usually pay for more expensive accommodations.”

MYTH: The Americans with Disabilities Act (ADA) forces employers to hire unqualified individuals with disabilities.

MIKE: “The point of the ADA is to create a level playing field for qualified individuals with disabilities — not to give unqualified individuals preferential treatment. Employers are required to list essential skills needed for open positions in order to find the best fit between an employment position and an applicant. Hiring unqualified individuals helps no one.”

MYTH: People with disabilities don’t want to work.

MIKE: “People with disabilities are people first. They’re like everybody else — some want to work and some don’t. Experience has shown that many individuals with disabilities are more motivated to work than others because they want to prove to everyone else they can do it. Like everyone else, many need to provide for their families and themselves.”

MYTH: People with disabilities are unreliable.

MIKE: “Data shows that, in general, people with disabilities tend to have better attendance at work, stay longer in their jobs, and are more grateful for the job opportunity they have because they had to work harder to get it. There are assumptions that physical limitations mean that a person is intellectually not as capable. The more we can do to ensure society sees adults with disabilities as people first, the better it will be for employee and employer relationships.”

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HOW THE REHABILITATION INSTITUTE'S EMPLOYMENT SERVICES CAN HELP:

Our nationally accredited program helps disabled adults enter the workforce for the first-time or return to work. Our services help ensure that individuals served will not only get a job, but keep their job, thus enabling them to provide for themselves and their family, establish a network of support and become contributing members of the community.

WHAT WE PROVIDE:

- Career Exploration
- Assessment Services
- Job Readiness Training
- Mock Interviews
- Resume Workshops
- Job Coaching
- Extended Work Adjustment (Sheltered Workshop) Services
- Assistive Technology Services
- Employment Referral
- Technology Consultations
- Employment Re-Integration
- Industrial Subcontract Services



For information about hiring an individual with disabilities, contact our Employment Service Department at 816-751-7700 or visit www.rehabkc.org