



## COMMUNITY EMPLOYMENT

Bringing businesses and employees together to create an empowered workforce



### about the program

Stone Belt Employment Services assists individuals with disabilities to choose, obtain and retain employment in integrated settings. We believe that every person has the right to work in the community.

Working in partnership with businesses across south central Indiana since 1986, our program assists individuals with finding jobs and receiving on-site training. We work with 100+ businesses and 200+ clients. Our goal is for individuals to gain meaningful employment in community settings. Clients are supported in learning the skills they need to experience success and longevity in their chosen careers.

The program operates with the same beliefs and values as all Stone Belt programs, focusing on – inclusion, choice, respect, dignity and competence. The oldest and largest agency of its kind in south central Indiana, Stone Belt has been providing innovative supports to individuals with developmental disabilities since 1959.



### benefits to employers

Companies that employ individuals from Stone Belt's Employment Services benefit from a reliable, dedicated and enthusiastic workforce. Some of the benefits to employers partnering with Stone Belt's Employment Services include:

- Recruitment assistance to find qualified, reliable applicants to fit hiring needs
- Comprehensive business assessment to identify employer needs
- Screening of applicants to ensure a quality job match to reduce turnover
- Employment Consultants available to supplement training and recommend workplace accommodations
- Ongoing performance evaluations to ensure employer/employee satisfaction
- Implementation of incentives such as the Work Opportunity Tax Credit (WOTC)



### benefits to employees

Our program provides support and training on and off job sites. "Job Readiness" is not a criterion for Stone Belt's Community Employment program. We strive towards 100% inclusion, meaning that every person who wishes to work in the community should be given that opportunity. The goal for individuals participating in the program are:

- to gain meaningful employment in a community setting
- to increase opportunities for developing relationships with others
- to increase opportunities for informed decision-making
- to increase competence



### myths & facts

Myths are roadblocks that interfere with the ability of individuals with disabilities to have equality in employment. Here are some facts that tell the real story:

**Myth:** Hiring employees with disabilities increases Workers' Compensation rates.

**Fact:** Insurance rates are based solely on the relative hazards of the operation and the organization's accident experience.

**Myth:** Employees with disabilities have a higher absentee rate.

**Fact:** Studies show that employees with disabilities are not absent more than employees without disabilities.

**Myth:** Individuals with disabilities need to be protected from failing.

**Fact:** All individuals have a right to participate in all human experiences including success and failure.

**Myth:** Individuals with disabilities are unable to meet performance standards, thus making them a risk.

**Fact:** Research has found individuals with disabilities surveyed rated average or better in performance compared to employees without disabilities.

For questions or to learn more about Community Employment, contact us at:

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