

"Employers struggle with entry-level workers at all levels because of the costs of training and keeping them. Our intent is to help them keep their workers. We pay for the training. They don't have as much risk. In the end, they've got a good worker they can keep." **DRS Director Michael O'Brien**

We send you **Qualified People.**

We share **Start-up Costs.**

You get **Tax Credits**

And **Lower Turnover.**

Our services are **Free!**

Oklahoma Department  
of Rehabilitation Services

800-845-8476  
www.okdrs.gov



Oklahoma  
Department of  
Rehabilitation Services  
"opening doors to opportunity"  
okdrs.gov 800.845.8476

To reach the nearest DRS office:

**800-487-4042**

To reach the DRS State Office:

**800-845-8476**

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DRS is an equal opportunity employer and provider of services and/or assistance and is in compliance with the Civil Rights Acts 1964 and 1991, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act, Executive Order 112246, as amended. DRS does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or veteran's status in employment or provision of services.

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Seek within  
to Learn...



# The Secrets

to Saving  
Time



and Money

When Hiring

New Employees



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## Why hire through DRS' job placement program?

**We send you Qualified People** - Your new worker will be ready to work. DRS makes sure of that. Workers with disabilities have equal or higher performance ratings than non-disabled workers.

**We share Startup Costs** - Our clients are trained and ready to work, but there are always things no one can know about a job until they begin working. DRS will co-share the costs of bringing your new employee up to speed.

**You get Tax Credits** - You can get a federal Work Opportunity Tax Credit of up to \$2,400 for wages paid to each new worker.

**and Lower Turnover** - You can save money on recruitment and training costs. Turnover rates for workers with disabilities are four to five times lower than other workers.

**Plus our services to employers are absolutely FREE.**

"We have several employees who have been helped by vocational rehabilitation. One man is legally blind, but he's the heart and soul of our program. When we began to transfer to electronic records, he thought he'd have to leave, but an adaptive technology consultation provided an electronic support to enable him to see, and allows him to continue working for us. His kind and gentle manner gives him the highest rate of getting people to the next level of care." **Dr. Christie Taylor, Executive Director of Roadback, Inc. of Lawton**



## What do we mean by Equal or Higher Performance?

Dupont managers reported average or above average performance for employees with disabilities.

A Virginia Commonwealth University survey of 250 supervisors in 43 businesses showed supervisors place workers with disabilities at the same level or above.

## What do we mean by Lower Turnover?

Employees with disabilities in Marriott's Pathways to Independence program had a six percent turnover rate compared to 52 percent in the overall workforce.

Employees with disabilities at Pizza Hut have retention rates from four to five times higher than the overall workforce.

Washington Mutual reported eight percent of workers with disabilities quit their call center jobs, compared to 45 percent of non-disabled workers.

**Oklahomans with disabilities get the job done and they stay on the job longer.**

## What do we mean by Tax Credits?



The **Work Opportunity Tax Credit** is for businesses that hire targeted groups including people referred by DRS' Vocational Rehabilitation and Visual Services. An employer may take a tax credit of up to \$2,400 in wages paid during the first 12 months for each new hire. The local Oklahoma Employment Security Commission office provides the WOTC certification. For more information about WOTC, call Jeanne Pectol at 405-557-5371 or e-mail [jeanne.pectol@oesc.state.ok.us](mailto:jeanne.pectol@oesc.state.ok.us).

Make your business accessible to employees with disabilities, and you may be able to take the **Disabled Access Credit**. Whatever you spent is subtracted from your total taxes owed. For more information about the Small Business Tax Credit: IRS Code Section 44, Disabled Tax Credit, contact the Office of Associate Counsel, IRS, Pass-through and Special Industries at 202-622-3110.

Making your business accessible can also get you a deduction.

With the **Architectural/Transportation Tax Deduction**, you may deduct up to \$15,000 per year for costs to remove physical, structural and transportation barriers for people with disabilities at the workplace. For more information on what is covered by the Architectural/Transportation Tax Deduction: IRS Code Section 190, Barrier Removal, contact the Office of Associate Counsel, IRS, Pass-through and Special Industries at 202-622-3110.