

**A SAMPLE OF THE BUSINESSES  
WHO ARE PARTNERING WITH  
UCP'S EMPLOYMENT SERVICES  
DEPARTMENT:**

- Birmingham VA Medical Center
- Belk
- McWane Science Center
- Myers Plants and Nursery
- LyonsHR
- Chick-Fil-A, Hwy 280
- Jim Burke Automotive
- Olive Garden
- Gone For Good Document Destruction



**United Cerebral Palsy  
of Greater Birmingham**

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# Employer Services

Information for Potential Employers  
**Providing Opportunities  
for People with Disabilities**



You will find that UCP's Employee Services Department is committed to the long-term success of every employer who participates in one of our employment programs. Our goal is to help both employers and individuals with disabilities acquire and maintain a beneficial employer/employee relationship. Employers appreciate that we assist those hired through our employment programs with their employment needs providing on-the-job training and longterm support, as needed.

All of our "cost saving" services are free to the employer.

## SUPPORTED EMPLOYMENT PROGRAM

Supported employment programs help individuals with disabilities find competitive jobs in the community based on their preferences and abilities. Job selection is tailored to individuals' abilities, needs and interests providing them a chance to succeed at employment. This program assists the individual in acquiring, learning and maintaining a job in the community. We support the individual until the employer and the individual are satisfied with the work being performed. Our staff will continue to follow-up with the employer for the duration of the job to ensure continued success.

Individuals who participate in a supported employment program will work with an Employment Specialist from UCP. An Employment Specialist can assist with:

- **Job Discovery and Assessment:** discovering the individuals work interests and abilities
- **Job Development:** finding a job to match the interests of the individual
- **Job Coaching:** helping individuals learn the skills of a particular job and extending the training process if necessary
- **Job Support:** Helping the worker obtain the necessary skills to assure on-going success at the job site

## WORK ADJUSTMENT PROGRAM

Work adjustment is a system of goal-directed services focusing on the enhancement of an individual's employability skills. It provides training in the meaning, value and demands of work, as well as the development of positive attitudes toward work. Participants work with supportive staff to reach their goals.

**Work adjustment services include, but are not limited to** increasing productivity, stamina and endurance; improving supervisor and co-worker interaction; teaching work-ethic qualities employers value; and increasing punctuality and attendance.

### Participants in a work adjustment program:

- **Are provided opportunities** to explore and grow socially, vocationally and personally.
- **Learn the skills and expectations needed** to work independently in the community in a caring and supportive environment .
- **Learn how to transition** from school to work.
- **Identify vocational goals.**
- **Develop effective problem solving and communication skills.**



## IMPORTANT STATISTICS

- Employees with disabilities are the largest, fastest growing demographic in the U.S. In the decade ending with the 2000 Census, the number of Americans with disabilities grew by 25%—outpacing the growth of any other group.
- There are 49.7 million people in the US with some type of disability—that's one in five Americans.

## EMPLOYER BENEFITS

1. Work Opportunity Tax Credits (WOTC) are available for hiring most individuals with disabilities.
2. Employment Specialist's assess the employers needs and the abilities of the individuals in our programs.
3. Our program offers employers the support of an Employment Specialist who can help with training the employee and aide in co-worker disability awareness training.
4. Long-term support through on-the-job coaching and support, as needed.
5. Any adaptive equipment is often provided FREE.
6. Hard working, reliable employees.
7. 92% of customers prefer to do business with companies who hire individuals with disabilities.

