



Employment Services

Employer Frequently Asked Questions

What do you need from the employer to get started?

We want to learn as much as we can about your needs. We would like to know:

- Which positions do you have a tough time filling?
- Which positions have a high turnover?
- Which positions that already exist in your company would you see as a potential fit for our candidates?

We'd like to visit your work site and see your employees in action, whenever possible. We'd like to get a good sense of what you do, what your goals are for each job area and what you need from an employee to reach those goals.

What about wages?

People with disabilities earn what any other employees earn based on skills and experience.

How will this benefit my business?

Many employers are finding it hard to find reliable, long term, entry-level employees. People with disabilities are a labor source that is vastly underutilized by industries and businesses. Many employers tell us that hiring someone with a disability is not only great for the business community, but cost-effective toward their bottom line.

In addition, expanding our diversity recruitment efforts supports compliance with 503 legislation for government contractors and subcontractors.

How will this affect my other employees?

Many co-workers tell us that working alongside a person with a disability has enhanced their teamwork and their work culture. If your employees are uncertain about the concept initially, it's usually because they do not know what to expect.

We can help you address this issue in several ways. An employment consultant from the St. Louis Arc can visit your business and individually meet with staff to help answer any questions or address concerns that may exist. We can also provide diversity and/or co-worker trainings that are tailored to your specific business needs. As business needs and personnel are always changing, we can provide information, consultation and training on a recurring or ongoing basis.

What kinds of job candidates do you work with?

St. Louis Arc works with people of all different backgrounds, interests and abilities. We offer qualified candidates with demonstrated skills necessary to perform the essential functions of a position. The candidates that we present have some type of intellectual and/or learning disability. We work closely with employers like you to ensure each candidate has the resources (job coaching, job accommodations) needed to do his or her job well.

What kinds of skills or experience do candidates have? How do you know?

St. Louis Arc candidates have a wide variety of skills, abilities, experiences and professional backgrounds. Some candidates have earned substantial college credit. Others have years of experience in their chosen fields. Even candidates who are new to workforce often have completed significant internship or volunteer experiences to build their skills.

When a candidate comes to the St. Louis Arc, we start by working with them to assess their skills, abilities, experiences and interests. Candidates often complete several different job site trials or other practical experiences, which are typically detailed on their resume. We know what our candidates can do because we have seen them do it!

How do you screen people?

When it comes to screening, we take direction from you, the employer! We screen based on the criteria that you set and focus on finding a candidate who is a good fit.

If desired, we get to know your needs by reviewing job descriptions, doing site visits, completing job analysis and through conversations with hiring managers or supervisors. A “good fit” is a candidate who can perform the essential functions of a job (possibly using job accommodations) AND who has the desire to work in that location, environment and job function.

If we decide to hire a candidate you’ve brought to us, what kind of support will he or she receive?

Support is always personalized and specific to the individual hired. Typically, the candidates that we work with might receive the following kinds of support:

- On-the-job coaching from an employment consultant who works hand-in-hand with your existing staff, trainers and supervisors to assist the new employee to learn the job and acclimate to the workplace environment.
- Assistance in identifying and setting up basic accommodations if needed in the job (see below).
- Training on diversity, disability awareness or sensitivity for you staff if requested.
- Ongoing consultation and re-training as needed.

What kinds of accommodations do you anticipate people would need?

Accommodations are also individualized and not everyone with a disability will require an accommodation. Most accommodations are small, inexpensive and fit into the work environment easily.

Are there liability issues around job shadowing, job trials and job coaching?

We recognize that liability is always a concern for employers.

During the application process-whether during an interview or job trial-liability coverage for both the candidate and any St. Louis Arc support staff will be provided by the St. Louis Arc. The employer will NOT be liable for any injuries during this time.

Once a candidate is hired, the employer would have the same liability for this person as for any other employee. The new employee would be subject to the same coverage and restrictions as all other employees of the company.

After hiring, if support staff is on the job site, the employer is NOT liable or responsible for coverage for this person. St. Louis Arc carries liability insurance for its employees.

Research has shown that hiring people with disabilities does not increase the incidence of worker's compensation claims or liability claims. People with disabilities are NOT injured on the job more often than employees without disabilities.

What process would you use to share candidates with us?

We are happy to customize a process that works for you! Once we have determined that a candidate is qualified, we pass them along to you through any means that works with your hiring system. Typically, we would have them complete your normal application online or on paper and then send you an email to alert you to the candidate.