



## **PCSI and People with Disabilities**

PCSI is a support services contractor that has been employing people with significant disabilities since 1996. For almost 20 years, we have successfully integrated individuals with disabilities onto work teams. People ask: How do you do it? How do you employ people with disabilities? We'd like to answer these questions here.

### **Hiring and Employing People with Disabilities**

Effective hiring is about capitalizing on capabilities. It begins with focusing on what individuals—with or without disabilities—can do and matching them with jobs that utilize their abilities. Many vocations do not require the full range of physical, cognitive, sensory, and psychological capabilities that “non-disabled” people have. By mixing and matching individual abilities and job requirements, people with disabilities can be fully and effectively employed.

PCSI **recruits** people with disabilities with the help of referral agencies, such as the state Department of Vocational Rehabilitation (DVR), the Department of Veterans Affairs (VA), and the Army Wounded Warriors (AW2). Our Rehabilitation Department enjoys a stellar reputation with these organizations, which have referred thousands of capable candidates to us over the years.

PCSI's Rehabilitation Department leads the **job placement** process by carefully reviewing the physical demands of each job and the individual's suitability, based on a doctor's diagnosis. With this information, the right accommodations and supports for effective job placement are identified and implemented. Because medical conditions may change, this review of physical demands and suitability continues throughout employment, so that the individual may remain safe and productive on the job.

Because **training** is key to successful employment, PCSI workers are continuously trained—in job tasks, requirements, policies, and safety. Training methods include live and video-taped lecture and demonstration—delivered in small group and one-on-one settings—supplemented with repetition and review, visual aids, and checklists for easy reference.

Our hiring, recruitment, placement, and training methods are the driver's behind our:

- Excellent safety record
- Low absenteeism and turnover

### **Accommodating People with Disabilities on the Job**

An accommodation is any modification or adjustment to a job or work environment that lets a person with a disability perform a job safely. Rehabilitation is the process of preparing a person with a disability for the workforce. PCSI prides itself on a creative, common sense approach to rehabilitation and low-cost, high-impact accommodations that get people working with supports tailored to their needs.

Accommodations may include assistive technology, deaf interpretive services, ergonomic adjustments, and/or allowances for added breaks and health care appointments. Rehabilitation may include occupational therapy, vocational training, and individual coaching and mentoring provided by qualified professionals. Accommodations and rehabilitation allow people with disabilities to participate in the work force, contribute to the economy, achieve financial independence, and be valued.

### **Why Employ People with Disabilities?**

There are many reasons for employing people with disabilities. For PCSI, it is our mission. For our customers, who employ people with disabilities through us, the benefits include:

- **Excellent attendance, work quality, and productivity**
- **Exceptional dependability and work engagement**
- **Valuable talent in a competitive market for employees**
- **Community goodwill and visibility through workforce diversity**
- **Inclusive work culture that improves job satisfaction for all employees**

### **Why PCSI?**

PCSI has the knowledge and experience to bring qualified, motivated employees with disabilities to your workplace. We provide accommodations and disability awareness training in order to integrate people with disabilities effectively into your workplace.

Let PCSI help diversify your workforce and make the world a better place.

**CONTACT PCSI TODAY TO LEARN HOW WE CAN HELP YOU!**