



## **Employers/Business Owners: What to Know About Job Applicants Who Are Deaf**

The **Division of Rehabilitation Services (DORS)** has free services that match Maryland businesses with qualified job applicants. These applicants include people who are deaf, hard-of-hearing and deafblind.

Technology advances allows many people with disabilities to work successfully. DORS offers Maryland businesses:

- Pre-screened, qualified applicants for a wide variety of job openings, at no cost
- Specialized training so workers meet business needs
- Technologies that help people with disabilities obtain or keep jobs
- Resources for disability issues including ADA and disability awareness
- Free consultations about worksite accommodations, training and tax credits
- Follow-up to insure job satisfaction & retention

Individuals who are deaf or hard-of-hearing and who have completed DORS programs and services have moved into many occupations in Maryland, such as managerial, technical and professional jobs, service occupations, clerical, sales and administrative support, mechanics and others.

DORS offers support services to employers who want to hire people who are deaf. These include interpreter services during the job interview and orientation, special help in the work setting and deaf awareness training for fellow employees. DORS can also help employers plan for reasonable accommodations once the employee is hired. Often these accommodations are low-cost and/or occasional. Available tax credits may help offset these costs.

**For information, contact the DORS office near you, or call 410-554-9404, 1-888-554-0334 (toll-free) or 410-554-9411 (TTY).**

**[www.dors.state.md.us](http://www.dors.state.md.us)**