



# Resources for Employers in Scott County, KY

Spring 2015

## Learn More About Scott County & Employment:

### The People

Georgetown Demographics

Georgetown/Scott County 2015  
Community Profile

Kentucky County Healthcare Profile –  
Scott County

### The Businesses

Georgetown/Scott County Chamber of  
Commerce

Georgetown Main Street

Kentucky County Retail Sector Profile –  
Scott County

Kentucky County Small Business Profile –  
Scott County

Kentucky County Workforce Profile –  
Scott County

### Local Government & Services

The City of Georgetown

The City of Sadieville

The City of Stamping Ground

### Starting a New Small Business

US Small Business Administration

Kentucky Secretary Of State

Kentucky Small Business Development Center

## A Place to Grow Your Business

“The business climate in Georgetown and Scott County, Kentucky is great and has a proven track record. Low taxes, affordable housing, quality education, excellent healthcare and superior human services make doing business in Scott County reasonable, attractive and desirable.”

~Georgetown/Scott County Chamber of Commerce website~

WKMS at Murray State University [reported](#) on a study by Georgetown University in 2013 that predicted a possible 15% increase in job growth between 2010 and 2020 as baby boomers retire. However, the study also shows that by 2020, Kentucky will face a shortage of skilled labor. Employers will need to think creatively about how to recruit skilled laborers, as well as how their current employees more productive. The WORK (*Work Opportunities in Rural Kentucky*) Initiative is working to propose a way to more effectively utilize and grow Kentucky’s workforce.

## The WORK Initiative

Funded by a grant from the Commonwealth Council on Developmental Disabilities, the WORK Initiative is a partnership between the Human Development Institute (HDI) and the Community & Economic Development Initiative of Kentucky (CEDIK). The goal of this initiative is to help employers meet their workforce needs while increasing job opportunities for individuals with developmental disabilities.

The Initiative is working toward two targets:

**Target 1:** *By 2016, 200 employers will become better informed about the benefits of employing individuals with developmental disabilities.*

**Target 2:** *By 2016, 1000 people with developmental disabilities will have access to resources to make informed decisions regarding their individual employment options and needs.*

The WORK Initiative is piloting this project in Scott and Taylor Counties and, if funding continues, plans to continue into additional communities in western and eastern Kentucky. The project will depend upon involvement of local business owners and leaders, Chamber of Commerce, local college or University representative, job seekers with disabilities, family members, county extension agent, employment services, special education cooperative transition facilitator & vocational rehabilitation counselor for that area.

## Federal Labor Laws

US Department of Labor

Disability & Discrimination

Section 503 of the Rehabilitation Act of 1973

The ADA: Your Responsibilities as an Employer

## Growing Your Workforce

Employment Agencies in Scott County

Kentucky Career Center

Kentucky Skills Network

Needs and Advantages of a Diverse Workforce

## Untapped Labor Force

Customized Employment – Solutions for Employers

Untapped Labor Pool – Conference (click "Other News" to access resources)

Office of Disability Employment Policy

Learn How to Recruit, Hire, Retain and Advance Individuals With Disabilities

Recruiting, Hiring, Retaining and Promoting People with Disabilities: A Resource Guide for Employers

Putting People to Work: Dartmouth Supported Employment Project Helps Individuals Find (and Keep) Good Jobs

## Accommodations

Job Accommodation Network (JAN)

## Contact Us

Human Development Institute

Community & Economic Development Initiative of Kentucky

Commonwealth Council on Developmental Disabilities

carolynb.wheeler@uky.edu

"The **WORK** project concept is to create relationships utilizing Asset Based Community Development (ABCD) strategies. This means looking at the assets within a community and creating natural connections between people to provide mutual benefit. In this case project staff are working with community leaders and advocates on the local level to create these connections."

~Commonwealth Council on Developmental Disabilities~

---

## Advantages to Hiring Employees with Disabilities

Hiring disabled workers can offer a number of important financial, legal, public relations and productivity advantages for a business while helping to avoid potentially harmful events such as lawsuits.

1. **Increased Talent Pool** – Employers who overlook employees based on a disability are likely to miss the talents those individuals could offer their company. In 2012, about 31% of employees with disabilities ages 21 – 64 had some college or an associate's degree.
2. **Tax Benefits** – As of 2011, the cost of making a jobsite more accessible to individuals with disabilities is tax deductible. Employers may also qualify for the Work Opportunity Tax Credit, the Small Business Tax Credit and/or the Architectural/Transportation Tax Deduction.
3. **Financial Assistance for Accommodations** – Funds are available through the Job Accommodation Network to help cover the cost of making physical accommodations or providing additional training for disabled individuals.
4. **Employee Retention** – Employees with Disabilities are more likely to stay with a company longer, reducing turnover and costs associated with training new employees. The turnover rate for employees with disabilities is 8% compared to 45% for other workers.
5. **Enhance Workforce Diversity** – Hiring employees with disabilities offers insight on how you can improve goods and services for disabled customers, which can increase business and innovation. A diverse workforce brings new ways to look at problems, potentially increasing innovation and productivity.
6. **Positive Public Image** – A large number of Americans say they prefer to do business with companies who hire people with disabilities. Customers with disabilities, their families and their friends represent a large part of the market, so appealing to this part of the population can broaden your customer base and increase customer loyalty.
7. **Return on Investment** – Businesses that employ people with disabilities turn social issues into business opportunities. This can translate into lower costs, higher revenues and increased profits. Employers see \$28.69 average return for every dollar invested in accommodations.