

Conclusion

Business is about productivity and maintaining a competitive advantage. To do this, business needs qualified workers.

Highly Qualified, Motivated and Dependable Workers Want to Work for You

Esther has been blind since birth. She attended a well-known school for the blind until her senior year when she was transferred to public school to complete her education. After graduation, Esther attended college, earning an associate's degree in medical secretarial work.

With assistance from her vocational rehabilitation counselor, Esther opened her own transcription service. With equipment provided by the rehabilitation office, she became a successful businesswoman. When area hospitals began hiring staff to perform medical transcription on-site, Esther applied for a medical transcriber position and was hired at a local hospital, also a member of the local chamber of commerce.

As the requirements of Esther's job have changed, she has remained successful by learning new skills and acquiring assistive technology that allows her to read print material. State vocational rehabilitation has supported Esther in her career by providing both the hardware and the necessary instruction for her to succeed. Esther now uses a computer with speech output and a scanner. Vocational rehabilitation and its business partner ensure her continued professional success.

Council of State Administrators of Vocational Rehabilitation, 2003

Hiring people with disabilities adds value to your business and will attract new customers. **Disability** is not **inability**, and the partnership between the U.S. Chamber of Commerce and the U.S. Department of Education has been established to raise awareness about the programs available to assist you in meeting your employment needs. The president's position is that "he will not be satisfied until every American who wants a job can find a job, and all Americans have economic security." (White House, Office of Press Secretary, 2002). Make a sound business decision, gain a competitive advantage and use this guide to increase your potential to hire people with disabilities.

