

## Services for Veterans With Disabilities

The Center for Independent Living provides employment services to Florida residents who are U.S. military veterans with disabilities.

The process starts with an interview to identify possible barriers and to form a complete employment needs picture. Questions may include education and employment history, living arrangements and supports, disability related health or safety risks, the need for additional training or education, and others. The results of the interview helps to create the consumer's Individual Plan for Employment.

CIL provides a number of skills training and other services that may include

- Resume writing help
- Effective interviewing
- Dress for success skills
- Effective job search skills
- Job retention
- Accommodation assistance, and more.

CIL provides continued support and follow-up after job placement. Employment Specialists work with both the employee and employer to help insure a good fit and long-term satisfaction.

Contact CIL today to learn more.

## Our Mission

The Center for Independent Living in Central Florida, in partnership with the community, promotes personal rights and responsibilities among people with all disabilities and strives to eliminate architectural, communication, and attitudinal barriers by providing education, resources, and training to enhance self-determination through informed choice.

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in Central Florida, Inc.

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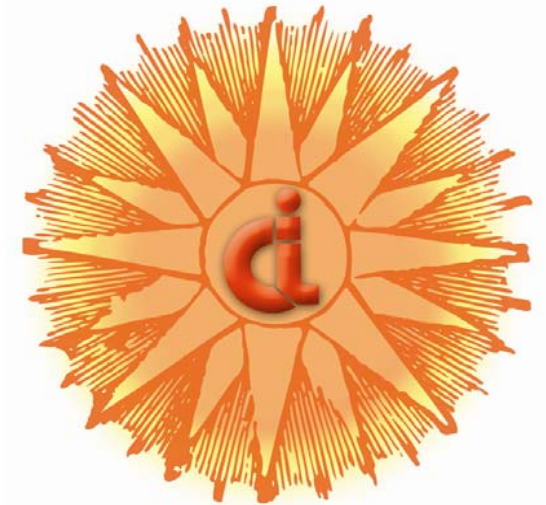
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Center for  
Independent Living  
in Central Florida, Inc.

## CIL Employment Services



Connecting your business to  
*highly motivated employees*

## CIL Employment Services

### 10 Reasons to Hire People with Disabilities

1. Employees with disabilities can relate better to customers with disabilities, who represent \$1 trillion in annual aggregate consumer spending.
2. 72% of employers stated that hiring a person with a disability had a favorable effect on their business.
3. Companies that hire and accommodate people with disabilities in their workplaces can receive tax benefits.
4. They have equal or higher job performance ratings, higher retention rates and lower absenteeism.
5. Diverse work groups can create better solutions to business challenges.
6. People with disabilities have an 85% retention rate after one year of employment.
7. Employing people with disabilities is good for the individual, the business, and society. This is a "win-win-win" strategy.
8. 45% of HR professionals reported productivity gains after hiring people with disabilities.
9. People with disabilities can help you fill short-term or long-term gaps in your workforce.
10. It's ability, not disability that counts.

### Let CIL help you with...

- Pre-screening – we work with candidates to improve their resume writing skills, interviewing techniques, and professional image. We match candidates to current job openings.
- Information on tax incentives for hiring people with disabilities
- Disability Sensitivity Training – CIL can conduct disability sensitivity training in your workplace and tell you what you need to know about working with employees who have a disability. This can be tailored to your company.
- CIL can refer job-ready candidates to you, saving you recruitment dollars.



### Join Job Club

Every month CIL conducts a *Job Club* for qualified candidates in a single convenient location. We invite you to join us and conduct interviews for your open positions.

*"I've found CIL to be a wonderful resource for recruiting. They do a great job of pre-screening any potential candidates prior to referring them for our job openings, ensuring that the requirements we seek are met and that we are informed of any special needs. I also appreciate the regular exchange of information regarding upcoming events. I applaud CIL for all that it does to provide appropriate and necessary services to its clients."*

-- Linda Walker, HR Manager,  
Ticketmaster/ReserveAmerica

*Interested in learning more about Employment Services? Please contact us today to see how we can serve you.*

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