

Employer Resources

What is a “Diverse Workforce?”

In the workplace diversity is often associated with **race** or **gender**. But there is a much broader range of characteristics that defines a diverse workforce.

These can include, among others:

- Age
- Military status
- Mental, emotional and physical abilities
- Religion
- Family status
- Ethnicity
- Sexual orientation
- Economic status

Maine CareerCenter

www.mainecareercenter.com

Maine Vocational Rehabilitation Services

www.maine.gov/rehab

Employment for ME

www.employmentforme.org

Diversity Hiring Coalition of Maine

meshrm.shrm.org/dhc

Think Beyond the Label

www.thinkbeyondthelabel.com

Job Accomodation Network (JAN)

www.askjan.org

America’s Heroes at Work

www.americasheroesatwork.gov

Employer Support of the Guard and Reserve

www.esgr.org

Work Opportunity Tax Credit

www.doleta.gov/business/incentives/opptax

Federal Bonding Program

www.bonds4jobs.com

CareerCenter

www.mainecareercenter.com

CareerCenter
The Maine Employment Resource

Hiring a diverse workforce

Assisting Maine businesses with creative workforce solutions



The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to individuals with disabilities upon request.

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www.mainecareercenter.com

Benefits of a Diverse Workforce

Individuals from diverse backgrounds and abilities can provide a workplace with **varied skills, knowledge, experiences and opinions**. This can result in a better problem solving environment, increasing a business' productivity and appeal in the marketplace.

And with more opportunities for more people, your company can benefit from **better employee satisfaction and reduced turnover**.

There is also an economic payback for the community as a whole. A more diverse workforce can **turn tax users into tax payers**.

A diverse workforce
increases

productivity
marketing opportunities
employee retention
customer base
recruitment
creativity
image



Programs and Services

Maine's Job Bank: employers can find job seekers of all backgrounds, experience and education levels in countless occupations.

Veterans Representatives: work with local employers to connect Veterans with good jobs and provide employers with information about hiring Veterans.

Disability Resource Coordinators: provide information to employers about the benefits of hiring individuals with disabilities.

Vocational Rehabilitation: works with individuals who have disabilities to achieve successful employment and connects them with employers seeking talented candidates.

Maine Apprenticeship Program: assists employers with on-the-job learning programs in thousands of occupations.

On the Job Training: funds may be available to underwrite a portion of an eligible trainee's wage during a training period.

Hiring Incentives

Work Opportunity Tax Credit Program: a federal tax credit that offers a tax incentive for private sector businesses to hire individuals from targeted groups that have consistently faced significant barriers to employment.

Federal Bonding Program: provides Fidelity Bonds that guarantee honesty for "at-risk," hard-to-place job seekers. There is no cost to the job applicant or the employer.

Federal Tax Incentives for Providing Business Accessibility: available to help employers cover the cost of accommodations for employees with disabilities and to make their places of business accessible.