5-1-2011

Hiring a Diverse Workforce, 2011

Maine Department of Labor

Maine Bureau of Employment Services

Follow this and additional works at: https://digitalmaine.com/bes_docs

Recommended Citation
https://digitalmaine.com/bes_docs/14

This Text is brought to you for free and open access by the Labor at Digital Maine. It has been accepted for inclusion in Employment Services Documents by an authorized administrator of Digital Maine. For more information, please contact statedocs@maine.gov.
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
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.