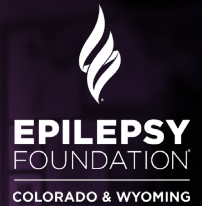


# introducing epilepsy WORKS!

The Power of Employing  
People with Epilepsy



epilepsy WORKS! provides benefits to the hiring firm as well as the employee.

Studies show that neurodiverse individuals have higher loyalty and retention rates. There is proven empathy for diversity, improving the workplace environment. A study by Deloitte showed that millennial employees report themselves to be 23% more likely to be actively engaged when they believe the organization fosters an inclusive culture.

Supports the 7% goal of hiring persons with disabilities and the federally funded Work Opportunity Tax Credit (W.O.T.C. Program). The government offers financial incentives to businesses that hire people with disabilities, such as the Work Opportunity Tax Credit (WOTC). The amount of the credit depends on the size of the business.

Federal financial incentives include the Work Opportunity Tax Credit (WOTC), the Architectural Barrier Removal Tax Deduction and the Disabled Access Credit. Employers can also take advantage of state tax credits, although these vary.

Today, almost three million people in the United States have some form of epilepsy, and about 200,000 new cases of seizure disorders and epilepsy are diagnosed each year. One in ten adults will have a seizure sometime during their lifetime. The Epilepsy Foundation will partner to provide seizure information or training to employers. This training prepares your staff to assist with people already diagnosed with epilepsy as well as people who are experiencing their first seizure.

The more diverse your employee base across all dimensions, the better you can understand wide-ranging customer needs, and meet them. Also, people prefer to buy from companies whose values are aligned with their own.

Hiring those with epilepsy provides access to a talent pool of millions of people with diverse strengths, leadership styles and ways of thinking that might be otherwise overlooked because of their medical condition

A study by Accenture in partnership with the American Association of People with Disabilities and Disability:IN reported that businesses that actively seek to employ people with disabilities outperform other businesses. The report found that these companies had revenues 28 percent higher, twice the net income, and 30 percent higher profit margins.

People with epilepsy can work in many different careers, and working can be rewarding. It can provide financial rewards, a sense of accomplishment, and opportunities to develop skills and education. Industries that have successfully employed people with epilepsy include: Intra-state Commercial Truck Drivers, FBI Agents, nurses, physicians, phlebotomists and other medical professionals, border patrol, firefighters, police officers, correctional officers and other law enforcement officers, bank employees, USPS and many others.

## The epilepsy WORKS! program will provide support with:

### Job Matching

Assist employees with identifying strengths and interests in order to apply for jobs within the appropriate industry and where they will be successful.

### Identifying Needs

Identify reasonable accommodations or productivity enhancers, when necessary, and ensure they are appropriate for both the employee and employer.

### Epilepsy Training

Ensure all appropriate staff are trained in seizure first aid and the individuals seizure action plan.

### Job Coaching

Provide post-hire support and/or partner with agencies who can provide long-term job-related coaching and mentorship.

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