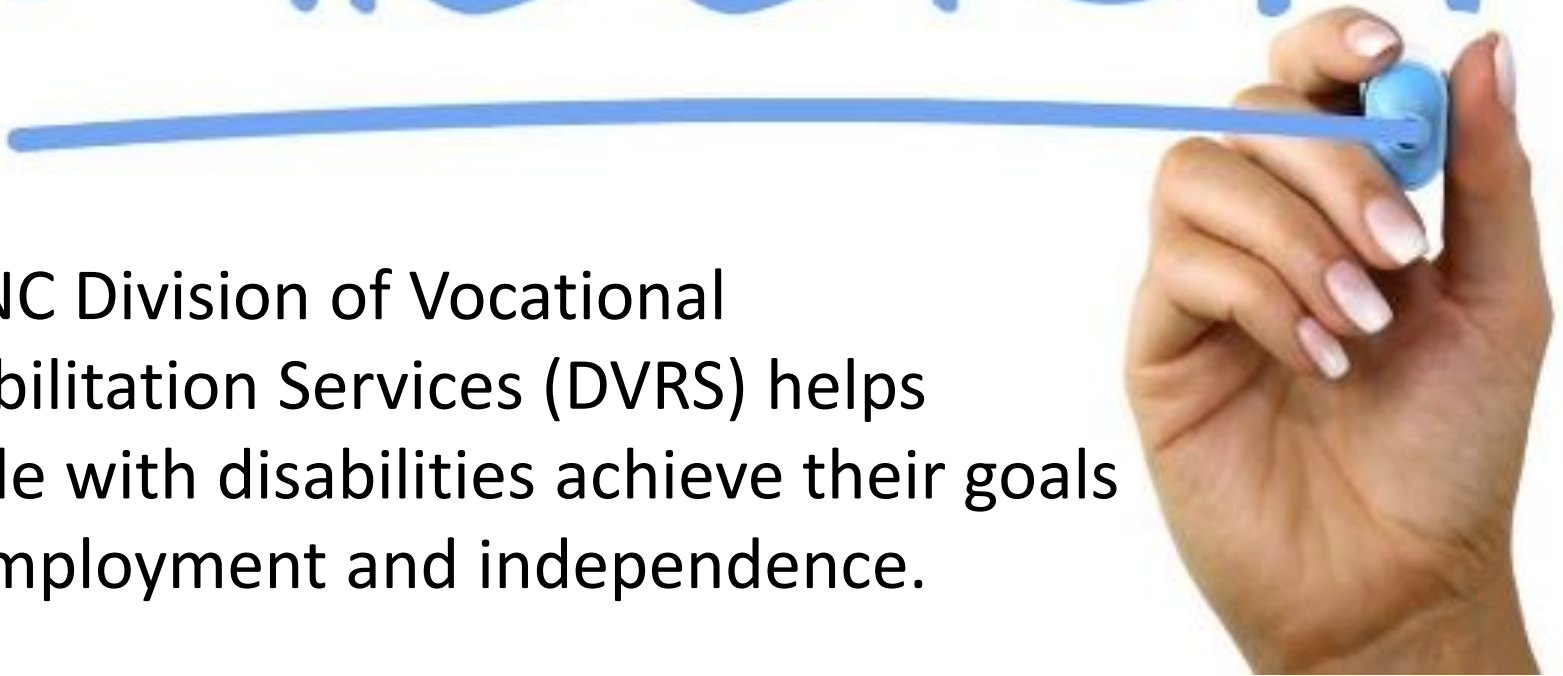


NC Department of Health and Human Services

## Division of Vocational Rehabilitation Services

### DVRS 101

# MISSION



The NC Division of Vocational Rehabilitation Services (DVRS) helps people with disabilities achieve their goals for employment and independence.

We are dedicated to empowering people with disabilities in becoming full participants in our society.



MISSION



# Who we help

## Individuals with:



Mental health conditions

Physical conditions

Intellectual disabilities

Learning disabilities

Substance use disorders

**14 years of age to adulthood**

## Core VR Services

- Individual guidance and counseling
- Mental and physical restoration
- Pre-employment and career training
- Job-related services
- Rehabilitation engineering and technology
- On-site support





# Personalized Planning

Everyone's needs and abilities are different



# Focus on the Individual

- Skills
- Talents
- Passion
- Abilities





# Individual Assessment






# Opportunity and Purpose

North Carolina is at its best when all people have the opportunity to achieve their potential and live lives of purpose.



# Inclusion and Success



Our workplaces and communities thrive when we embrace our differences.

# Make a Positive Impact!



Employers hire our clients because they are

**DEDICATED**

**HARD-WORKING**

**LOYAL**



# Partner with VR to:



## FIND

We assess your workforce needs and pre-screen our talent pool to identify candidates with the required skills and experience for the job.



## TRAIN

Customized disability awareness and inclusion training equip business leaders with tools to create a workplace where all employees thrive.



## RETAIN

Our retention services help you identify trainings, tools and workplace modifications that optimize productivity and keep high value employees on the job.



**Employers that partner with VR gain access to job-ready candidates and no-cost services and resources:**



## **RECRUITMENT**

---

We assess your workforce needs and pre-screen our talent pool to identify candidates with required skills and experience for the job.



## **ONBOARDING**

---

When our candidates become your new hires, ongoing support ensures that they continue to be a good match.



## **RETENTION**

---

We can help you retain high-value employees that may acquire a disability and consult on accommodations and workplace modifications that help your workforce stay productive.



## **PIPELINE DEVELOPMENT**

---

We can help you develop a pipeline of talent with the skills you need to grow your business through internships and other work-based learning experiences.



## **INCLUSION TRAINING**

---

Customized disability awareness and workplace inclusion training equips business leaders with the knowledge, skills and tools to create a workplace where all employees can thrive.



## **TECHNOLOGY SOLUTIONS**

---

We offer expert assistance to help identify tools, devices and resources that improve productivity, retention and inclusion of all employees.



## **FINANCIAL INCENTIVES**

---

We help you understand and access tax credits and other incentives available to businesses that hire our candidates.



## **WORKPLACE ACCESSIBILITY**

---

We provide guidance regarding ADA and Section 503 compliance and can advise on low-cost solutions to accommodate employees with disabilities.

# VR INTERNSHIPS



## BENEFITS

### **Motivated, professional interns at no cost to your business**

Intern wages are paid by the Division of Vocational Rehabilitation Services (DVRS) while they gain on-the-job experience working for your business.

### **Test-drive VR talent**

Our interns can work up to 28 hours per week for up to four months, allowing you to extend the interview process and see how a candidate performs under typical working conditions.

### **From intern to new hire**

VR provides support throughout the internship and can help your business qualify for federal tax incentives if one of our interns becomes an employee.

## OUR INTERNS HAVE THE TALENT TO GROW YOUR BUSINESS.

Research shows that building a disability-inclusive workforce can increase innovation and productivity, while reducing safety incidents and staff turnover rates.

The benefits of disability-inclusive hiring practices go beyond the bottom line. People with disabilities must be resourceful to adapt to the world around them. Strengths such

as problem-solving, persistence and a willingness to experiment are a part of their basic skill set.

Our interns are creative, enthusiastic and ready to gain experience on the job. Partner with DVRS to provide our candidates the opportunity to gain skills and build their resume at no cost to your business.



# On-the-Job Training (OJT)



**VR helps companies hire and retain well-trained employees**

A woman with dark hair, wearing a dark blue polka-dot shirt and pearl earrings, is smiling and looking towards another woman whose back is to the camera. In the background, a man in a light blue shirt is working at a computer. The setting appears to be an office or a professional environment with a window in the background.

# Retention Services

Follow Up

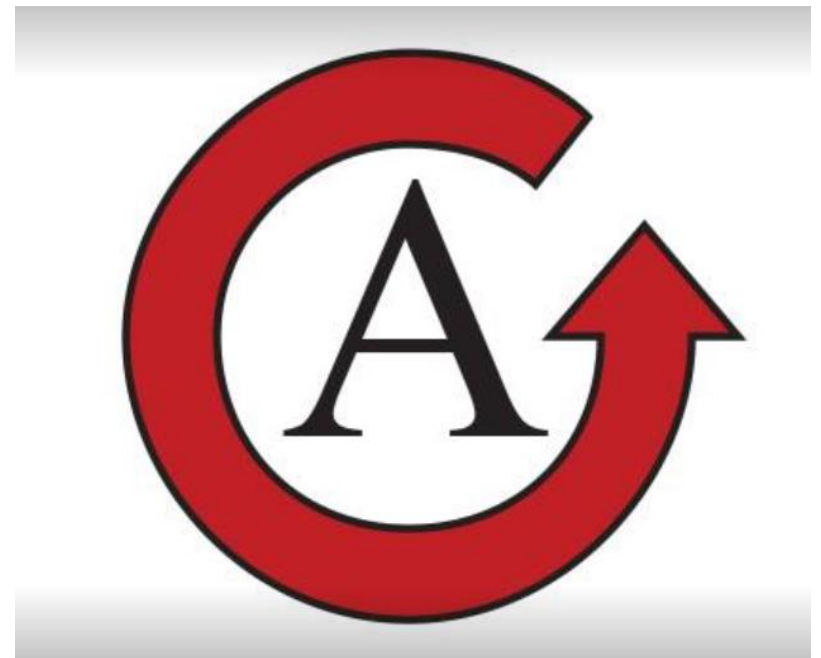


# Local Community Rehabilitation Programs

Skills Inc.



Acceleration Educational  
Services, Inc.



# Incentives for Business



## Work Opportunity Tax Credit

The work opportunity tax credit (WOTC) encourages businesses to hire people with disabilities and other barriers to employment.



When you hire candidates referred by VR, we provide conditional certification to help you obtain this tax credit on IRS Form 8850.



## Disabled Access Credit

The disabled access credit (DAC) helps small businesses make their workplace accessible to employees and customers with disabilities.

Use IRS Form 8826 to when you spend money to:

- Remove barriers to improve accessibility for people with all kinds of disabilities
- Acquire or modify equipment or devices for employees or customers with disabilities

## VOCATIONAL REHABILITATION SERVICES



*Harness the power of inclusion.*

### ABOUT



**The Windmills disability awareness training program equips business leaders with the knowledge, skills and tools to create an inclusive workplace where all employees have the opportunity to thrive.**

**Windmills trainings are provided free of charge**



NC DEPARTMENT OF  
**HEALTH AND  
HUMAN SERVICES**  
Division of Vocational  
Rehabilitation Services

[www.ncdhhs.gov/dvrs](http://www.ncdhhs.gov/dvrs)

NCDHHS is an equal opportunity employer and provider.

## TRAINING MODULES

With 12 training modules to choose from, you can select which work best for your business or partner with DVRS to design a successful training. Trainings may include, but aren't limited to:



### THE STORY

Understand the value of inclusion and how it can power innovation and productivity in your workplace.



### PROFILES

Learn how disability stereotypes can impact employment decisions.



### REASONABLE ACCOMMODATION

Develop creative solutions to accommodate needs of people with disabilities.



### FACT OR FICTION

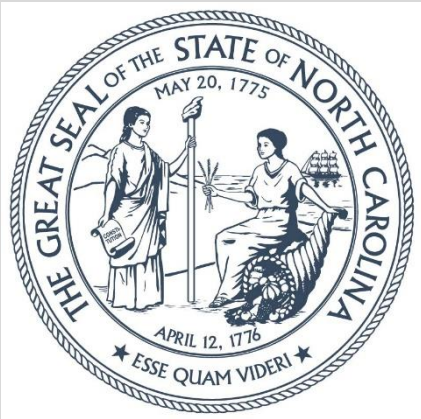
Test your knowledge about disability in the workplace and learn the basics of disability employment law.

# Statistics

- In 2021, population of 10.55 Million living in NC
- 2,198,903 North Carolinians are disabled adults.\*
- 1 in 4 adults in the US are living w/ some type of disability.\*
- 10.7% in Pasquotank Co. are disabled.
- Individuals who exit VR program avg. \$10.27/hour

\* According to the CDC





## Contact Information

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Go to: [www.ncdhhs.gov/dvrs](http://www.ncdhhs.gov/dvrs)

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