

## **Recruitment, Retention, and Results**

### North Dakota Vocational Rehabilitation

Recruiting the right employee and retaining existing well-trained and productive workers has never been more important to North Dakota business owners and employers than in today's economy.

To reach the business and organizational success you desire, you need to:

1. Tap into highly reliable and qualified job applicants who can put their diverse abilities to work for you.
2. Build strategies to help ensure that you maintain that critical edge and competitive advantage by holding onto your existing workforce.

What you need is results! We are North Dakota Vocational Rehabilitation. We serve businesses and individuals.

### **Professional Consultation Services**

- Assist business owners and employers in developing short and long-term strategies regarding their varying disability-related issues.
- Assist individuals who have permanent injuries, illness or impairments, to maximize their employment opportunities by helping them to develop the skills that today's businesses are seeking in the workforce of the future.

### **Featured Services and Benefits**

#### Recruitment

- Pre-screened and qualified applicants.

- Employee matches based on your needs.
- Soft-skill development.
- Customized employee training strategies.
- Reliable technical assistance and referrals.
- Quality assurance through follow-up.

### Retention

- Maintenance of current workforce and productivity levels.
- Assistance in building assistive technology strategies and referrals.
- Professional worksite assessments and options.
- Customized continuing education and training strategies.
- Job restructuring recommendations and assistance.
- Reliable technical assistance and referrals.
- Quality assistance through follow-up.

### Financial Incentives

- Access to On-the-Job training funds Work Opportunity Tax Credits.
- Partnerships with Internships and Apprenticeship programs.
- Application of Disables Access Tax Credit and Barrier Removal Tax Deductions.

### Accessibility

- Development of strategies for disability-related solutions.
- Beneficial reasonable accommodation outcomes.
- Greater access through ADA site assessments and recommendations.

- Positive impact on the bottom line through greater market share.
- Development of strategies for positive disability-related solutions.

## Education

- Enhanced ADA knowledge of roles and responsibilities.
- Greater understanding of workforce diversity.
- Access to professional knowledge and expertise.
- Enhanced team building and customer service.
- Increased staff morale.

Our services build bridges between employers, employees, and the marketplace.

Whether large or small, VR services will prove beneficial to your business or organization. If we don't have the answers, we will find them!

Through a network of Workforce Development partners, we can assess resources and make appropriate referrals that will have a positive impact on your bottom-line.

Recruitment, Retention, Resources, Referrals  
The bottom-line is results!

Maintain a critical edge and gain a competitive advantage through recruiting and retention strategies that produce results.

For more information contact us at 1-800-755-2745 or [www.hhs.nd.gov/vr](http://www.hhs.nd.gov/vr).