

Vocational Rehabilitation

Enhances North Dakota's Workforce

Working with Vocational Rehabilitation (VR) is a win-win for employers. Employing people with disabilities opens an untapped labor pool for growing community businesses.

| WE CAN HELP WITH | HOW THIS HELPS YOU | WIN-WIN |
|---|---|--|
| Recruitment Sources | Decreases the time to find applicants. | We help match the right applicant to meet your needs. |
| Rapid Retention | Keeps employees that have a disability on-the-job, decreasing turn over. | Our team works quickly to help prevent the loss of work. |
| Internships or Job Shadows | Connects potential employees and employers to build the next generation of employees. | We can help grow your workforce saving you time and resources. |
| On-the-job training | Trains qualifying VR clients to meet businesses' needs. | We coordinate and pay for training of new employees. |
| Ergonomic Training | Reduces the risk of workplace injuries and sick days. | Our training can help employees be more productive and improve their well-being. |
| Job Site Recommendations and Assistive Technology | Reduces access barriers for employees and customers. | We can make your workplace more accessible and find technology to increase independence. |
| Hiring Incentive/Tax Credits | Saves money by using state and federal tax credits. | Our team can help find qualifying tax credits and help with the process. |

If you are ready to grow your workforce, contact us at (888) 755-2745, 711 (TTY) or dhsvr@nd.gov



BENEFITS OF WORKING WITH VOCATIONAL REHABILITATION

Vocational Rehabilitation (VR) assists individuals with disabilities find a rewarding job. VR helps people prepare for, find or keep a job, and live a more independent life. Below are some of the successes from Federal Fiscal Year (FFY) 2022 (October 1, 2021 through September 30, 2022).

- ND VR ranked #1 in the nation in employing individuals with disabilities – 58%. (U.S. avg. 40%)
(Source: <https://disabilitycompendium.org> - See 2023 Compendium PDF tab, page 40)
- In FFY 2022, 562 individuals gained employment.
 - 93% of the individuals that got a job have more than one disability.
 - For FFY 2023, we are on pace to assist 700 people find job opportunities.
- For every dollar spent by VR, clients earn \$10.43.
- For every dollar spent by VR, the clients pay back \$2.09 in taxes.
- We worked with 3,817 individuals to gain skills that will help with employment.
- Our staff worked with 71 high schools to assist 2,133 students explore jobs, training, and/or careers options after high school.
- Assisted 588 individuals with vision impairments to remain independent in their homes.

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