

Recruitment Retention **RESULTS**



Office Locations



With regional offices across the state, contacting DVR is easy.

Vocational Rehabilitation

Dodgeville	608-935-9579
Eau Claire	715-836-4188
Fond du Lac	920-929-3948
Green Bay	920-448-5272
La Crosse	608-785-9510
Ladysmith	715-532-2707
Madison	608-242-4865
Milwaukee	414-389-6452
Racine	262-638-7201
Waukesha	262-548-5880
Wausau	715-261-8762



Resources

The ADA is designed to promote a diverse workforce that includes individuals with disabilities.

Whether large or small, DVR services will prove beneficial to your business or organization.

DVR can provide the latest information and education on the Americans with Disabilities Act (ADA). It is imperative that every business owner, manager, employer and employee understand this critical federal disability legislation.

The ADA is pro-business and pro-individual disability law. It is a positive piece of legislation designed to promote a diverse workforce that includes individuals with disabilities.

Useful publications for business owners and employers include:

- ADA Questions & Answers.
- ADA Checklist for Buildings and Facilities.
- ADA Guide for Small Businesses.
- Accessibility Under the ADA.
- Reaching Out to Customers with Disabilities.

All of these publications are available at <http://dwd.wisconsin.gov/dvr/business>



To reach the business and organizational success you desire, DVR can assist you to:

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

What you need is **RESULTS!**

The Wisconsin Division of Vocational Rehabilitation (DVR), offers a full-service business services program for business owners that can help them gain a critical advantage in today's highly competitive marketplace.

DVR provides professional consultation services to assist:

- Business owners to develop short and long-term strategies regarding diverse disability-related issues.
- Individuals with disabilities maximize their employment opportunities by helping them to develop the skills that today's businesses are seeking in the workforce of the future.

DVR represents an opportunity for companies to build on their business or organizational success through:

- Recruitment.
- Retention.
- Financial Incentives.
- Accessibility.
- Employee Education.

Recruiting the right employee and retaining existing, well-trained and productive workers has never been more important to Wisconsin business owners.



Recruitment

Research studies have consistently shown that employees with disabilities have average or better attendance, higher employment retention, average or better job performance and average or better safety ratings than their non-disabled counterparts.

Recruiting the right employee has never been more important to Wisconsin business owners than it is today.

DVR can assist you tap into highly reliable and qualified job applicants who can put their diverse abilities to work for you.

National studies show that when compared to employees without disabilities, employees with disabilities have:

- Equal or higher job performance ratings,
- Equal or higher retention rates.
- Equal or lower absentee rates.

DVR services can help you find the right match to meet your workforce needs:

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



Accessibility

In today's highly competitive marketplace, it is important that all potential customers are able to effectively access your goods or services.

Whether through physical or electronic access, your goal is to connect customers to your product or services. Being aware of the changing market dynamics and opportunities that exist will help your business.

- A person now has a 51% chance of incurring a disability in their lifetime.
- One in nine Wisconsin citizens has a disability.

According to the U.S. Business Leadership Network, disposable income for individuals with disabilities annually is:

- \$220 billion in the United States.
- \$750 billion globally.

DVR services addressing accessibility benefit you through:

- Development of strategies for positive disability-related solutions.
- Universal access to your products and service through ADA site assessments and recommendations.
- Customized training to give your employees a better understanding of disability etiquette.
- Positive impact on bottom line by increasing connection to a greater market share.



Whether through physical or electronic access, your goal is to connect customers to your product or services.



Education

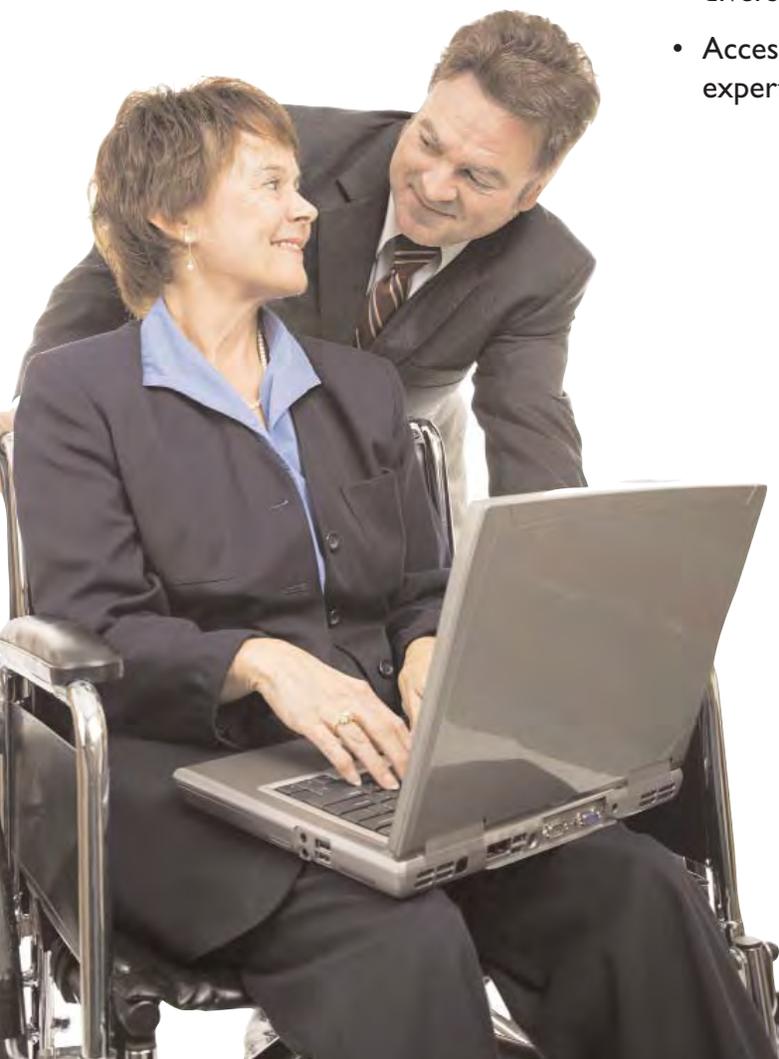
Knowledge, awareness, open communication and understanding are the keys to creating a positive work environment for all employees.

Knowledge, awareness, open communication and understanding are the keys to creating a positive work environment for all employees. There are far too many misconceptions and myths surrounding disability and successful employment.

Whether an employee with a disability or a customer with a disability, it is important that your entire staff have the knowledge and skills to interact positively.

Through education and training, DVR services can assist your employees to develop a broader understanding of the diversity in today's workplace and marketplace:

- Enhanced ADA knowledge of roles and responsibilities.
- Greater understanding of workforce diversity opportunities.
- Access to professional knowledge and expertise.



Retention

Finding the right employee is always a challenge, but retaining trained employees is equally important to business success.

- What happens if an employee incurs a disability?
- Who can help me keep quality workers on the job?

Estimates show it costs a business on average \$25,000 to train and integrate a new employee into the company workforce. It is more cost-effective to retain an existing employee who incurs a disability by making a reasonable accommodation.

Some businesses believe reasonable accommodations are very expensive. Not true. Most employees with a disability do not require any accommodations. If they do, the accommodations are often inexpensive. A business actually gets a return on that investment in overall increased productivity when an accommodation is made.

Making accommodations is nothing more than helping a person do their job to their full potential. Think of it as “productivity enhancement.”

DVR services benefit your retention efforts through:

- Maintenance of workforce and productivity levels.
- Assistance in building assistive technology strategies.
- Professional worksite assessments and options.
- Customized continuing education and training.
- Job restructuring recommendations and assistance.
- Reliable technical assistance.
- Ongoing support to insure successful job retention.

It has been estimated that the cost of employee turnover can be as high as 150% of the individual's annual salary. Replacing an employee who leaves your company who is earning \$50,000, can cost you as much as \$75,000.



Financial Incentives



*The bottom line is
the bottom line.*



Every business and organization looks for a competitive advantage by maximizing profits, controlling expenses and offering stakeholders a solid return on investment. Ensuring accessibility and employing individuals with disabilities can benefit the bottom line through financial incentives:

On-the-job training (OJT)

On-the-job training (OJT) is an individualized training program conducted at the actual work site where a job applicant receives specific training required to secure employment. 50% of the salary and fringe expenses of a DVR candidate hired by your company will be covered by DVR for up to 90 days.

- Pre-screened, qualified applicants.
- No-cost recruiting.
- Opportunity to train a new employee on the job at a 50% reduced cost to your business.
- Tax credit opportunities for hiring an individual with a disability.
- A more diversified workforce.
- Ongoing support to ensure successful job retention – DVR is here after the hire!
- No-cost DVR consultation and technical assistance on disability-related issues, including reasonable accommodations.



Disability access credit

(IRS Code Section 44)

- Available to small businesses for expenses paid or incurred to comply with the Americans with Disabilities Act.
- The small business must have 30 or fewer full-time employees or have revenues below \$1,000,000.
- 50% of the expense over \$250 and not exceeding \$10,250 is applicable. The credit may not exceed \$5,000 annually.

Barrier removal deduction

(IRS Code Section 190)

- Available to make facilities or public transportation vehicles more accessible.
- The deduction is up to \$15,000 annually. Amounts over \$15,000 may be depreciated.

Work opportunity tax credit (WOTC)

- Available to employers who hire DVR candidates.
- A credit is available for each new hire and there is no limit placed on the number of new hires under WOTC.
- Available on up to 40% of the first \$6,000 in wages paid in the first 12 months of employment.

Tax credits and deductions help offset costs that may be incurred.



Division of Vocational Rehabilitation

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Job Center of Wisconsin:
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