

Workforce Strategies & Solutions



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Business Services

Department of Workforce Development
Division of Vocational Rehabilitation

The Division of Vocational Rehabilitation (DVR)

- **DVR's mission:** Assist individuals with disabilities obtain, maintain, and advance in employment
- **An underutilized talent pool:** In 2015, only 34.9 percent of people with disabilities across the United States ages 18-64 had a job (41 percent in WI) compared to 76.0 percent for people without disabilities
- **WI DVR customers:** 15,000+ people who want to work and the businesses that want to connect to their talent

DVR's Customers

➤ Individuals who want to work

- Participate in the DVR program on a voluntary basis
- Work with counselor/team for an *average* of 21 months to prepare for and connect to employment
- Pursue all types of employment in all industry sectors

➤ Businesses that want to connect to talent

- Seek innovative, effective ways to grow their workforce
- Want to increase or enhance diversity
- Express interest in available incentives
- Prefer a local point of contact who they can establish a working relationship with

Scope of Business Services

➤ Employer Information and Support Services

- DVR provides information about opportunities to grow and train the workforce, including tax credits, bonding, incentives, grants, local workforce initiatives, community resources, and labor market information

➤ Workforce Recruitment Assistance

- DVR assists business connect to talent through job fairs, JobCenterofWisconsin, and customized recruitment efforts

Scope of Business Services (continued)

Training Assistance

- DVR provides information and assistance regarding:
 - On the Job Training
 - Internships/Work Experience Training
 - Customized Training (Retail, Hospitality, Healthcare, Tourism)
 - Special Projects: Project SEARCH, Fast Forward grants

Scope of Business Services (continued)

Access to Untapped Labor Pools

- DVR assists business connect to a talent pool that is diverse in nature
- ONET search reveals DVR job seekers are pursuing work in the following areas:
 - Human resources
 - Assembly
 - Production
 - Fabrication
 - Metal/Plastic Work
 - Installation, maintenance and repair
 - Distribution and logistics
 - Engineering

Business Services Consultants

- Business Services are delivered by local Business Services Consultants (BSCs)
- BSCs are part of a larger local Business Services Team and workforce system
- BSCs provide information, services, and support to WI business

Outcomes/Impact

➤ Outcomes

- 25,000 individuals with disabilities achieved employment in the last six FFY
- Between 2013-16, DVR reached out to 9862 businesses
- Businesses leveraged direct hire, on the job training and internships to connect to talent
- Many WI businesses developed customized training *pipelines*

Questions?

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