



## **INCENTIVES & SERVICES AVAILABLE FOR EMPLOYERS**

### **Job Accommodation and Assistive Technology**

Sometimes employees need an adjustment or modification in the workplace to perform their job productively. DBVI's assistive technology specialists and skilled rehabilitation engineers can assess your workplace and develop accommodations if needed.

In many cases, an accommodation is a simple, inexpensive fix that our rehabilitation technology engineers can install such as an ergonomic keyboard or a software application designed for needed tasks or a modified work schedule.

### **Disability Awareness and Diversity Training**

DBVI offers FREE disability awareness and diversity training to help educate your managers and staff on disability etiquette.

Our staff is also available to speak on topics such as assistive technology, reasonable accommodations, the Americans with Disabilities Act, and federal contract requirements or we can customize a presentation for your organization.

### **Unpaid Work Experience (UWE – “Volunteer”):**

The work experience allows employers to get a free, first-hand look at potential, future employees while our clients get to explore a career opportunity. Clients are not guaranteed a job, but will hopefully meet and work with someone in your organization who may agree to be a reference

DBVI will:

- Consult with the employer and worker to set up specific job tasks.

- Assist the client with transportation costs.
- Provide accident coverage for a qualifying client injured while participating in the work experience or internship.

### **On-The-Job Training (OJT) Reimbursement:**

Employer's who hire the Department for the Blind and Vision Impaired consumers, may be reimbursed for on-the-job training costs. In such cases where employers provide on-the-job training, DBVI **reimburses employers for up to 100 percent of the consumer's earnings for the training period.**

### **Work Opportunity Tax Credit (WOTC):**

A tax credit is available to employers who hire persons with disabilities. The tax credit amounts to **40 percent of the first \$6,000, or up to \$2,400 in wages paid during the first twelve months for each new hire.** WOTC is subject to reauthorization by Congress each year.

### **Recruiting & Staffing**

DBVI partners with employers across Virginia to provide them with qualified, dependable employees.

DBVI 's Workforce Specialists:

- Work with your organization to set up job internships, unpaid work experiences or on-the-job training to make sure the employee is a good fit.
- Arrange job fairs so you can preview multiple candidates at one time.
- Partner with job coaches to guide the clients you hire who need extra support services.

These programs are available to employers separately, or in any combination which best suits the needs of the business involved, and the client. For further information on any or all of these programs please contact:

**DeAngelo White, Business Relations Specialist, (757) 266-3215,  
deangelo.white@dbvi.virginia.gov**