

Best Practices for Introducing Employers to Potential Employees with Disabilities

Company Tours

Company tours are a great way to introduce potential candidates to your business. For individuals interested in a career in your industry, a tour can provide a real-world understanding of your workplace, the skills needed to be successful and other important information.

Short-term Job Shadows

Ranging from a few hours to a week in length, short-term job shadows are a great way for employers and potential candidates to meet. For many individuals, this is an opportunity to get a hands-on understanding of a business. During this period, the candidate is covered under our State liability policy, so there is no risk to the employer.

Risk-free Trial/Work Experience (OJT – Trainee)

For individuals who need additional training, this option provides an opportunity to introduce a candidate to the workforce prior to actually making a hire. The IVRS Counselor or Consultant will work with an employer to determine the duration and schedule of the work experience. During this period, the trainee is paid a training offset by IVRS and is covered under the State liability policy, so there is no risk to the employer.

On-the-Job Training (OJT- Employee)

OJT is designed to train new employees in the business setting, thereby creating a workforce of employees with job skills specific to an employer's needs. The new employee will be on the employer's payroll and be covered by Workers' Compensation. The employer is reimbursed a percentage of the training wage.

Internships

Many businesses set up either paid or nonpaid internships for college students and/or graduates. Approximately 40% of IVRS job candidates are enrolled in postsecondary education programs and will be seeking internships either through their college or through IVRS.

Temps and Temp-To-Hire

IVRS partners with Manpower's *Access2Ability* program for those candidates who have the skills necessary to be successful, but who may need experience and/or a trial period to become fully productive. IVRS refers these candidates through Manpower, who does the screening and testing for the identified skills and abilities. As a temp the worker is an employee of a staffing agency. All temp-to-hire arrangements are entered into with the assumption that the candidate will be hired on by the employer upon the successful completion of the agreed on trial period. Should the employer decide that a candidate is not a good match; the candidate can be terminated at any time.



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Additional IVRS Resources Available to Iowa Businesses

Talent Acquisition Portal

Job Ready candidates will enter their resumes into a National VR Database that Iowa Businesses may access to post open positions and/or to search for qualified candidates to recruit for direct hiring.

Reasonable Accommodations and Assistive Technology Consultation

IVRS provides free consultation to identify potential reasonable accommodation strategies that will support qualified individuals with disabilities to take advantage of career advancement opportunities or address return-to-work issues for employees who are experiencing chronic illness, injury or permanent disabilities.

Employer's Disability Resource Network (EDRN)

IVRS works in collaboration with other state, federal and private partner agencies to identify develop and mobilize resources, supports and services that add value to Iowa businesses hiring persons with disabilities. [View the EDRN website](#)

Contact Information

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