

Bottom Line

IVRS SERVICES	HOW THEY IMPACT YOU
Qualified applicants	IVRS counselors get to know your business needs and utilize this information to evaluate our job candidate's skills and ability to fit into your culture. We refer them for employment after we have put them through our screening process
Consultation Services	We provide consultation to businesses and answer questions regarding employment issues. Some examples of our consultation services might include: ADA, diversity, employment and personnel policies, accessibility, ergonomics, 503 regulations and website evaluation for disability friendliness.
Training	We offer staff training on disability sensitivity, the ADA-what is covered and specific disabilities.
Job Accommodations and Modifications	We are able to access your workplace and provide feedback on universal design, assistive technology solutions and information on where to attain these devices
Job Retention Support (Coach)	IVRS staff can provide or arrange job coaching for individuals to ensure proper training and supports for the person to be successful and lead to long term retention. The coach will assist in job skill training, which will offset a considerable portion of your training cost.
Trainee On the Job Training (OJT)	Counselors are able to assist your company by creating your own applicant pool. Once we understand your job needs we are able to offer candidates for a period of time to learn the job. We assume liability (work comp issues) as well as reimburse the trainee during that training period. This allows you to try our and train the employee at no cost to you
Employee On the Job Training (OJT)	IVRS can assist with training a new hire using the OJT, a form of customized training. IVRS is able to reimburse the employer a percentage of the new hire's wages to offset the cost of training. A significant benefit to this option is that during the training period, the employer is not liable for unemployment tax.
Tax Incentives	There are several state and federal tax incentives available to employers who hire people with disabilities.
Workflow design	By evaluating your jobs, we can make recommendations on ways to simplify the jobs and save money
Post hire Follow-Up Services	IVRS offers consultation services to assist an employer at any time even after the hire and training period. Post-employment is a unique and exclusive service offered by IVRS
Job Analysis	Our staff evaluates and complete an analysis of the job to include both soft and hard skills requires and preferred



	as well as the culture of the job. We look at background and hiring requirements. This may be used to update job descriptions or for hiring the person.
Reasonable Accommodations and Assistive Technology Consultation	IVRS provides 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.

Best Practices for Introducing Employers of 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 company, a tour can provide 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 time, short-term job shadows are a great way for employers and potential candidates to meet. During this period, the candidate is covered under our State liability policy, so there is no risk to you.

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 post-secondary education programs and will be seeking an internship.

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 resulting in direct hire.

Employer's Disability Resource Network

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.

www.EDRNetwork.org

Access2Ability

IVRS partners with Manpower's program for candidates who have the necessary skills to be successful, but many need more 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 the staffing agency. All temp-to-hire arrangements are entered into with the assumption that the candidate will be hired on by the employer upon successful completion of the agreed trial period. Should you decide they are not a good match, they can be terminated at any time.

