

Recruitment **RETENTION**

results!



**DIVISION of
VOCATIONAL REHABILITATION**

State of North Dakota

Recruiting

the right employee and ...

Retaining

existing well-trained and
productive workers ...

has never been more important to North Dakota business owners and employers than in today's economy.

To reach the business and organizational success you desire, you need to:

1 tap into highly reliable and qualified job applicants who can put their diverse abilities to work for you,

2 build strategies to help ensure that you maintain that critical edge and competitive advantage by holding onto your existing workforce.





We are the **North Dakota Division of Vocational Rehabilitation**, or DVR.

We serve businesses and individuals.

Professional consultation services...

- assist business owners and employers in developing short- and long-term strategies regarding their varying disability-related issues.
- assist individuals who have permanent injuries, illness or impairments, to maximize their employment opportunities by helping them to develop the skills that today's businesses are seeking in the workforce of the future.

Our services build bridges between employers, employees and the marketplace.

Recruitment

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

Retention

- Maintenance of current workforce and productivity levels
- Assistance in building assistive technology strategies and referrals
- Professional work site assessments and options
- Customized continuing education and training strategies
- Job restructuring recommendations and assistance
- Reliable technical assistance and referrals
- Quality assistance through follow-up

Financial incentives

- Access to On-the-Job Training funds and Work Opportunity Tax Credits
- Partnerships with Internship and Apprenticeships programs
- Application of Disabled Access Tax Credit and Barrier Removal Tax Deductions

Accessibility

- Development of strategies for disability-related solutions
- Beneficial reasonable accommodation outcomes
- Greater access through ADA site assessments and recommendation

featured services & benefits

- Positive impact on bottom line through greater market share
- Development of strategies for positive disability-related solutions

Education

- Enhanced ADA knowledge of roles and responsibilities
- Greater understanding of workforce diversity
- Access to professional knowledge and expertise
- Enhanced team-building and customer service
- Increased staff morale



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

If we don't have the answers, we will find them!

Through a network of Workforce Development partners, we can access *resources* and make appropriate *referrals* that will have a positive impact on your bottom-line.

RECRUITMENT, RETENTION,
RESOURCES, REFERRALS

The bottom-line is

results!

Maintain a Critical Edge and gain a
Competitive Advantage through

Recruiting and **Retention**

strategies that produce

results!



www.nd.gov/dhs/dvr
1-800-755-2745



A partner in The NET

With regional offices located in the state's eight largest cities, DVR provides services all across North Dakota.

Williston	701-774-4662 1-800-231-7724
Minot	701-857-8642 1-888-470-6968
Devils Lake	701-665-2235 1-888-607-8610
Grand Forks	701-795-3100 1-888-256-6742
Fargo	701-298-4459 1-888-342-4900
Jamestown	701-253-6388 1-800-639-6292
Bismarck	701-328-8800 1-888-862-7342
Dickinson	701-227-7600 1-888-227-7525