

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

Recruitment RETENTION *results!*



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:

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

1

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

2



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

- 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!



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