



VIRGINIA DEPARTMENT FOR AGING  
AND REHABILITATIVE SERVICES

## Our Mission

To improve the employment, quality of life, security, and independence of older Virginians, Virginians with disabilities, and their families.

### Division of Rehabilitative Services

DRS offers vocational rehabilitation to assist people with disabilities to prepare for, secure, retain or regain employment. Eligibility for services is based on:



- having a physical, mental or emotional disability;
- this disability keeps the person from working;
- the person lives, works or attends school in Virginia; and
- DRS certifies that there is a good chance that these services will result in employment.

### Vocational Rehabilitation

Counselors may provide or assist with:

- Physical and mental restoration
- Vocational evaluation/career exploration
- Vocational/job training
- Job placement assistance
- Situational assessment
- Job development/job coaching



### Assistive Technology

AT uses devices, services or accommodations may help consumers live and work independently. Services and supports are also available to businesses to improve workplace accessibility. DARS can help identify potential resources for obtaining equipment through the Virginia Assistive Technology System, the Assistive Technology Loan Fund Authority and Centers for Independent Living.



### Wilson Workforce and Rehabilitation Center

**WWRC** provides comprehensive vocational rehabilitation services to people with disabilities to enhance their independence and employability.

Its on-campus staff provide vocational rehabilitation counseling, evaluation and education. Its career and technical education programs are workforce driven so students gain in-demand skills and credentials as well as life skills.



### Community Partners

DARS works with many organizations to assist individuals with disabilities in achieving their goals of employment and/or independence.

- Brain Injury Services
- Centers for Independent Living
- Employment Service Organizations
- Virginia Assistive Technology System
- Assistive Technology Loan Fund Authority
- Virginia Career Works
- Ticket to Work/Employment Networks
- High schools and higher education





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**T**oday, businesses recognize people with disabilities as a **workforce that works**. The Division of Rehabilitative Services provides employers the tools and resources they need to successfully employ and support people with disabilities in the workplace.

At little or no cost, businesses can benefit from the following DRS services:

### **Staffing and Recruitment**

DRS' dedicated employment counselors can find qualified job applicants who meet your specific job requirements.

### **Workplace Accommodations**

Consult with businesses to modify job descriptions, identify reasonable accommodations or improve workplace accessibility for prospective or existing employees with disabilities.

### **Job Retention/Return to Work Services**

In cases of disability due to illness or non-occupational injury, DRS can help reduce turnover and training costs by providing solutions that keep valuable skills and expertise in your workplace.



### **Disability Awareness Training**

Create a positive work environment within your organization. Request for staff to learn about disability etiquette, "people first" language and adopt best practices for hiring, accommodating and communicating with workers and customers with disabilities.

### **Access to Resources**

DRS connects businesses with community resources and networks that support diversity and workforce needs.

### **Financial Incentives and Training Programs**

Hiring and/or accommodating persons with disabilities can provide you with tax and reimbursement benefits.

### **Unpaid Work Experience Program**

- The Unpaid Work Experience is a no-cost, opportunity to identify future employees.
- DRS consults with the employer to set up specific job tasks for our candidate to perform.
- DRS assists the candidate with transportation costs.
- DRS provides accident coverage for qualifying candidate if injured during the internship.

### **On-The-Job Training Reimbursement Program**

- Employers get a chance to assess the abilities and work habits of an employee at half the cost.
- DRS will set up a contract for you to hire our candidate and will reimburse you for up to 50 percent of the trainee's wages paid during the training period.
- The trainee's wage is equal to minimum wage or the entry level wage the employer pays for that position, whichever is greater.
- OJT can also be combined with the Work Opportunity Tax Credit.
- DRS finds carefully screened trainees to match the demands of your workplace.
- DRS follows up regularly on trainee's progress.

### **Work Opportunity Tax Credit**

- A tax credit is available to employers who hire persons with disabilities.
- The tax credit amounts to 25 percent of qualified first-year wages for those working 120 to 400 hours or 40 percent for 400 hours or more worked.
- See the Virginia Employment Commission website for more information.

### **Supported Employment Training Program**

- DRS contracts with vendors to provide job services that help employees become acclimated to their job and increase job performance.
- Contracted services may include situational assessments, job coaching, job retention, social skills training, job placement and long-term follow along.

For more information about DARS, visit:

[www.dars.virginia.gov/drs](http://www.dars.virginia.gov/drs)

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