

# Inclusion Works for Business: Hire, Retain, and Advance Individuals with Disabilities



## Menu of Employer Services from Northern Virginia Workforce Partners

### Recruiting and Screening

**Activities to help attract qualified applicants with the skill set you need.**

- **On-the-Job Training (OJT):** Employers can substantially lower their training costs for newly-hired employees by taking advantage of On-the-Job (OJT) wage subsidies. These wage subsidies can support between 50% and 100% of a new worker's wages for an agreed upon training period.
- **Job Postings:** Fee-free advertisement of open positions on national talent acquisition portals, the online Virginia Workforce Connection, One-Stop Employment Centers, and frontline staff across multiple workforce agencies.
- **Targeted Recruitment:** Need a specific skill set? We can provide candidates who have been assessed for aptitude and skills, certifications, and qualifications to match your specified workforce needs. We provide criminal background checks on candidates referred to you for hire.
- **Inclusive Practices - Internships:** Need an intern? We pay interns to gain firsthand experience with you. Hosting an intern can be a key component of your diversity efforts, build your company brand, and cultivate a positive relationship with the community. Workman's compensation and liability insurance is covered through a partner staffing agency.

## Employee Development and Retention Services

**Financial incentives and grant funding are available for businesses. Contact us before you hire, or when you have incumbent workers you need to upskill. Some of our employer incentives include:**

- **Work Opportunity Tax Credit (WOTC):** WOTC joins other workforce programs that incentivize workplace diversity and facilitate access to good jobs for American workers. Employers can earn up to \$2,400 during the first twelve months for each new hire when hiring individuals from designated workforce programs.
- **Incumbent Worker Training:** Need to re-train your existing workforce? We offer funding to support your employees in gaining new skills and in making your business more competitive and profitable. Participating businesses provide a minimum matching contribution which may include in-kind services. The percentage of funding we can offset is based on the number of employees in the business.
- **Workplace Assessments and Assistive Technology:** No-cost assessments performed by professionals to determine accommodations and assistive technology needs for new or incumbent workers.

## Business Consultation and Planning

**Professional subject matter experts can assist your business with a variety of services to enhance business performance.**

- **Disability Etiquette Awareness Training:** Employees are often unsure how to approach individuals with disabilities. Training on disability awareness brings your team together by providing information that makes your workplace environment more cohesive and comfortable. Available for small groups, departments, or companywide, at no cost.
- **Federal Contractors:** Professional assistance in creating and meeting your Section 503 goals, at no cost. Section 503 prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities, and requires these employers to take affirmative action to recruit, hire, promote, and retain individuals with disabilities.

