1. Disability Sensitivity Training

- In person or virtual trainings
- Menu of trainings to select from

2. Consultation Services

- Ergonomic Assessments
- Reviewing website for accessibility
- Consultation on application for disability friendliness
- Consultation on job description and essential functions

3. ADA guidance and consultation

- ADA training
- ADA assessments of building and recommendations
- Consultation on ADA compliance of interviewing, hiring and accommodations

4. Reasonable Accommodations

- Help your company identify accommodations in the workplace
- Universal design recommendations
- Education on accommodations
- Tax credits for accommodations
- Resources for reasonable accommodations and potential funding sources
- Workplace evaluation to determine accommodations
- Suggestions on modifications to meet business needs

5. Task and job analysis for workplace efficiencies

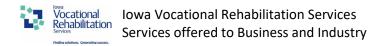
- Evaluation of job to include observation, interviews with management, HR and employees
- Documentation of essential functions
- Documentation of tasks to complete the essential functions
- Document workplace culture
- Create job descriptions based on information gathered
- Determine workplace inefficiencies and make recommendations to improve outcomes

6. Pre-Screened Candidates

- Understanding of workplace needs, culture and requirements of the job. Understanding of our candidates and making recommendations for a win-win
- Improving retention of employees by getting you the right candidates with the right supports
- Providing supports and recommendations on all candidates referred

7. Access to high school and college students

- We have a counselor in every high school and community college in the state of lowa, we can introduce you to your future workforce
- Tours for students- they don't know what they don't know
- Work based learning opportunities
- Seminars and meet and greets with students
- Opportunities to align workplace needs with school curriculum



8. Information & guidance on tax incentives

- Provide information on tax incentives available to businesses who hire persons with disabilities
- Our staff can help you complete the forms
- Our staff will guide you through the process and introduce you to partners who can also help

9. Staff Externships

- Our staff spend time with your staff at the workplace
- To better understand the needs of the job, our staff work alongside your staff
- Our externships vary in length depending on the time our staff need to learn the job
- Our staff are covered by our worker's compensation policy and your business is not at risk should anything happen

10. Staff embedding

- Our staff have an office at your company and spend time there (agreed upon) to discuss referrals, current employees and provide supports and resources to your company on a regular basis
- Our staff provide supports to the individuals you hire with disabilities
- You have a support network built into your company
- Our staff help with on-boarding of new employees that we serve
- Our staff assist with identifying reasonable accommodations

11. On the job trainings

- Your company hires our candidates and IVRS reimburses your company 50% of wages for up to 320 hours
- Our staff will develop and monitor the training plan
- This allows you financial assistance in training persons with barriers

12. Externship

- Our staff will work with you to set this up and create the training plan
- Our staff will secure funding and liability through a 3rd party to cover wages and worker's compensation
- Our job candidates "work" side-by-side with your staff to learn the job at no cost to your company.

13. Customer Service Academy

- Our staff provide a weeklong customer service academy to prepare our candidates for your work
- We are able to customize this training to your company needs
- All candidates receive a certification which will verify they took & participated in the class and have basic understanding of customer service

14. Job Coaching

- If needed, our staff can arrange and fund job coaching for a short period of time
- Job coaches have their own liability insurance and are paid by their employer

15. Job Retention

• Our staff can come in at any time to help you retain a person with a disability

16. Save a job

• Our staff can provide services to you to help save a job of a person with a disability who is struggling. Staff can also open a file to serve that person.