

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 Iowa, 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.*