

## Office of Vocational Rehabilitation (OVR) Business Services Fast Facts

### No-Cost Talent Recruitment, Disability Related Training & Consultation Services Now Available!

**Thank you for taking a moment from your busy schedule to learn more about the Pennsylvania Office of Vocational Rehabilitation (OVR) within the PA. Dept. of Labor and Industry.** State public vocational rehabilitation programs were created in 1919 to serve all U.S. citizens and their state residents who have a disability. This publication is intended to make you, as a state agency or county civil services program, aware of our talent pipeline of qualified, pre-screened job candidates and our services that ensure their successful on-boarding to a career in state or county civil service. OVR can also help you retain a worker who has developed a disability and needs assistance to maintain employment. In addition, we have consultation services and training available to you or your supervisory staff on disability etiquette and Americans with Disability Act job accommodation and accessibility issues.



### No Longer the Best Kept Secret: OVR Mission & Services

OVR's mission is to assist Pennsylvanians with disabilities to secure and maintain employment and independence. Clearly, this mission cannot be realized without the full participation of our public state and county civil service employer partners, like you, throughout the commonwealth. In recognition of the vital role Pennsylvania state & county government employment plays in creating a model of a fully inclusive workforce, OVR is prepared to help recruit talent for both civil service, non-civil service and county programs. OVR created the Business Services and Outreach Division in 2013 to ensure that Pennsylvania employers could easily access all of OVR's talent and our no-cost business services through a single point of contact model.

### What the PA Office of Vocational Rehabilitation (OVR) Can Do for Your Bureau, Agency or State Program

- ✓ PA OVR can recruit talent to help your division or department meet openings for temporary State Civil Service Commission or Bureau of State Employment positions available to non-competitive bids from the general public.
- ✓ PA OVR can recruit career talent for permanent positions in collaboration with the State Civil Service Commission or Bureau of State Employment to help your commitment to hire people with disabilities (PWD) in fulfillment of Gov. Wolf's 2016 Executive Order on Employment First. ([Employment First Executive Order](#))
- ✓ PA OVR can on-board new hires through use of Job Coaching support or wage reimbursement On-the-Job Training (OJT) with monitoring and support from an OVR counselor to promote the successful start-up of your new hires.
- ✓ PA OVR can help you determine American with Disabilities Act (ADA as amended) architectural accessibility requirements for your workplace through one of our ADA trained local Business Services staff members.
- ✓ PA OVR can provide your staff and supervisors with disability etiquette or sensitivity training and assistance on general ADA employment considerations to help promote an inclusive culture for PWD in your department, bureau, division or agency in collaboration with your Equal Employment Opportunity (EEO) human resource staff.

## OVR Business Services Fast Facts

### Skilled Talent for Businesses in 2016

- **2,440** qualified, pre-screened new hires across a broad spectrum of workforce occupational demands by Pennsylvania employers in the quarter starting on July 1 and ending Sept. 30, 2016

### 2016 Estimated Investment in PA Businesses

- To date, businesses have hired over 7,000 qualified and pre-screened individuals who have received services from OVR. Many started their new jobs with a 90-100% reimbursement of wages by OVR.
- Estimated savings to these businesses are significant.
- OVR has provided many no-cost consultations to businesses on accommodations, accessibility or assistance to employees who developed a disability and desired to return to work.
- OVR is actively engaged with businesses and organizations in partnerships to supply talent; support diversity workforce goals; and on-board motivated, reliable, problem-solving employees who add value to their employer's bottom line.

### Skilled Talent for Public Federal, State, County Employers and Private Sector Businesses in 2015

- 8,800 qualified, pre-screened new hires across a broad spectrum of workforce occupational demands by Pennsylvania employers
- 3,698 service industry positions filled (42% of talent pipeline)
- 1,936 management, business & support positions filled (22%)
- 1,760 industrial or mechanical positions filled (20%)
- 704 healthcare positions filled (8%)
- 440 professional or technical positions filled (5%)
- 264 education & training positions filled (3%)

### Savings & Wages

- An estimated net public savings of nearly \$54 million from taxes collected and reduced costs to public support programs. The net impact will result in a return on investment (ROI) for every state and federal tax dollar spent to bring OVR talent into the workforce.
- Aggregate wages of all hires in 2015 was \$13 per hour.

**Please contact us at the phone or e-mail address below so we can learn about your needs and be part of your talent and disability-related consultation solutions. Thank you!**

#### OVR BUSINESS SERVICES

**Talent acquisition ♦ Accessibility analysis  
Financial incentives ♦ Disability awareness  
Networking resources**

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