

Office of Vocational Rehabilitation 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), part of 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 service program, aware of our talent pipeline of qualified, pre-screened job candidates and our services to ensure their successful on-boarding to a career in state or county civil service. OVR can also help you retain a worker who has acquired 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. We call this publication our State Government and County Civil Service Fast Facts.

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 all employers could easily access OVR's talent and our no-cost business services through a single point of contact model.

What OVR Can Do for Your Bureau, Agency or State Program

- OVR can recruit time-limited 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.
- OVR can recruit career talent for permanent positions in collaboration with the State Civil Service Commission or Bureau of State Employment to assist you in your commitment to hire people with disabilities (PWD) in fulfillment of Governor Wolf's 2016 [Employment First Executive Order](#).
- OVR can onboard 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 OVR talent hires.
- OVR can help you determine American with Disabilities Act (ADA as amended) architectural accessibility requirements for your workplace by one of our ADA trained local business services staff members.
- 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 resources staff.
- We will keep the process simple to gain your respect, trust and reliance upon OVR for your disability-related staffing or consultation needs.

OVR Business Services Fast Facts

Skilled Talent for Businesses in 2016

- 8,351 qualified, pre-screened new hires across a broad spectrum of workforce occupational demands by Pennsylvania employers from October 1, 2015 – September 30, 2016.

Estimated Investment in 2016 to Businesses in PA

- To date, businesses hired 8,351 qualified and pre-screened individuals who received services from OVR. Many started their new jobs with a 90-100% reimbursement of wages for their employers by OVR.
- A return of approximately \$77 M in state and federal dollars from individuals becoming competitively employed
- OVR has provided many no-cost consultations to businesses on accommodations, accessibility or assistance to employees who acquired a disability.
- OVR is actively engaged with businesses and organizations in partnerships to supply talent, support diversity workforce goals and to onboard motivated, reliable, problem-solving employees who add value to their employer's bottom line.

Skilled Talent for Federal, State and County Employers and Private Sector Businesses in 2016

- 8,351 qualified, pre-screened new hires across a broad spectrum of workforce occupational demands by Pennsylvania employers
- Service Industries: 25%
- Industrial and Mechanical: 24%
- Management, Finance and Support: 23%
- Professional and Technical: 11%
- Healthcare: 9%
- Community and Social Services: 5%
- Education and Training: 3%
- Aggregate wages of all hires in 2016 was \$13.05/hour (1.7% increase from 2015).

Please contact our team at the phone number and/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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