

What is the EveryBody Works NC Campaign?

On-the-Job Training (OJT): To help companies hire and retain well-trained employees, North Carolina Vocational Rehabilitation (NCVR) helps identify hire-to-train candidates who can benefit from OJT. This allows for extended new employee orientation and training periods during which up to 75% of the new hire's wages can be reimbursed. NCVR can help devise a training plan for OJT employees and will provide follow-up services.

October is National Disability Employment Awareness Month and the North Carolina Council on Developmental Disabilities is promoting awareness of the untapped pool of talent found in the disability community. It is full of people with college degrees, occupational certificates and critical job skills who are willing and able to work.

Retention Services: NCVR provides follow-up services on new hires or any employee struggling at work due to a disability. Services can be provided for 90 days or longer and focus on assuring the job and employee are a good match.

NCVR business services are provided free of charge and can be customized to meet a business' specific employment needs.

About EveryBody Works NC

EveryBody Works NC seeks to create employment opportunities and reduce unemployment among people with disabilities of all kinds across North Carolina.

For more information about employer recruitment and business services, contact your local North Carolina Vocational Rehabilitation Office or visit these websites:

- **NC Vocational Rehabilitation (NCVR):**
www.ncdhhs.gov/divisions/dvrs/vr-local-offices
- **EveryBody Works NC:**
www.everybodyworksnc.com
- **Job Accommodation Network:**
askjan.org/index.html

The North Carolina Council on Developmental Disabilities (NCCDD) has joined with North Carolina Vocational Rehabilitation (NCVR) and the NC Business Leadership Network (NCBLN) to promote employment for people with disabilities across the state through the EveryBody Works NC campaign.



Employer Recruitment & Business Services



Every Body Works NC

North Carolina Vocational Rehabilitation (NCVR)

There is an untapped pool of talent among the state's disability community through North Carolina Vocational Rehabilitation (NCVR). These potential employees are skilled, innovative and highly motivated people who are ready to work and contribute to the success of their employers.

They offer government agencies, contractors and sub-contractors, and businesses large and small a great opportunity to secure reliable employees who bring unique perspectives and experience to the workplace.

People with disabilities include veterans, those with chronic illnesses and people with physical and intellectual disabilities.

Unemployment among people with disabilities is a staggering 72.3%. NCVR provides counseling, training, education and a broad range of customized services to match job-ready candidates with the needs of today's employers.



Recruitment & Job Placement Services

Specially trained NCVR Business Relations Representatives are located across the state to help meet the needs of businesses. Services include:

Recruitment & Hiring: NCVR can connect employers with a talent pool of job seekers with disabilities who have been pre-screened and can match specific job requirements.

More Diverse Workforce: NCVR can help companies and federal contractors recruit and develop a more diverse, inclusive workforce for today's increasingly global and competitive economy. Diversity in backgrounds, perspectives and life experiences of employees can drive business innovation and resiliency. Attracting and retaining a diverse workforce – one that includes qualified individuals with disabilities – is important to the leaders of high-performing, sustainable organizations.



Sensitivity/Diversity Training: To create an inclusive, welcoming workplace, NCVR can provide training for human resources, management or team members around disability sensitivity issues.

Accessibility Consultation: NCVR consults on assuring accessibility in recruiting, hiring and retaining workers with disabilities. Both rehabilitation engineers and assistive technologists can confer on creating accessible workplaces and may be able to assist with workplace accommodations and modifications.

Tax Incentives: NCVR can provide information about incentives available for hiring its candidates and will assist with the related paperwork.

Protecting Employee Benefits

In some cases, people with disabilities receive social security or healthcare benefits that can be affected by employment income. There are incentive programs to encourage working that protect those benefits as employees transition to work and financial independence. In such cases, employers should encourage the employee to contact a WIPA disability benefits counselor for advice. For more information, or to find a counselor, visit nccdd.org/disability-benefits-counseling.