

# *Overview and Discussion of New Hampshire Vocational Rehabilitations Services to Business*

For: NH Businesses for Social Responsibility

By: Jim Hinson

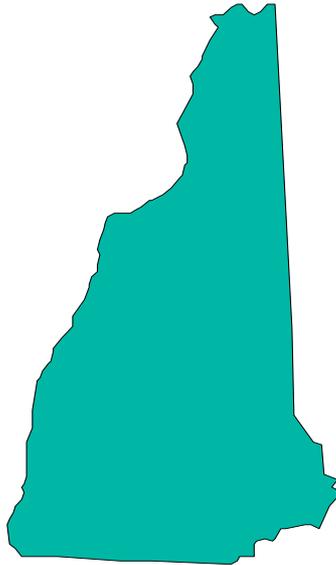
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# New Hampshire Vocational Rehabilitation (NHVR)

- New Hampshire Vocational Rehabilitation (NHVR) is a division of the Department of Education that assists *eligible individuals* with physical and mental impairments to achieve and maintain employment.
- VR Is a federally funded program that was developed in 1920 by Congress.

# Where are we located?

## 7 Regional Offices



- Berlin
- Concord
- Keene
- Lebanon
- Manchester
- Nashua
- Portsmouth

# New Hampshire Vocational Rehabilitation (NHVR)

Some of the ways NHVR can help an individual with a disability:

- \* Identifying Job Goal
- \* College, Technical School assistance or other Training
- \* Developing Resumes
- \* Preparing for Interviews
- \* Assisting with Job Search
- \* Making referrals to employers
- \* Job Accommodations
- \* Follow-up Services

# NH Business Engagement Unit

## **Current Structure – Business Engagement Unit** Central Office

- \* Jim Hinson, Supervisor V / Business Engagement Manager
- \* Tracey Frye, Program Specialist III
- \* Jim Piet, Program Specialist III

## Concord Regional Office

- \* Terri Tedeschi, Business Relations Consultant

## Manchester Regional Office

- \* Vacant (Pending Governor approval)

## Nashua

- \* Sandeep Shah, Business Relations Consultant

## Portsmouth

- \* Vacant

## Berlin

- \* Vacant

## Keene/Lebanon

- \* John Willbarger, Business Relations Consultant

# NH Business Engagement Unit

## \* **Business Engagement Unit's Role**

- Identify and/or establish a distinct Business Engagement Unit that will provide services to businesses and build employer relations with the business community, without compromising the integrity of the public vocational rehabilitation program.
- Change or enhance businesses perception of VR through engagement and a consistent message.
- Focus on continuous improvement in creating “consistency” in VR Business Services.

# NHVR Business Services

## ***Title I of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended by title IV of WIOA 2015:***

- \* Emphasizes the importance of fostering working relationships between the VR agencies and business, thereby enabling the development of:
  - \* Work-based learning opportunities for students and youth with disabilities; and
  - \* Employment opportunities in the community for individuals with disabilities, including those with the most significant disabilities.

# NHVR Business Services

- \* Expands the scope of services that VR agencies may provide to employers for the benefit of assisting individuals with disabilities to achieve *competitive integrated employment*.
- \* Through these relationships with business, VR agencies are able to provide the services necessary to assist individuals with disabilities to gain the requisite skills and training, thereby promoting careers that match employers' needs in the local area.

# NHVR Business Services

## **Legal Authority to Serve Employers under the VR Program**

- \* Training and Services to Employers
  - \* Section 109 of the Rehabilitation Act
  - \* 34 CFR 361.32

# NHVR Business Training & Services

## **Training and Services to Employers**

- \* VR agencies may expend VR funds to educate and provide services to employers who:
  - \* Have hired individuals with disabilities; or
  - \* Are interested in hiring individuals with disabilities (section 109 of the Rehabilitation Act).

# NHVR Business Training & Services (Cont.)

Under this authority, VR agencies may:

- \* Provide training and technical assistance to employers regarding the employment of individuals with disabilities, including disability awareness, and the requirements of the Americans with Disabilities Act of 1990 (ADA) and other employment-related laws;

# NHVR Business Training & Services (Cont.)

- \* Provide consultations, technical assistance, and support to employers on workplace accommodations, assistive technology, and facilities and workplace access through collaboration with community partners and employers, across States and nationally, to enable the employers to recruit, job match, hire, and retain qualified individuals with disabilities who are VR applicants or consumers; and
- \* Assist employers with utilizing available financial support for hiring or accommodating individuals with disabilities.

# NHVR Business Training & Services (Cont.)

- \* Work with employers to:
- \* Provide opportunities for work-based learning experiences (including internships, short-term employment, apprenticeships, and fellowships), and opportunities for pre-employment transition services;
- \* Recruit qualified applicants who are individuals with disabilities;
- \* Train employees (Trade Schools, Post Secondary, On the Job Training, etc.) who are individuals with disabilities; and Promote awareness of disability-related obstacles to continued employment.

# NHVR Business Services to Groups

VR agencies may provide the following VR services to employers for the benefit of groups of individuals with disabilities:

- \* Technical assistance to businesses that are seeking to employ individuals with disabilities (section 103(b)(5) of the Rehabilitation Act and 34 CFR 361.49(a)(4)); and
- \* The establishment, development, or improvement of assistive technology demonstration, loan, reutilization, or financing programs in coordination with activities authorized under the Assistive Technology Act of 1998 to promote access to assistive technology for individuals with disabilities and employers (section 103(b)(8) of the Rehabilitation Act and 34 CFR 361.49(a)(8)).

# NHVR Business Services

- \* What our business partners are saying about New Hampshire Vocational Rehabilitation:
  - \* “Through NHVR’s connections to the business community, New Hampshire employers are beginning to realize that what is good for people with disabilities is also very good for business’s bottom line.” – Greater Concord Chamber of Commerce
  - \* “In today’s world, where customer service is much sought after, but frequently hard to find, NHVR is a breath of fresh air. All it takes is one phone call to NHVR and almost instantaneously, any disability-related question we have is answered – and so much more. NHVR is helping people get their lives back.” Next Steps Orthotics & Prosthetics, Inc.

# NH Business Engagement

Questions?

# NH Business Engagement

## Thank you

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