

During FFY 14 IVRS will continue to:

- ◆ Increase employment opportunities for individuals with disabilities
- ◆ Expand partnerships with our secondary schools
- ◆ Complete on-going efforts to promote the Employment First philosophy in Iowa
- ◆ Continue effort to collaborate and coordinate rehabilitation services with our community providers
- ◆ Leverage technology to enhance the efficiency and effectiveness of our staff
- ◆ Support the Disability Determination Services Bureau

The Iowa Vocational Rehabilitation Services (IVRS) non-federal match deficit estimate for Federal Fiscal Year 2014 is \$700,000. This would match \$2,600,000 of federal funds.

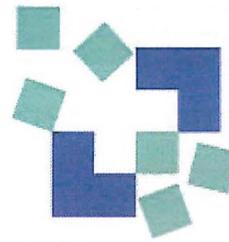
For every state dollar appropriated to IVRS, **\$2.9** are returned to the state economy. Additional monies would allow IVRS to decrease the waiting list and provide additional supports to community providers and other partner organizations to benefit Iowans with disabilities. These opportunities might include:

- ◆ Expanding capacity in Occupational Skill Training Programs better meeting the Skilled Iowa Initiative needs
- ◆ Leveraging of employment coverage with Medicaid to expand additional dollars for long-term supports
- ◆ Expand customized employment strategies for those individuals with the most significant disabilities across disability systems
- ◆ Increase recruitment and hiring with area businesses with specific focus on employment outcomes and pathways for business growth areas

For more information visit our website at

www.ivrs.iowa.gov

Visit us on Facebook at www.facebook.com/IowaVocationalRehabilitationServices



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Committed to the State Goals of:

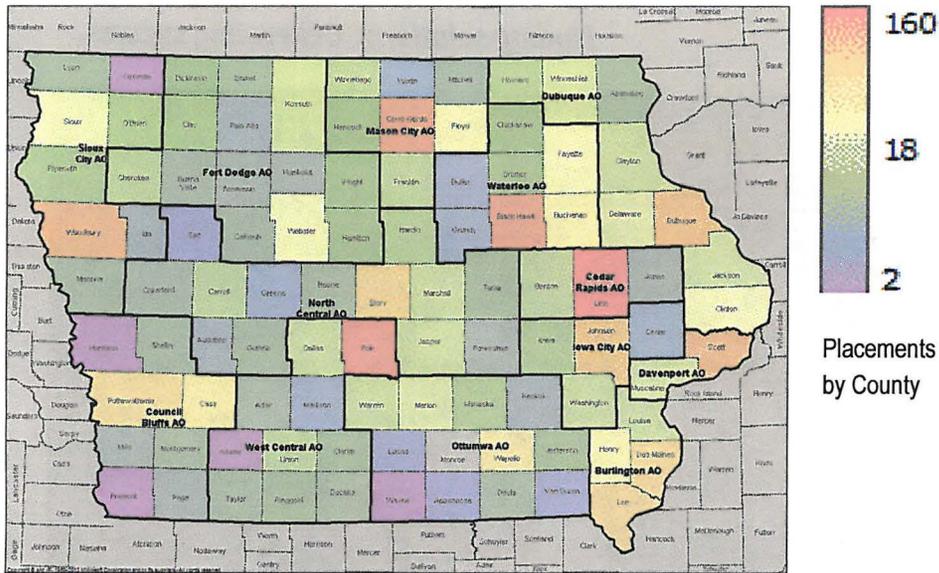
- ◆ 200,000 New Jobs
- ◆ 15% Reduction in the Cost of Government
- ◆ 25% Increase in Family Income
- ◆ Best Schools in the Nation

IVRS by the Numbers FFY 2013

Number of lowans placed into employment

Total IVRS Successful Rehabilitation Closures

2,185



The increase in annual income between application for services and closure was 367.63% statewide.

IVRS job candidates earned \$14 million more than was spent on the entire program.

Businesses Hiring more than 5 IVRS Job Candidates in FFY2013

Business	Number of Hires
HyVee	80
WalMart	70
Self Employed	53
McDonald's	46
Casey's	18
Fareway	16
Menards	15
Winnbago Industries	13
Goodwill	12
Mercy	11
Pizza Ranch	11
Walgreens	11
State of Iowa	11
Target	10
Wells Fargo	10
University of Iowa	9
Des Moines Public Schools	8
Good Samaritan	8
Pizza Hut	8
Midwest Janitorial	7
Tyson's	7
Federal Government	7
Burger King	6
Manpower	6
Optimae Life Services	6
St. Lukes	6
Stream	6

The average hourly wage statewide for IVRS placements was \$11.61 per hour, working an average of 33 hours per week.

53 new Iowa businesses started, earning an average of \$15.93 per hour and working an average of 31 hours per week.

62 Veterans were successfully employed. Average earnings were \$12.50 per hour, working an average of 35 hours per week.

42% of all referrals were transition students, resulting in 873 employment outcomes, averaging \$10.71 per hour and 35 hours per week.

IVRS Mason City Area Office on KIMT News



[See the news story on 3 KIMT about what our Mason City Area Office and local businesses are doing to assist persons with disabilities seeking employment.](#)

MASON CITY, Iowa - More than 11 percent of lowans have some sort of disability, that's according to the most recent U.S. census data, and about half of those with a disability in the state are working.

The Dimensional Group is a Mason City business that is proud of the work they do, from making three ring binders to commercial printing.

But what they really take pride in, is that they're able to hire those who may have a physical or mental disability.

<http://www.kimt.com/news/local/hiring-those-with-disabilites>

Temp to Hire



"Byron is demonstrating his commitment to the agency's mission through his engagement in his duties, but more importantly by the way he has invested his energy and compassion into the job."

Kristie Doser, DVIP Executive Director

Sometimes a door opens to a career opportunity when a job candidate accepts a temporary placement. IVRS job candidate, Byron Waite, was referred to such an opportunity through Access2Ability™, a partnership between IVRS and Manpower that provides workforce solutions and talents of qualified candidates with disabilities to local business and industry.

Byron, a job candidate from Iowa City with a Bachelors in Business Administration, became a stay-at-home Dad for his five children for seven years. When he was ready to return to his career he began working with his local IVRS office to obtain career counseling and to take additional classes to upgrade his IT skills/certifications. However, as Byron began applying for jobs he was not getting the interviews he had hoped for because he lacked current work experience.

In an effort to help offset that long period of unemployment, IVRS referred Byron to Manpower in 2012, where he was quickly placed into a one-week temp

position as an administrative assistant. He approached this temporary placement with a positive attitude. Byron also knew that opportunities like this would help him build the professional references that he needed. He stated, "If you leave a good impression with the employer, it might provide stepping stones to a new career."

Byron says that the one-week temp position helped to build his confidence but most importantly, he left the necessary "good impression" on that employer. The Manpower staff noted that Byron demonstrated a positive attitude, reliability, and skills to get the job done and commented, "I am blown away by his commitment to work."

Sometimes working temporary jobs takes patience as one waits for the next opportunity. But Byron's patience was soon rewarded when DVIP (Domestic Violence Intervention Program), contacted Manpower in the fall of 2012 in search of a temporary accountant. Manpower immediately knew they had the right man for the job!

Executive Director, Kristie Doser, related that the responsibilities for the fiscal documentation and grants management of a nonprofit can be challenging, but "Byron has brought a range of knowledge and experience that benefits DVIP, and he has the professional demeanor and capacity to succeed in this unique environment."

When asked what he likes about working at DVIP, Byron responded that he loves the variety of the work but, "What I enjoy *most* are the people I work with!" He specifically mentions being proud to work for an organization that has so many innovative and forward-thinking administrators and staff.

During the spring of 2013 Byron had to take a leave of absence due to a medical condition that required a below-the-knee leg amputation. However, he returned to his position within two weeks noting that his desire to return to work was a positive motivator in his recovery and told his counselor, "It's good to know I'm needed."

This three-way partnership utilizing the resources and supports of IVRS, Manpower and the job candidate helped to make this story a success for everyone. In the spring of 2013 this temporary employee was offered a full-time position as the Controller of DVIP with full benefits by a business that originally thought they would try out an Access2Ability candidate as a temp!

Best Practices for Introducing Employers to Potential Employees with Disabilities

Company Tours

Company tours are a great way to introduce potential candidates to your business. For individuals interested in a career in your industry, a tour can provide a real-world understanding of your workplace, the skills needed to be successful and other important information.

Short-term Job Shadows

Ranging from a few hours to a week in length, short-term job shadows are a great way for employers and potential candidates to meet. For many individuals, this is an opportunity to get a hands-on understanding of a business. During this period, the candidate is covered under our State liability policy, so there is no risk to the employer.

Risk Free Trial/Work Experience (OJT – Trainee)

For individuals who need additional training, this option provides an opportunity to introduce a candidate to the workforce prior to actually making a hire. The IVRS Counselor or Consultant will work with an employer to determine the duration and schedule of the work experience.

During this period, the trainee is paid a training offset by IVRS and is covered under the State liability policy, so there is no risk to the employer.

On-the-Job Training (OJT- Employee)

OJT is designed to train new employees in the business setting, thereby creating a workforce of employees with job skills specific to an employer's needs. The new employee will be on the employer's payroll and be covered by Workers' Compensation. The employer is reimbursed a percentage of the training wage.

Internships

Many businesses set up either paid or nonpaid internships for college students and/or graduates. Approximately 40% of IVRS job candidates are enrolled in postsecondary education programs and will be seeking internships either through their college or through IVRS.

Temps and Temp-To-Hire

IVRS partners with Manpower's *Access2Ability* program for those candidates who have the skills necessary to be successful, but who may need experience and/or a trial period to become fully productive. IVRS refers these candidates through Manpower, who does the screening and testing for the identified skills and abilities. As a temp the worker is an employee of a staffing agency. All temp-to-hire arrangements are entered into with the assumption that the candidate will be hired on by the employer upon the successful completion of the agreed on trial period. Should the employer decide that a candidate is not a good match; the candidate can be terminated at any time.



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Additional IVRS Resources Available to Iowa Businesses

Talent Acquisition Portal

Job Ready candidates will enter their resumes into a National VR Database that Iowa Businesses may access to post open positions and/or to search for qualified candidates to recruit for direct hiring.

Reasonable Accommodations and Assistive Technology Consultation

IVRS provides free consultation to identify potential reasonable accommodation strategies that will support qualified individuals with disabilities to take advantage of career advancement opportunities or address return-to-work issues for employees who are experiencing chronic illness, injury or permanent disabilities.

Employer's Disability Resource Network (EDRN)

IVRS works in collaboration with other state, federal and private partner agencies to identify develop and mobilize resources, supports and services that add value to Iowa businesses hiring persons with disabilities. www.EDRNetwork.org

Contact Information

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