

# Vocational Rehabilitation

## Enhances North Dakota's Workforce

Working with Vocational Rehabilitation (VR) is a win-win for employers. Employing people with disabilities opens an untapped labor pool for growing community businesses.

WE CAN HELP WITH	HOW THIS HELPS YOU	WIN-WIN
Recruitment Sources	Decreases the time to find applicants.	We help match the right applicant to meet your needs.
Rapid Retention	Keeps employees that have a disability on-the-job, decreasing turn over.	Our team works quickly to help prevent the loss of work.
Internships or Job Shadows	Connects potential employees and employers to build the next generation of employees.	We can help grow your workforce saving you time and resources.
On-the-job training	Trains qualifying VR clients to meet businesses' needs.	We coordinate and pay for training of new employees.
Ergonomic Training	Reduces the risk of workplace injuries and sick days.	Our training can help employees be more productive and improve their well-being.
Job Site Recommendations and Assistive Technology	Reduces access barriers for employees and customers.	We can make your workplace more accessible and find technology to increase independence.
Hiring Incentive/Tax Credits	Saves money by using state and federal tax credits.	Our team can help find qualifying tax credits and help with the process.

If you are ready to grow your workforce, contact us at (800) 755-2745, 711 (TTY) or [dhsvr@nd.gov](mailto:dhsvr@nd.gov)



## BENEFITS OF WORKING WITH VOCATIONAL REHABILITATION

Vocational Rehabilitation (VR) assists individuals with disabilities find a rewarding job. VR helps people prepare for, find or keep a job, and live a more independent life. Below are some of the successes from Federal Fiscal Year (FFY) 2024 (October 1, 2023 through September 30, 2024).

- ND VR ranked #2 in the nation in employing individuals with disabilities - 56.5%. (U.S. avg. 44.5%)  
(Source: <https://disabilitycompendium.org> - See 2024 Online Compendium Employment tab)
- In FFY 2024, 797 individuals gained employment.
  - 93% of the individuals that got a job have more than one disability.
- For every dollar spent by VR, clients earn \$10.82.
- For every dollar spent by VR, the clients pay back \$2.16 in taxes.
- We worked with 5,107 individuals to gain skills that will help with employment.
- Our staff worked with 77 high schools to assist 2,424 students explore jobs, training, and/or career options after high school.
- We assisted 732 individuals with vision impairments to remain independent in their homes.