# **VR’s Work with Business and Employers The Rehabilitation Act and WIOA**

## **CSAVR 2014 Fall Conference**

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# Section 12. Administration of the Act

## In carrying out the purposes of this Act the Commissioner may ….. provide technical assistance to the designated state units on developing successful partnerships with local and multi-state businesses in an effort to increase the employment of individuals with disabilities.

## Also included - self-employment and technical assistance to community rehabilitation providers on competitive, integrated employment

# Section 109 – Previous Language **Training of Employers with Respect to Americans with Disabilities Act of 1990**

## A State may expend payments received under section 111---

## 1)program to train employers on compliance with Title I of the ADA;

## 2)inform employers of the existence of the program and availability of services.

# Section 418 –**TRAINING AND SERVICES FOR EMPLOYERS**

## A State may expend payments received under section 111 to educate and provide services to employers who have hired or are interested in hiring individuals with disabilities under programs carried out under this title, including….

## (1) providing 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 (42 U.S.C. 12101 et seq.) and other employment-related laws;

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# Section 418 –**TRAINING AND SERVICES FOR EMPLOYERS**

## (2) working 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 who are individuals with disabilities; and

## promote awareness of disability-related obstacles to continued employment;

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# Section 418 –**TRAINING AND SERVICES FOR EMPLOYERS**

## (3) providing consultation, technical assistance, and support to employers on workplace accommodation, 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 recipients of vocational rehabilitation services under this title, or who are applicants for such services; and

## (4) assisting employers with utilizing available support for hiring or accommodating individuals with disabilities.

# Section 412 – State Plan

## OOS - (D) notwithstanding subparagraph (C), permit the State, in its discretion to elect to serve eligible individuals (whether or not receiving vocational rehabilitation services) who require specific services or equipment to **maintain employment**.

# Section 412 – State Plan

## (E)COORDINATION WITH EMPLOYERS

## The State plan shall describe how the designated State unit will work with employers to identify competitive integrated employment opportunities and career exploration opportunities, in order to facilitate the provision of  vocational rehabilitation services; and

## transition services for youth with disabilities and students with disabilities such as pre-employment transition services.

# Section 413 **Eligibility and Individualized Plan for Employment**

## (3) amended, as necessary, to include the post-employment services and service providers that are necessary for the individual to maintain or regain employment, consistent with the individual’s strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

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