

VR/Employment

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Disclosures

- In addition to my work with the UW I also Work for AtWork! Which is a contracted DVR provider.

DVR – Division of Vocation Rehabilitation

- DVR is a public service accessible to people with disabilities who need assistance with finding employment.
- DVR is short term meant to help someone find a job and possibly a few months of retention if needed. DVR contracts with community Rehabilitation Providers.

CRP Role

- Most CRP's have two sets of staff within their programs one section that is trained on job development and another that is trained on job coaching.
- Agencies work with individuals to help them identify their strengths gifts and capacities so that they can find the right job for the individuals they serve.

Long Term Employment Supports

- If an individual is DDA eligible they can access long term supports through DDA.

Workplace Accommodations

- If workplace accommodation's are needed DVR can work with the CRP to help make the request.
- Myth: most employers have a preconceived notion that accommodation's can be expensive.
- The accommodation's process is intended to be interactive HR professionals will review documentation of disability and should have an open discussion about supports needed.
- In Rare cases an employer is not required to provide an accommodation if it represents an undue hardship.