

# Enhancing Diversity in the Workplace

## Facts, Strategies, and Resources

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# Learning Objectives



- Develop deeper awareness about the disability talent pool
- Learn about the DVR talent pool, incentives, and opportunities
- Learn about additional resources that may be useful in diversity and inclusion planning



# Disability Facts: Prevalence



- Individuals with disabilities represent the largest minority group in America
- Every 10 minutes, 498 Americans develop a disability
- One in five people (20% of the US population) is a person with a disability
- Twenty million families in the United States have at least one member with a disability

# Wisconsin Employment Climate



- Low unemployment rate
- Labor force participation rate is higher than national average

# Workforce Inclusion



- Nationwide, the employment rate for people with disabilities is only 34.9% versus 76% for people without disabilities
- Wisconsin achieved a top ten ranking with an employment rate of 41.2 % for individuals with disabilities

# Engaging Experts: DVR



- **Mission:** Assist individuals with disabilities obtain, maintain, and advance in employment
- **Customers:** 16,000 people with disabilities who want to work



# The DVR Team



Each job seeker is supported by a team:

- Licensed Professional Counselor
- Employment and disability experts partners
- Support systems



# DVR Process



- Application
- Eligibility
- Assessment/counseling
- Planning for employment
- Service coordination
- Follow along/retention



# DVR Job Seeker Services



- Counseling, including career and labor market information
- Skill development
- Service and support coordination
- Follow along services



Nine DVR Business Services Consultants throughout Wisconsin:

- Offer statewide availability
- Are part of a larger Business Services Team and the workforce system as a whole
- Provide a variety of services

# DVR Business Services



- Employer Information and Support Services
- Workforce Recruitment Assistance
- Information and Support  
Accessing Untapped Labor  
Pools
- Training



## DVR:

- Helps businesses connect to local talent
- Collaborates with workforce partners
- Assists federal contractors in connecting to the DVR talent pool

# Training



- On the Job Training (OJT)
- Youth On the Job Training (YOJT)
- Internship/Work Experience Training



**Nearly 9,500** *individuals with disabilities achieved employment between October 2014 and September 2016 – a program record!*

# Work Opportunity Tax Credits



- Federal tax credit available to employers who hire individuals from select target groups
- Individuals who may qualify include those who face barriers to employment
- DVR job seekers are included in the target group

For more information:

<https://dwd.wisconsin.gov/jobservice/taxcredit/wotc.htm>

# Questions?

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