

Georgia Vocational Rehabilitation Agency Vocational Rehabilitation Program Services to Businesses

To meet the work force needs of business, the GVRA Vocational Rehabilitation program provides the following services to any business, without obligation to ultimately hire a person with a disability:

Accessibility Assessment: VR consults with businesses to help them improve access for people with disabilities.

Americans with Disabilities Act (ADA) Consultations: VR provides technical assistance, information and clarification to employers about the ADA and how it relates to their businesses.

Disability Awareness Training: VR educates managers, supervisors, and other employees about the potential impact of stereotypical attitudes towards people with disabilities on business operations.

Job Analysis: A study of a company's jobs that defines the purpose of the job, the tasks performed by the worker, and the skill requirements. This information can be used to develop or update written job descriptions, make hiring decisions, or address issues relating to workers' compensation, EEO, ADA, or staff training needs.

Job Accommodation/Modification: Consultation designed to improve a job function, such as redesigning the work environment, changing the sequencing of tasks, or providing assistive devices/equipment.

Pre-screened/Qualified Applicants: Applicant's abilities and interests are assessed and matched to specific jobs. All applicants have met minimum work readiness criteria. Job matches are based on in-depth understanding of the candidate's skills.

Assistive Work Technology: Using technologies, engineering methodologies or scientific principles to meet the needs of people with disabilities in areas such as education, rehabilitation, employment, transportation, independent living, and recreation. Services may include rehabilitation engineering, assistive technology devices, and assistive technology services.

Support Services: Individually designed support services that will assist the VR client achieve maximum job performance may include the following: job coaching, job carving, supported employment, on-the-job training, and work adjustment training.