

## What is DRS?

The West Virginia Division of Rehabilitation Services helps high school students and adults with disabilities, ages 14 and up, set work goals and develop career plans to overcome employment-related barriers so they can go to work or maintain current employment. We assist West Virginia's businesses and employers by being their primary employment resource to include or to retain people with disabilities in their workforce.

**EQUALITY**

### DRS Mission

Together, we enable and empower individuals with disabilities to work and to live independently by providing individualized services to consumers and employers.

**INCLUSION**

### Diversify Your Workforce

Finding qualified and dependable employees is one of the greatest challenges many business leaders face. People with disabilities have the talents, skills and abilities you need. They are dependable, enthusiastic and some of the most loyal employees you will find.

**ACCEPTANCE**

## Contact a District Office

### Charleston - 304.356.2371

Boone, Calhoun, Clay, Jackson, Kanawha, Mason, Putnam and Roane counties

### Clarksburg - 304.625.6044

Barbour, Braxton, Gilmer, Harrison, Lewis, Marion, Monongalia, Preston, Randolph, Taylor, Tucker and Upshur counties

### Wheeling - 304.238.1092

Brooke, Doddridge, Hancock, Marshall, Ohio, Pleasants, Ritchie, Tyler, Wetzel, Wirt and Wood counties

### Beckley - 304.256.6900

Fayette, Greenbrier, Mercer, Monroe, Nicholas, Pocahontas, Raleigh, Summers and Webster counties

### Huntington - 304.528.5585

Cabell, Lincoln, Logan, Mingo, McDowell, Wayne and Wyoming counties

### Martinsburg - 304.267.0005

Berkeley, Grant, Hampshire, Hardy, Jefferson, Mineral, Morgan and Pendleton counties



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**1.800.642.8207**

**DRSQuestions@wv.gov**  
**wvdrs.org**

# Employer Services

TO INCLUDE THOSE WITH DISABILITIES  
IN THE WORKFORCE



West Virginia  
Division of Rehabilitation Services

## DRS

- » is dedicated to the hiring, advancement and economic self-sufficiency of individuals with disabilities
- » specializes in recruitment and retention strategies
- » partners with community employers that strive to promote diversity in the workplace

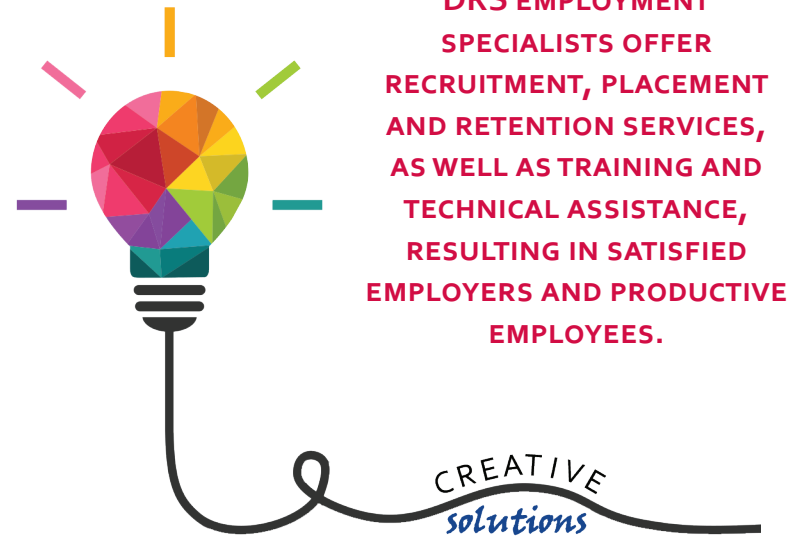


### Why work with DRS?

- » DRS services are free to employers.
- » DRS gets to know your company or business.
- » DRS can recruit qualified job candidates.
- » DRS can provide disability awareness training.
- » DRS can provide tax incentive guidance.
- » DRS can help with job training and retention.
- » DRS has staff who are highly trained in best practices for services for individuals with disabilities.
- » Partnering with DRS is a great way for employers to work with high school students with disabilities in career exploration and preparation.

## DRS Employer Services

- » Pre-screened qualified applicants to reduce your cost of recruitment and hiring
- » On-the-job training to reimburse you a percentage of the trainee's wages and workers' compensation costs, while preparing the trainee for employment
- » Job retention services to reduce the expense of turnover rates by assessing needs and recommending solutions for employees at risk of losing a job because of a physical or mental condition
- » Accessibility assessments and solutions to evaluate the circumstances which may create barriers to employing people or serving customers with disabilities
- » Consultations about tax incentives, work processes, productivity improvement and specialized job coaching



**DRS EMPLOYMENT SPECIALISTS OFFER RECRUITMENT, PLACEMENT AND RETENTION SERVICES, AS WELL AS TRAINING AND TECHNICAL ASSISTANCE, RESULTING IN SATISFIED EMPLOYERS AND PRODUCTIVE EMPLOYEES.**

## Employer Testimonial

“Our partnership with DRS is extremely valuable to us, and we are working together to break down barriers at Highline Warren! This initiative has benefited us as a company in so many ways, from higher employee morale to driving down turnover and increasing retention rates. Our goal is to provide meaningful, sustainable employment to individuals who want to work. A place to succeed – we are unleashing people’s longing to make a difference, and we have seen that this is impacting our business in the BEST way.”

— Melanie Smith, Recruiting Program Manager, Highline Warren LLC

## Hiring people with disabilities

### BENEFITS

- » Diversity
- » Motivated to work
- » High attendance rating
- » Increased retention
- » Increased workplace safety
- » Worker’s Compensation savings



### MYTHS

- » Inability to work and higher training needs
- » Costly accommodations
- » Safety issues and lost productivity
- » Belief that other employees will not accept an employee with a disability