

NC Department of Health and Human Services

Windmills: The Story

Employer Resources & Untapped Talent Pool

Division of Vocational Rehabilitation Services (DVRS)

- Helps people with disabilities achieve their goals for employment and independence.
- Helps individuals with chronic physical, mental, or emotional disabilities that affect their ability, to obtain and maintain employment.
- Assists businesses pre-screening applicants, providing financial incentives, offering trainings and much more – all at no cost!

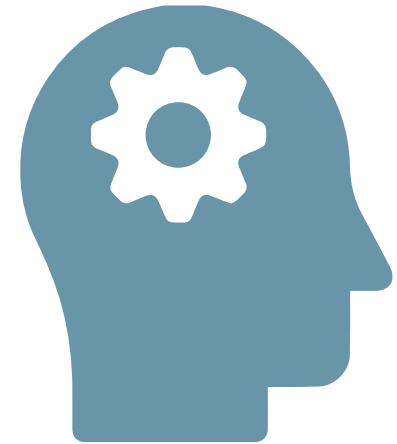
<https://www.ncdhhs.gov/divisions/dvrs>



Windmills Training

Developed by
Dr. Richard Pimentel

- Our goal is to educate and learn together
- This training is intended to be a safe environment where you have an opportunity to be involved in sharing and discussion
- We do not claim to be subject matter experts on disability law, but know where to find the most accurate information and will reply to you with answers at our earliest convenience
- This training may include subjects some participants might find sensitive, depending on their life experiences



disABILITY

1.3 million North Carolinians
over the age of 5 have a
disability



What is your first reaction when you hear the word disABILITY?

- Nervous
- Scared
- Unsure



Focus on ABILITY

*What individuals
with disabilities can do,
not their limitations.*



Focus on ABILITY

**Let's look at some successes,
*You might be surprised***



Do you know which celebrity had these challenges?

Epilepsy • Dyslexia • Lupus • ADHD • Diabetes •
Dyspraxia

- **Jim Carey**
- **Tim Tebow**
- **Daniel Radcliffe**
- **Selena Gomez**
- **Channing Tatum**
- **Neil Young**
- **Vince Vaughn**

Jim Carey



Which challenge does he face?

“My report card always said, Jim finishes first and then disrupts the other students.”

ADHD

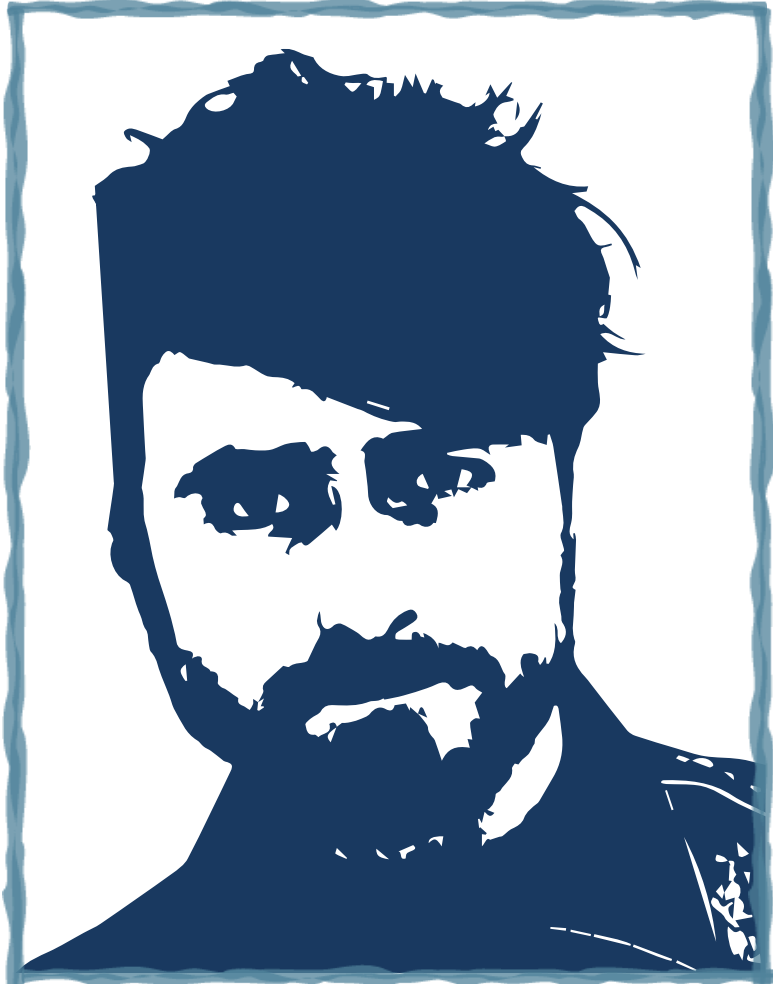
Tim Tebow



Which challenge does he face?

DYSLEXIA

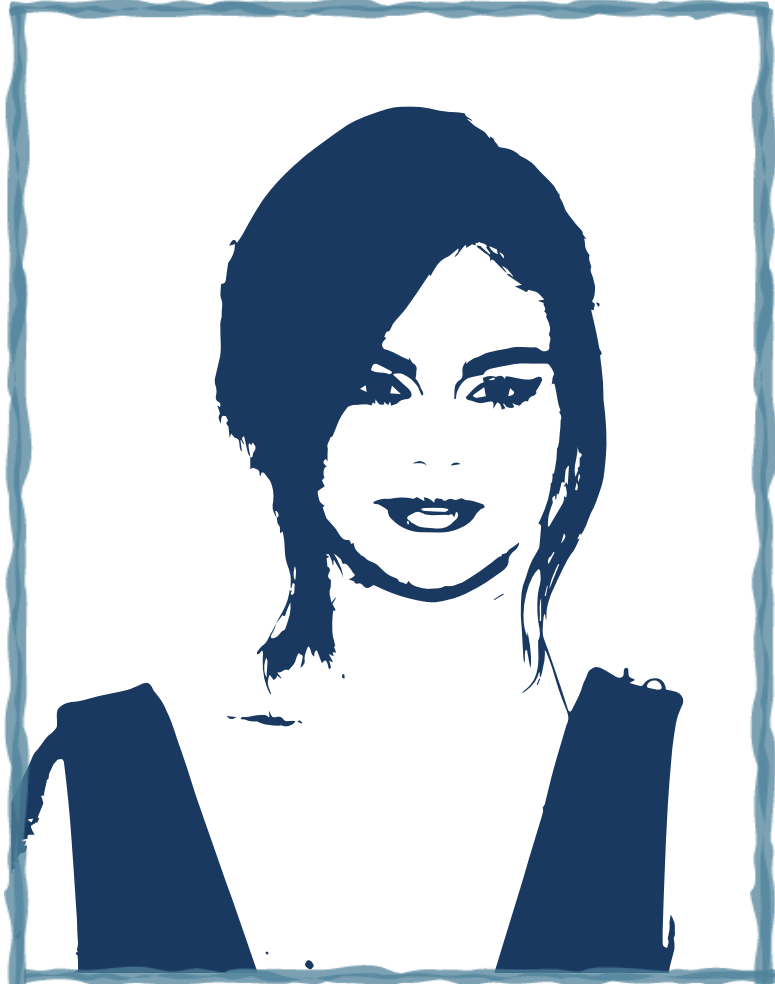
Daniel Radcliffe



Which challenge does he face?

The Harry Potter star has been open about living with what is considered a mild form of dyspraxia, a neurological condition that interferes with motor skills, memory, judgment, mental processing, and other cognitive skills.

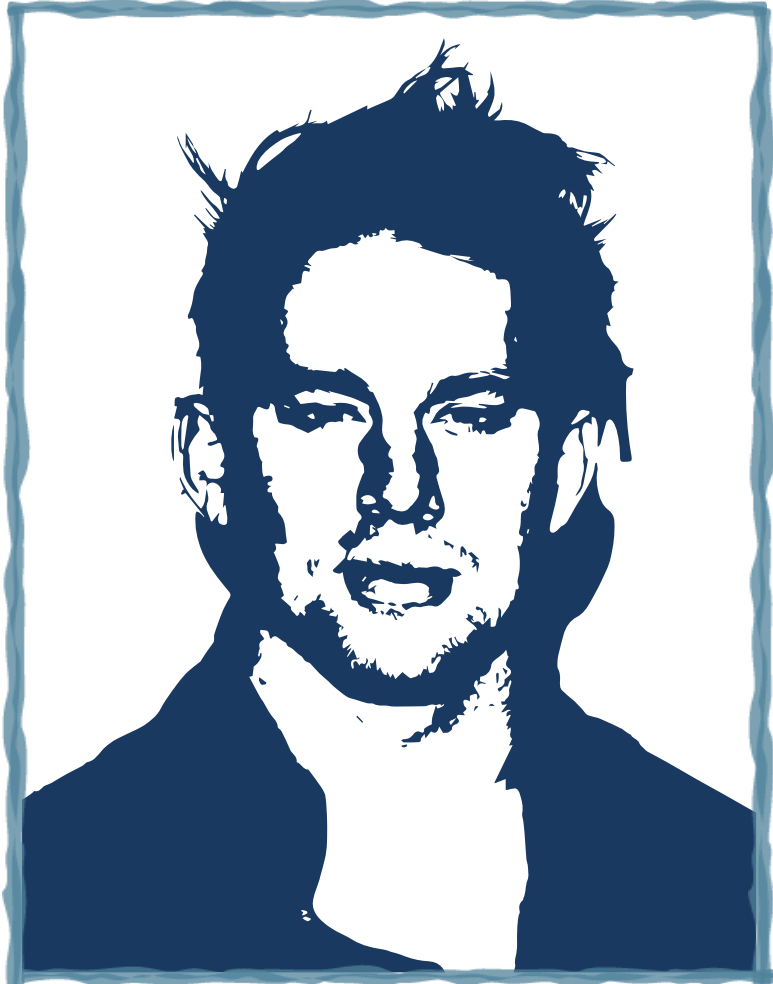
Selena Gomez



Which challenge does she face?

LUPUS

Channing Tatum



Which challenges does he face?

ADHD

DYSLEXIA

Neil Young



Which challenges do you think he faces?

POLIO

EPILEPSY

DIABETES

Vince Vaughn



Which challenges do you think he faces?

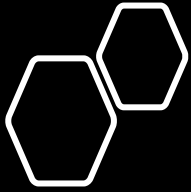
“When I was in school, I wasn’t a very good student...I had a form of **ADD & DYSLEXIA** and a short attention span.

But when you have setbacks, you develop a really good work ethic, because you have to try harder.”

Questions or comments

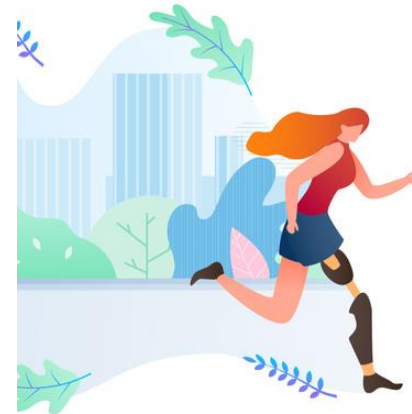
Focus on an individual's abilities,
their unique talents and strengths.





Focus on ABILITY

- <https://youtu.be/t6EEy-sAfeM>



Agenda

- **Vocational Rehabilitation Services**
- **Partnering with employers**
- **Resources/Services available to employers**
- **Hiring Needs?**
- **Connect with us**
- **Questions**



Diversify your Workforce



Employment Tool Box – How VR can help you

- **Recruitment**
- Onboarding
- **Retention**
- Technology Solutions
- Workplace Accessibility
- Disability Awareness Training
- Financial Incentives
- Pipeline Development



All of these resources at NO COST to you!

Untapped Talent Pool



- Strong Work Ethic
- Dependable
- Loyal
- Dedicated

We match a candidate's qualities and skillset to your business requirements and needs!

We are here to help YOU!

We partner with businesses:

- To better understand your business needs
- To pre-screen potential job applicants
- To refer qualified applicants to you to consider for those jobs
- Help you better understand disabilities, accessibility, work tasks/behaviors, tax credits
- To give you confidence in hiring and working with qualified job seekers who happen to have a disability



Recruitment

We assess YOUR workforce needs!



- Pre-screen our talent pool to identify candidates with required skills and experience for the job
- Provide on-going support for our candidates

Focus on the Individual

- Skills
- Talents
- Passion
- Abilities



Untapped Talent Pool



Retention

We evaluate the needs of our candidates and other employees who may acquire a disability during their career and provide consultations on workplace modifications and low-cost technology to help you keep high-value employees on the job.

Pipeline Development

We can help you develop a pipeline of talent with the skills you need to grow your business through internships and other work-based learning experiences.



Windmills



Harness the power of inclusion.

- Designed to increase awareness of the role that attitudes play in the employment of people with disabilities
- 12 modules
- Hosting Lunch n Learn (virtual) entitled “Reasonable Accommodations”- November 30th (12:00-1:00)

Financial Incentives



We help you understand and access tax credits and other incentives available to businesses that hire our candidates

- Work Opportunity Tax Credit (WOTC)
- Federal Bonding Program

Workplace Accessibility

We provide guidance regarding the Americans with Disabilities Act, Section 503 compliance and accessibility, and can advise on low-cost solutions to accommodate employees with disabilities.

Technology Solutions

We offer expert assistance to help identify tools, devices and resources that optimize productivity, increase morale and foster an inclusive workplace for all employees.



Value

People with disabilities

- Create diversity
- Bring innovative thinking
- Unique perspective and other talents
- Improve workplace morale
- Reduce turnover



The value that people with disabilities can bring to the workplace goes far beyond numbers.



We all deserve an opportunity to live independently, work and contribute to society!




Opportunity and Purpose

North Carolina is at its best when all people have the opportunity to achieve their potential and live lives of purpose.



Inclusion and Success



Our workplaces and communities thrive when we embrace our differences.

Let's partner together!

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