

Excellence in the Workplace: State and Federal Initiatives

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Division of Rehabilitation Services

Maryland State Department of Education



DIVISION OF REHABILITATION SERVICES (DORS)

- State workforce agency under the Maryland State Department of Education
- DORS provides programs and services that help people with significant disabilities become successfully employed
- Dual customer approach: We provide services to individuals with disabilities *and* businesses

Services to Individuals - Students

- Pre-Employment Transition Services
- Job exploration counseling
- Work-based learning
- Counseling on transition or postsecondary educational programs
- Workplace readiness training
- Instruction in self-advocacy



Services to Individuals – Vocational Rehabilitation

- Guidance and Career Counseling
- Employment and Skills Training
- Rehabilitation Technology Services
- Job Search and Placement
- Job Coaching and Supported Employment
- Workplace Accommodations Services



Workforce and Technology Center

- Career Assessment
- Work Readiness & Career Exploration
- Career Training
- Rehabilitation Technology Services
- Support Services



WTC Autism Services



- **Autism Program Planning Success for Employment:**
Focus on self-determination and employment readiness skills
- **Pathways:**
Focus on educational support services for students in college
- **Driver Education:** customized driver education

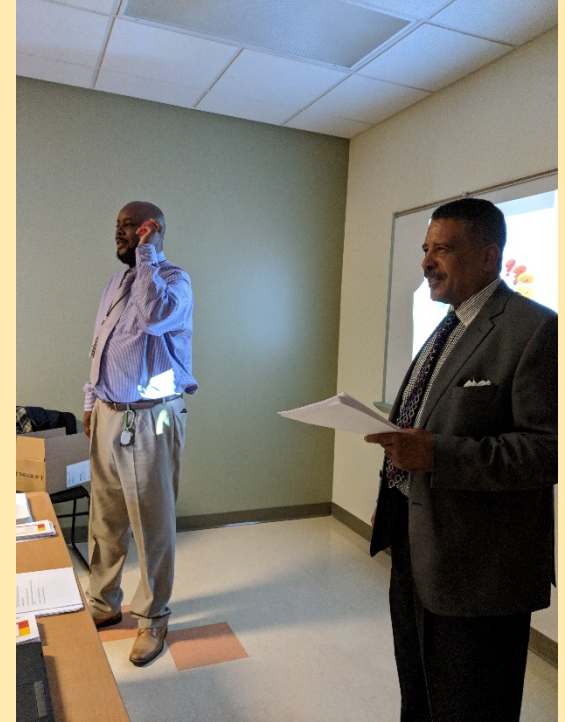
Services to Businesses

- Recruitment Assistance
- On-the-Job training - wage reimbursements
- Guidance on federal and state tax credits
- Reasonable accommodations assistance
- Business-specific customized training



Education: Our #1 Service

- Resource for disability and employment matters



- *Free* training for businesses on Disability Awareness, ADA, Assistive Technology, Accommodations, etc.

Building Relationships and Connecting Talent

- National level:
 - CSAVR National Employment Team (NET)
 - Federal agencies
 - Disability: IN



Building Relationships and Connecting Talent

- Maryland
 - Public & Private Employers
 - MD Government
 - *Special Option Eligible List
 - *Governor's QUEST Internship Program



Resource



- Job Accommodation Network Employer Toolkit
<https://askjan.org/toolkit/index.cfm>
- Tools for Recruiters, Hiring Managers, and Supervisors: Just-in-time Videos
- Video 1 - Interviewing an individual on the Autism Spectrum
- Video 2 - Accommodating an employee with non-apparent disabilities

DORS Can Help You Grow Your Business



<https://dors.maryland.gov>

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