Excellence in the Workplace: State and Federal Initiatives

Darlene F. Perego, MBA
Program Manager, Business Relations Branch
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
Darlene Peregoy
Program Manager, Business Relations Branch
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darlene.peregoy@maryland.gov
410-554-9408