

Division of Vocational Rehabilitation Services

Business Outreach Team

- DVRS, or the Division of Vocational Rehabilitation Services, is within the New Jersey Department of Labor & Workforce Development.
- DVRS helps individuals with disabilities prepare for, obtain, and maintain competitive employment.
- Our professional staff are master level counselors, highly trained in the field of vocational rehabilitation.
- Disability Etiquette and Applying it to your Workplace
- Tax Incentives at the State and Local Level

Working with the Business Outreach Team

- The workforce has undergone a change with the onset of COVID-19 and the DVR Business Outreach Team has adjusted to accommodate with our business engagement practices. We remain focused on engaging with businesses in person or virtually to discuss the many benefits of hiring individuals with disabilities. Employers are recruiting on many different platforms in all different sectors. We see it and we understand it.
- **Response time**
- **Targeted hiring events**
- **Information session coordination**
- **Larger scale inclusive job fairs**
- **Accommodations**
- **Supported employment services**
- **Referrals to local and State partners for workforce development**
- **Transportation**

DVRS On-the-Job Training Initiative

- On-the-Job Training (OJT) is a wage subsidy training program offered by the New Jersey Division of Vocational Rehabilitation Services (DVRS) to employers who agree to hire job candidates screened through DVRS. OJT subsidies are limited to the time needed for trainees to gain the entry level knowledge and skills required for their positions.
- Benefits to you, the employer, may include the following:
 - **Financial reimbursement of up to 50% of gross wages for up to 26 weeks**
 - **Pre-screening of candidates, conducted directly by DVRS**
 - **Latest information about the Federal Work Opportunity Tax Credit program**
 - **Job supports during the OJT and after, as needed for job retention**
- The OJT program has a proven track record of helping unemployed workers gain new skills and successfully return to the workforce. It offers incentives to employers to hire new workers and invest in their skill development.
- ***Please note: An approved OJT contract must be in place prior to the applicant starting employment with your company.***

Office of Federal Contract Compliance Programs (OFCCP)

- “At the Office of Federal Contract Compliance Programs (OFCCP), we protect workers, promote diversity and enforce the law. OFCCP holds those who do business with the federal government (contractors and subcontractors) responsible for complying with the legal requirement to take affirmative action and not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or status as a protected veteran. In addition, contractors and subcontractors are prohibited from discharging or otherwise discriminating against applicants or employees who inquire about, discuss or disclose their compensation or that of others, subject to certain limitations.”
- <https://www.dol.gov/agencies/ofccp/about>

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- Industry Liaison Groups (ILGs) began in the 1980s as a way to encourage open communication between industry and the OFCCP.
- The Philadelphia Liberty ILG is one of many regional (ILGs) in the United States, and is made up of companies and organizations in Southern New Jersey, Pennsylvania, and Delaware. Go to the Liberty ILG website to find resources on compliance and register to become a member.
- <https://philadelphialg.org/>
- Next quarterly meeting : November 18th, 2021.