

# VRS vocational rehabilitation service

## UAB & VRS: a mutually beneficial partnership

*The partnership between the University of Alabama at Birmingham and Vocational Rehabilitation Service began in the late 1970s, when VRS began referring job candidates to UAB recruiters. Later, both VRS and UAB appointed a primary point of contact. Services were later expanded beyond candidate referral and hiring into assistance with accessibility, accommodations, and return to work. In 2000, Roger McCullough, who was then UAB's assistant vice president of human resources, was appointed to represent District 6 on the Alabama Board of Rehabilitation Services. In recent years, the partnership has been formal through a shared staff position to enhance the working relationship and expand return-to-work assistance on site at UAB. Today, two VRS staff members are assigned to work part-time with the UAB account.*



### University of Alabama at Birmingham

- Excellent affirmative action in recruitment and outreach (with reduced costs to recruit, train and pre-screen candidates)
- Ready access to accommodation resources (for new hires and current employees)
- No-cost access (to job coaches, interpreters)
- Favorable impact on employee morale
- Retaining valued employees (not losing the UAB talent pool of the existing workforce)
- No-cost consultant services, ergonomic assessments
- Purchase of accommodations
- Ease of access to in-service training for UAB staff (topics such as disability awareness or etiquette training)

**210**

Number of job seekers receiving one-on-one job preparedness from UAB's RAVE program

**140**

Number of those who applied to UAB

**49**

Number hired, no preferential hiring involved  
(35 percent success rate compared with general public applicants with a success rate of 4 percent of candidates hired)

**257**

Number of VRS consumers attending UAB-targeted job fairs over a two-year period  
(with a recruitment rate of 9 percent into competitive positions at UAB)

**129**

Number of UAB employees receiving retention assistance through RAVE

**83**

Number still employed at UAB  
(64 percent success rate; more than half of those who left UAB, departed for reasons not related to the disability)



### Alabama Department of REHABILITATION SERVICES

- More professional and comprehensive access (to quality, career opportunities for people with disabilities)
- More effective post-hire follow-along, (ensuring long-term employment)
- Direct, clear input from UAB (about employment issues and VRS products and services to business)
- Quality leadership on ADRS Board (with former UAB staff member)
- Higher wages for VRS consumers (increasing overall average wage at case closure)
- Opportunities to pilot "new" services (to business)
- Impressive testimonies (to engage other Alabama employers)

**49**

Number of VRS consumers hired and "closed" as competitively employed

**30**

Number of RAVE cases activated

**12**

Number of those successfully served and closed as employed

**\$21.15**

Average wage at closure  
(compared with \$13.50 for other closures in UAB RAVE counselor's caseload)

**\$1,390**

VRS cost for each closure

**\$20,412**

Average annual consumer wage at closure  
(compared with \$16,515 for overall VRS closures)