

# Vocational Rehabilitation Service services for business

## VRS-Business Partnerships: Return on investment

For more than 23 years, *Vocational Rehabilitation Service* has *worked in tandem with employers* to identify and address the *needs of Alabama's businesses* across the state.

In fiscal year 2007, ADRS maintained active partnerships with more than 1,000 businesses, providing 6,831 services to them at no cost. These ADRS-business partnerships have created a win-win scenario for all involved:

### VRS products and services for business and industry

- Recruiting services
- Electronic recruiting
- Technical assistance
- Employer training
- Disability management
- ADA resources
- Financial incentives

- Through VRS, business has access to a statewide talent pool and national network of disability-related resources no cost.

- ADRS achieves its bottom line by helping job candidates with disabilities connect with the right employer.

- Individuals with disabilities become wage earners on the path to independence.

Through on-going dialogue with business through their involvement in the ADRS State Rehabilitation Council, local Governor's Committees on Employment of People with Disabilities, the regional Business Advisory

Group, and Alabama's Business Leadership Employment Network, ADRS has kept its finger on the pulse of new and emerging needs of Alabama businesses that can be addressed with the expertise of ADRS staff. During this past year, those emerging needs have centered around:

- *Retaining valued workers* whose job is affected by illness or disability;
- *Infusing disability* into diversity plans;
- *Addressing emergency preparedness* for disabled customers/employees;
- *Assisting an aging workforce* that may need job accommodations.

## ROI Return on investment

- *The unemployed become wage-earners:*

**\$102,518,280**

total estimated first-year earnings

- *Tax-users become taxpayers:*

**\$2,050,365**

total estimated taxes paid first year of employment

- *The ultimate return on investment:*

**\$21.95**

total returned to economy for each dollar invested in rehabilitation



## Retaining A Valued Employee (RAVE) cuts costs

In FY '07, businesses used ADRS services to help retain workers whose jobs were impacted by illness or disability. Statewide, employers were assisted in retaining more than **620 valued employees**, saving their companies thousands of dollars per retention in worker replacement costs. ADRS invested an average of **\$2,800 per case** in assisting companies in retaining these workers.

### ROI Return on investment

Reduced direct costs (health insurance, medical leave, disability payouts) and indirect costs (overtime, temporary wages)

## Recruiting and hiring top the list in demand

Alabama businesses routinely access "the most used" service from ADRS: assistance with recruiting qualified job candidates. In FY '07, that assistance **generated 7,802 hires** in a wide variety of jobs by businesses throughout Alabama.

### ROI Return on investment

Reduced recruiting costs (advertising, screening, staff time, on-line processes, follow-up)

# Vocational Rehabilitation Service

## services for business

## UAB: A RAVE success story

By using the Retaining a Valued Employee (RAVE) program, the University of Alabama at Birmingham (UAB) was able to retain **24 valued employees** over a two-year period.

Employees receiving services had a number of physical, cognitive, and emotional conditions and were in a variety of job classes.

### Types of disability

- spina bifida
- arthritis
- spinal cord injury
- lupus
- depression
- carpal tunnel syndrome
- hearing loss
- learning disabilities
- epilepsy
- multiple sclerosis
- narcolepsy

### Job classes

- interview clerk
- laboratory technician
- database manager
- typist
- senior systems analyst
- administrative services manager
- clinical care coordinator
- research nurse coordinator
- assistant professor
- professor
- respiratory therapist
- case manager
- recreation director
- building services specialist

## The UAB story: By the numbers

**\$6.92 to \$62.50**

Range of hourly wages of those served

**1 to 23**

Range of years of service to UAB

**\$0 to \$8,007**

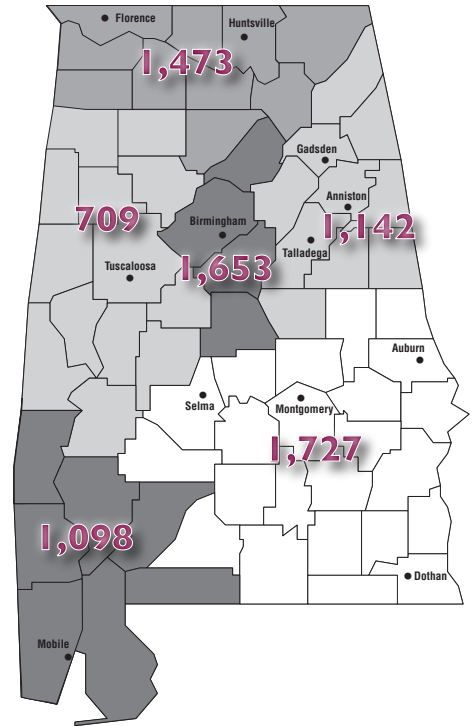
Range of cost of services

**\$0**

Cost to UAB

## Business hires through ADRS by region

Total: 7,802



Coming in FY '08:

## Emergency preparedness for customers, employees

Businesses requested the development of a new product: a user-friendly "e-document" that briefly describes what to do in any type of disaster when there are customers and/or employees with disabilities on the premises of their business.

ADRS is addressing this need with a new electronic, keyword search publication drawing from the multitude of information on the web and synthesizing that into a resource organized by type of disaster and cross-indexed by disability. Roll out is set for FY '08 and will be accompanied by in-service training for businesses throughout Alabama.

### Return on investment

Time saved in rapid access to solutions, minimizing loss and avoiding loss of life