



The Leader in Disability-Related Solutions

Business Engagement / Rapid Response

“Unmanaged disability” in the workplace is literally costing businesses millions of dollars. The ND Division of Vocational Rehabilitation (DVR) can assist in minimizing those costs while retaining valued workers.

Every business or organization in the state has at least one individual who is an integral part of their success. Two key questions that challenge owners and employers are:

- What happens if that individual incurs a disability?
- Who can assist me with keeping this individual on the job?

According to a February 2016 article in the Huffington Post “...the cost of losing an employee can cost anywhere from 16% of their salary for hourly, unsalaried employees, to 213% of the salary for a highly trained position.” ([Full Article](#)) ND DVR can assist in minimizing costs by helping to find solutions to issues involving employees whose job performance is impacted by a permanent injury, illness or impairment.

Cut costs with DVR:

- Retain a trained and productive employee
- Reduce recruiting and retraining cost
- Minimize job related frustration
- Reduce “lost days” and down time
- Access technical expertise and customized accommodation options
- Provide seamless service delivery from job jeopardy through job stabilization

Providing accommodations is nothing more than helping a person do their job to their full potential. Think of it as productivity enhancement.

Employer retention efforts benefit from DVR featured services through:

- Maintaining current workforce and productivity levels
- Assistance in building assistive technology strategies and referrals
- Professional worksite assessments and options
- Customized continuing education and training
- Strategies
- Job restructuring recommendations and referrals
- Quality assistance through follow-up