"Everybody deserves an opportunity to find a job. DVR serves a vital role."

~ Lance, Recruiter
Washington State
Department of Revenue

MISSION
Transforming lives by assisting individuals with disabilities to fully participate in their communities through meaningful employment.

VISION
Dedicated professionals leading the field of vocational rehabilitation, delivering exceptional experiences to every customer, every time.

VALUES

- **Transparency** through clear, honest communication with customers, staff, and partners
- Acting with **Integrity**, upholding the ethics and values of our profession
- Promoting a culture of **Empowerment** for customers and staff
- Advancing rehabilitation practices through **Innovation**
- **Collaboration** with customers, staff, and partners that produces results
- Commitment to **Equity, Diversity,** and **Inclusion** in all its forms to achieve excellence

Visit
dshs.wa.gov/dvr/business
to contact a Business Specialist in your area who can answer your specific questions and meet your needs, or call Toll Free at 888-468-9763 for more information.

DSHS 22-1666 (Rev. 8/21)

State and Federal funds are used to deliver DVR services. The VR program receives approximately 78 percent in Federal funds and 22 percent in State funds. For detailed information on the dollar amount of Federal funds for the program, please visit https://rsa.ed.gov/fiscal/grant-awards

Serving Your Business

Offering Customized Business Solutions

Division of Vocational Rehabilitation

Washington State
Department of Social & Health Services
Transforming lives

Hiring Diverse Talent Produces Meaningful Benefits

- Increased productivity and profits
- Improved employee creativity and engagement
- Reduced staff turnover
- Improved company reputation
- Expanded pool of skills and talent
- Cultural insights and inclusion
- Federal contract compliance
- Financial assistance for training and hiring

Financial Incentives For Your Business

- Internships: For a 30- to 90-day period, employ a recent graduate in their field of study, while receiving reimbursement for wages and payroll expenses incurred during the internship. DVR may also reimburse the employer for employee benefits and other reasonable costs, including reasonable accommodations for the intern to perform essential job functions.
- On-the-Job Training opportunities – Get paid for providing additional training to a new employee
- Work Opportunity Tax Credit – Saves businesses money when hiring skilled talent and military veterans with disabilities

Broaden Disability Knowledge For Your Business

- Disability etiquette, awareness and sensitivity training
- Americans with Disabilities Act (ADA) basics
- Foster understanding of specific disabilities
- Interviewing best practices for hiring skilled talent with disabilities
- Identifying essential functions in recruitment and job descriptions

Division of Vocational Rehabilitation assists businesses with the recruitment, hiring, and retention of valuable talent. We are a free resource available to you and your business. Our goal is to build a collaborative partnership to help define and meet your business needs. DVR also assists with identifying accommodations, providing disability sensitivity training, and helping ensure your job descriptions and workplaces are accessible. DVR provides the resources and tools necessary to ensure you are hiring and retaining the talent your business deserves.