



Business Partnerships

businesspartnerships.scvrd.net

Businesses find, train and retain talent while diversifying their workforce with VR

Preparation

A range of **assessments** are offered to evaluate individual needs and strengths of VR clients. This also helps provide businesses with well-matched candidates to meet their workforce needs.

VR work training centers offer **job preparedness classes** and customized **job readiness training** that provide clients fundamental skills needed in the workplace or for more advanced training.

Work-based training allows clients to learn job-specific duties. **Job tryouts, internships** and **on the job training** provide businesses an opportunity to assess skills while reducing training costs. VR even provides Worker's Compensation coverage for the client.

Following a worksite assessment, **rehabilitation technology** engineers recommend assistive devices and other technological adaptations which allow clients to overcome barriers and work at their maximum potential.

Follow-up and support

What happens after a VR client is hired is important

to us. **Follow Up** is conducted for 90-120 days after a new hire to make sure the client and business are successful.

If needed, supported employment can also be provided to assist with training clients to meet a business's expectations.



Other benefits

Through our **job retention services** we help employers retain their most valuable asset, their employees, by assisting those who are experiencing physical or emotional concerns jeopardizing their work performance.

This includes **residential four-week treatment**

facilities to help employees who may be impacted by the effects of alcohol or other substance abuse.

VR's **Business Partnership Network** allows you to provide input to shape VR's in-demand training that can benefit your business.

Tax credits and other financial incentives are available to help with training, orientation and accommodation.

Training centers

The South Carolina Vocational Rehabilitation Department's (VR) work training centers are an outstanding resource for businesses and industries needing to complete projects that are time or labor intensive, or too costly to complete in-house.

*In our **24 work training centers**, people with disabilities can complete these projects while learning the job skills they need to succeed in today's competitive job market.*

The focus of our training centers is to be demand driven. This has led to projects such as assembly, fabrication, inspection, building, packaging, recycling, manufacturing, warehousing, shipping and distribution.



Our flexible workforce and statewide network of training centers allow us to scale to meet your specific needs, no matter how small or large, or how quickly they change.

You receive outstanding quality work; additional floor space, pickup and delivery services; quick turnaround times; and competitive pricing.

Each location features 8-12,000 square feet of temperature controlled work space (some with humidity-controlled rooms for specialized needs), plus warehouses ranging in size from 4-45,000 square feet.

Currently we partner with more than 400 small and large businesses statewide.



North American Rescue (NAR) is a strong advocate of the quality of craftsmanship and dedication demonstrated by people with disabilities given the chance to prove themselves in the workplace.

When our partnership with NAR began, we provided 5,000 square feet of space and a workforce to kit, assemble, package and distribute their line of combat lifesaving equipment.

"Because we didn't have to invest significant funds in infrastructure, we were able to put our money into research and development," says Jim Carino, Vice President of Operations at NAR.

As the company quickly grew, the flexibility to maneuver workers and resources allowed NAR to meet rapidly increasing production schedules, product demand and warehousing needs. They can change and adjust what they do every day to meet their needs, something industry generally can't do.

"I don't believe North American Rescue could have grown anywhere close to the pace we have without VR," affirms Carino. "The partnership works so well because of their ability to match services to needs, attention to detail, customer service excellence, and clear communication."

And, he adds, "It's cost effective for us and an effective use of tax dollars."

NAR purchased and up-fitted a 100,000 square foot facility in Greer, featuring 25,000 square feet of climate controlled space plus warehousing that can be expanded for contingency storage and kitting. VR leases a portion of this facility as a training center, where we continue kitting and assembling the variety of combat medical supplies produced by NAR and used by the military, tactical law enforcement professionals,

fire fighters and emergency health care responders around the world.

Up to 45 VR clients a day assemble litters, create subassemblies for products, and pack backpacks and smaller kits that can be attached to the belt or leg. Our clients and staff meet demanding standards and quality control, knowing the work they do helps save lives.

Carino states that having workers with disabilities completing their products in a typical work environment has increased quality due to unparalleled accountability and pride in workmanship. NAR has been so pleased with our clients that they have hired several as fulltime employees.



“This is the culmination of our mission to return local residents to competitive employment,” says David Turnipseed, VR Area Supervisor for Greenville County. “North American Rescue provides our clients with invaluable training opportunities in high quality production positions that prepare them for re-entry into the modern workplace.”

It’s a total win-win-win for NAR, our clients and the community.

WorkKeys opens doors to success

When Kerri Dolan reviewed John Matthews’ resume, one thing caught her eye immediately: WorkKeys®. Dolan, the Human Resources Manager at KMS Metal Fabrication in Columbia, saw the silver WorkKeys score and said, “That tells me he can do almost any job that we have.”



Soon after, John began a four-week extended on-the-job training with KMS, a precision metal fabrication shop that primarily fabricates parts for Trane and Carrier air conditioner units.

“This is a great example of how WorkKeys expands our client’s ability to be considered for employment,” says Stephen Marshall, Business Services Specialist.

WorkKeys measures an individual’s capabilities in three foundational areas: reading for information, locating information and applied mathematics.

“The first thing employers want to know, particularly with individuals who have a disability, is does this person have the skills to do the job?” says Kim Mann, Transition Specialist. “When an applicant can show a WorkKeys certification, that gives them a big advantage in the hiring process.”

Many industries utilize WorkKeys, including manufacturing, information technology and healthcare. Technical colleges use WorkKeys as a prerequisite for certificate training programs, such as the SC Manufacturing Certification.

Dolan points out that KMS does not actually use WorkKeys as a requirement, but because her previous employer did, she was very familiar with it.

“When I saw that John had a high score plus a general degree in engineering from Piedmont Tech, I knew he would be a good fit for us.”

As the on-the-job training was coming to an end, KMS offered John a full time position. In the email notifying Marshall of this, Dolan added, “Please send me ten more just like John.”

To assist with your workforce needs, please contact one of our

Business Development Specialists

