

Vocational Rehabilitation Services



Any individual with a physical, mental, cognitive, or other form of disability who has a substantial impediment to employment may qualify for the following services through the New Jersey Division of Vocational Rehabilitation Services (DVRs).

The mission of the New Jersey Division of Vocational Rehabilitation Services is to enable eligible individuals with disabilities to achieve an employment outcome consistent with their strengths, priorities, needs, abilities, and capabilities.

To keep pace with changing workforce needs, businesses may seek new and alternative ways to recruit and maintain employees. An emphasis on diversity, equity, and inclusion can open your candidate search to pools of applicants who can bring a vast array of skills and talents to your business.

As part of the New Jersey Division of Vocational Rehabilitation Services (DVRs), the Business Outreach Team (BOT) helps employers strengthen their businesses while enhancing career opportunities for individuals with disabilities. We work collaboratively with employers and labor and workforce associates to provide talent acquisition solutions and one-on-one services to assist in your recruitment of individuals with disabilities.

Here are some of the services that may be available to your business:

Disability Awareness Training: Employers are introduced to working with individuals with disabilities.

On the Job Training: DVRs may pay up to 50% of a worker's salary while they learn the essential functions and job skills required for a job.

Tax Incentives: Receive guidance regarding tax credits available when you hire workers with disabilities.

Placement Services: We'll work to identify the needs of your specific job opening and match with pre-screened, trained, motivated, and qualified applicants.

Recommendations of the Americans with Disabilities Act (ADA): DVRS helps you understand the fundamentals of ADA and make "reasonable accommodations" in the workplace.

Job Modification and Barrier Removal Consultation: DVRS evaluates your worksite to identify potential barriers and propose solutions. Accommodations can often benefit your employees with disabilities as well as your customers with disabilities.

Follow-Up and Adjustment Services: Counselors provide services that allow for close contact with employees to ensure they are adjusting to the job and both the employer and employee are satisfied.

Want to find out more about how DVRS can assist with your recruitment and talent acquisition plan? Contact one of our Business Outreach Consultants (listed below) for details about how inclusive hiring can work for your organization.

For more information on DVRS, please visit: <https://www.nj.gov/labor/career-services/special-services/individuals-with-disabilities/>

Jen Veneziani, Consultant

Counties served: Atlantic, Camden, Cape May, Cumberland, Gloucester, Salem

jennifer.veneziani@dol.nj.gov • 609-947-5205

Cheryl Casciano, Consultant

Counties served: Burlington, Mercer, Monmouth, Ocean

cheryl.casciano@dol.nj.gov • 609-947-5807

Marc Schweitzer, Consultant

Counties served: Bergen, Essex, Hudson, Hunterdon, Morris, Middlesex, Passaic, Somerset, Sussex, Union, Warren

marc.schweitzer@dol.nj.gov • 609-947-1431