

# Business And Economic Development Committee Meeting

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**April 11, 2024 3:00pm**

[Click here to join the meeting](#)

**Meeting ID: 232 387 934 499**

**Passcode: 8rFHis**



Agenda

2/8/24 Meeting  
Minutes  
Approval

Welcome &  
Introductions

Employment  
Opportunities for  
Persons with  
Disabilities

- I. Call to Order**
- II. Welcome and Introductions**
- III. Approval of February 8, 2024 Meeting Minutes**
- IV. Employment Opportunities for Persons with Disabilities**
- V. Open Forum**
- VI. Adjournment**

**CareerSource Southwest Florida  
Business & Economic Development Committee  
Meeting Minutes  
February 8, 2024  
3:00 p.m.**

**Members Present:**

Keitha Daniels	Rosemary Flori-Virtual
Dave Gammon-Virtual	Sarah Harrington
Adrian Llanes-Virtual	Sloan Nagy-Virtual
Michael Wukitsch-Virtual	

**Members Absent:**

Adrian Kerr	John Talmage-Chair
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**Guests Present:**

John Nimmo-Veterans Business Council Advisory Board Southwest Florida Inc- Chairman	Mark Odell-Florida Apex Accelerator in Partnership with Florida Gulf Coast University-Government Contracting Consultant
Stormie Pruskauer-Florida Gulf Coast University-Veteran's Entrepreneurship Program-Coordinator	

**Staff Present:**

Kennyetta Brooks	Edward Fritz
Vernon Pearsey Jr.	Lyntoria Thomas
William (Bill) Welch-Staff Liaison	

**I. CALL TO ORDER**

The meeting was called to order by Keitha Daniels at 3:02 p.m. Quorum was confirmed. Welcomes and introductions were made.

**II. APPROVAL OF DECEMBER 14, 2023, COMMITTEE MEETING MINUTES**

Dave Gammon made a motion to approve the minutes from the December 14, 2023, meeting minutes; Michael Wukitsch seconded, and the motion was unanimously approved.

**III. PUBLIC COMMENT**

None.

**IV. HIRING OF VETERANS AND ENTREPRENEURSHIP**

Stormie Pruskauer, Coordinator for Florida Veteran's Entrepreneurship Program at Florida Gulf Coast University presented an informative power point presentation about the tuition-free military veteran entrepreneurship training program to help launch or start veteran-owned businesses. Stormie explained that since they began operating in 2016, they have had 279 participants with 183 of those launching their own businesses. Stormie explained the two programs that are offered, The Startup Program and the Growth Program, she shared the differences between the two programs, how they both are beneficial to a person who is just starting their business or someone who business has already been established. Stormie explained that the Startup Program is a 10-week educational

program offered twice a year in the spring and again in the fall. The Startup Program is open to anyone to join and is designed for those businesses that are just starting out or who are in the early development stage. The Growth program is a once a year 6-week program and is designed for those who have an existing business with revenue and ready to scale their business to the next level.

John Nimmo, Chairman of The Veterans Business Council (VBC) explained that they are a 5013c in their second year of operating. John explained the VBC provides access to local organizations that implement unique programs, grants, and assistance to help grow veteran-owned businesses. John gave an overview of their board that is comprised of himself, 4 other veterans, and 2 civilians. John explained that if anyone wants to learn more about them to please go to [swfl.com](http://swfl.com) to find more information and find their calendar of upcoming events.

Mark Odell, Government Contracting Consultant of Florida Apex Accelerator presented an informative power point presentation explaining how Florida Apex helps businesses compete and succeed in the government marketplace. Mark explained that all services are at no cost and are funded by federal, state, and local grants and contracts.

**V. OPEN FORUM**

Stormie announced that Veteran's Entrepreneurship Program was awarded the National Model Award.

**VI. ADJOURN**

The meeting was adjourned at 3:51 p.m.

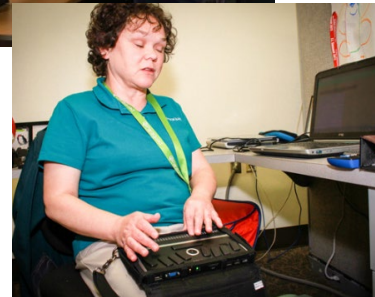
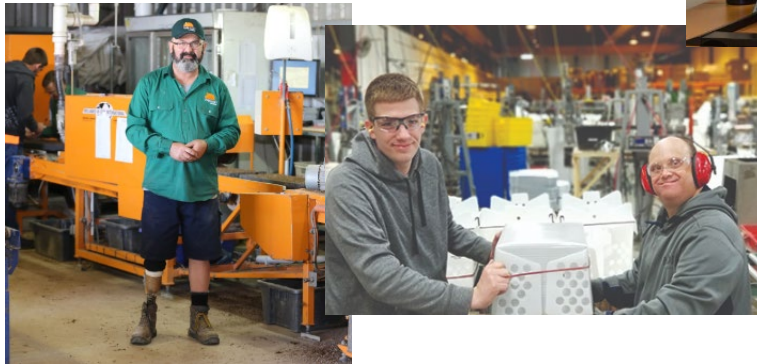
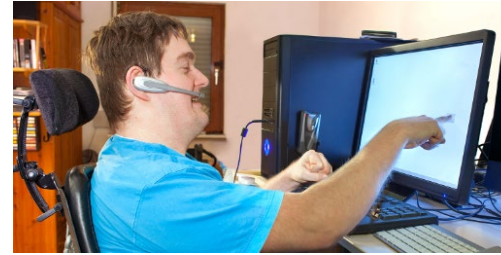
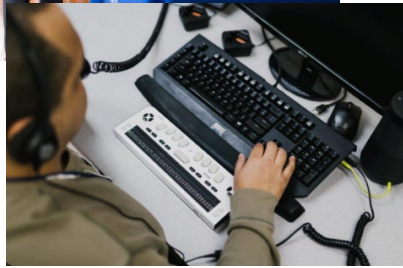
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baga nagaan dhufte  
merhba  
ຍິນດີຕ້ອນຮູ້  
Добро пожаловать  
mi:cep kwətxwilem.



## **Employment Opportunities for Persons with Disabilities**

- **Carmen Henry-Disability Navigator  
CareerSource Southwest Florida**
- **Kelly McQueen-Employment Specialist  
Center for Independent Living Gulf Coast**
- **Leah Watson-Senior Human Services Counselor Supervisor  
Agency for Persons with Disabilities**
  - **Anthony Oakes-Statewide Supervisor  
Division of Vocational Rehabilitation**
  - **Adam Long-Assistant District Administrator  
The Division of Blind Services**





❑ Carmen Henry – Disability Program Navigator

# Locations

Serving Charlotte, Collier, Glades, Hendry and Lee Counties

- ❑ **6800 Shoppes at Plantation Dr., Ft Myers, FL 33912 (239-931-8200)**
- ❑ **215 South Francisco Street, Clewiston, FL 33440 (863-983-6138)**
- ❑ **750 South 5<sup>th</sup> Street, Immokalee, FL 34142 (239-658-3300)**
- ❑ **3050 Horseshoe Drive Building A Ste 110, Naples FL 34104 (239-436-4301)**
- ❑ **3745 Tamiami Trail, Port Charlotte, FL 33952 (941-235-5900)**
- ❑ **921 Anvil Circle, Labelle FL 33935 (863-675-1412)**



An Equal Opportunity Employer/Program.  
Auxiliary aids and services are available upon request to individuals with disabilities.  
All voice telephone numbers may be reached by persons using  
TTY equipment via the Florida Relay Service at 711.

# Employer Services

- Job Postings and Recruitment
- Hiring Events
- Pre-screening candidates based on job requirements
- Private interviewing offices and conference rooms
- Wi-Fi access and computers available for applicants
- Labor Market Information
- Professional Career Network

# Job Seeker Services

- Resume, Interviewing and Job Search Assistance
- Job Referrals, Placement Opportunities
- Job Development
- Federal Bonding Assistance
- Occupational and Work Based Training





# Technology at Work

- Offices accessible and located on public transportation routes
- Wheelchair accessible desktops
- Trackball Mouse accommodates users with limited dexterity
- Screen reading software - JAWS (Job Access With Speech)
- Oversized Keyboards with lettering to accommodate low vision users.
- UBI DUO - 2 Way texting & communication device for individuals with hearing impairments; available upon request with notice.
- Certified Workforce Professionals available to assist in person, via phone or virtual appointments
- Additional auxiliary aids and services are available upon request



# Occupational Training

Offering training opportunities through the Workforce Innovation and Opportunity Act

- Adults/Dislocated Workers -18 yrs. of age or older
- Youth 16 to 24 yrs. of age (under 18, must be accompanied by a parent or guardian)
- Occupational skills training – choose from a variety of programs and schools listed on the eligible training provider list found at <http://careersourcesouthwestflorida.com/occupations-in-demand/>

# Work Based Training

- On-the-Job training (OJT)
- Paid Internships
- Paid Work Experience



# Ticket To Work – Employment Network

## What is the Ticket to Work Program

- Free voluntary program, increasing employment opportunities for Social Security beneficiaries
- Protection from continuing disability reviews
- Work and maintain your benefits
- Expedited reinstatement of benefits

## Who is eligible for the Ticket to Work Program

- Between the ages of 18 & 64, AND
- Want to explore returning to the workforce to become financially independent, AND
- Receiving Disability Benefits (SSI or SSDI)



# Community Partners, Resources and Accommodations

Florida Division of Vocational Rehabilitation (VR) <https://www.rehabworks.org/>

Florida Division of Blind Services <https://dbs.fldoe.org/>

Center for Independent Living Gulf Coast <https://www.cilgulfcoastflorida.org/>

United Way Partnerships <https://unitedwaylee.org/> <https://www.unitedwayccfl.org/> <https://uwcollierkeys.org/>

Agency for Persons with Disabilities <https://apd.myflorida.com/>

Goodwill Industries of SWF, Inc. <https://goodwillswfl.org/>

Lee Association for Remarkable Citizens, Inc. (LARC) <https://larcleecounty.org/>

Sally J. Pimentel Deaf & Hard of Hearing Center <https://dhhc.life/>

Lighthouse (Blind Services Centers) <https://lighthouseswfl.org/> <https://www.lighthouseofcollier.org/>

LeeTran Passport/Paratransit (ADA Service) [https://www.leegov.com/leetrans/passport-\(ada-service\)](https://www.leegov.com/leetrans/passport-(ada-service))

Dress for Success <https://swflorida.dressforsuccess.org/>

FL Commerce - Unique Abilities Partner Program <https://www.floridajobs.org/unique-abilities-partner-program>

Florida Abilities Work <https://abilitieswork.employflorida.com/>

Job Accommodation Network (JAN) <https://askjan.org/>

Florida Alliance for Assistive Services & Technology (FAAST) <https://faast.org/>

Disability Rights Florida <https://disabilityrightsflorida.org/>

Gulf Coast Partnership <https://www.gulfcoastpartnership.org/>



# Prioritizing Abilities

When You Employ, You Also...



**Encourage**



**Motivate**



**Inspire**



**Invest**



**WIN!!**





Developing partnerships today can guide us into a better tomorrow.

**It starts with us!**



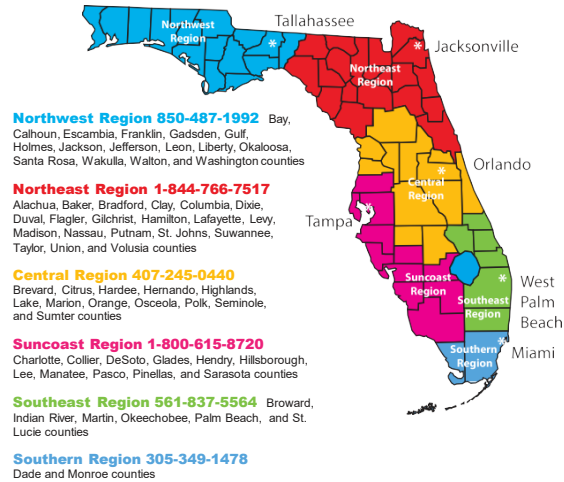
## DEVELOPMENTAL DISABILITIES CENTERS

Some people with developmental disabilities receive services and supports while living at a center with others who have similar disabilities. The state of Florida has two centers: Sunland Center in Marianna and Tacachale Center in Gainesville. About 600 people currently live in these facilities. In addition, the agency serves people found incompetent to go to trial due to their developmental disabilities. These individuals are served at the APD centers and at a facility located in Chattahoochee. About 150 people live in these locations.

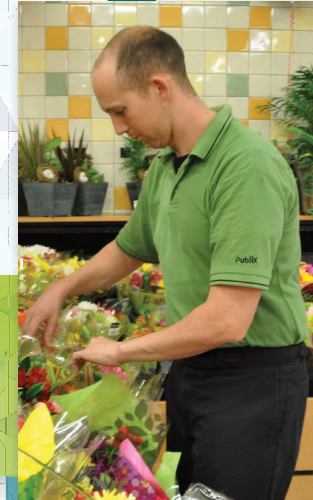
## APPLYING FOR SERVICES

An individual who has or might have a developmental disability or their authorized representative may apply for services by contacting the Agency for Persons with Disabilities office in their region. Please be aware that APD has a long waiting list for people to receive services through the iBudget Florida Medicaid waiver. The supports and services for Floridians with developmental disabilities are paid for with tax dollars and are administered through APD's six regional offices around the state.

## APD REGIONAL OFFICES



## Serving Floridians WITH DEVELOPMENTAL DISABILITIES



4030 Esplanade Way, Suite 380  
Tallahassee, FL 32399-0950  
1-866-APD CARES (1-866-273-2273)  
(850) 488-4257  
apdcares.org

01/2017

  
agency for persons with disabilities  
State of Florida



### THE AGENCY SERVES PEOPLE WITH:

- Cerebral palsy
- Down syndrome
- Intellectual disabilities
- Phelan-McDermid syndrome
- Prader-Willi syndrome
- Severe forms of autism
- Spina bifida



### THE AGENCY

The Agency for Persons with Disabilities (APD) works in partnership with local organizations to support people with developmental disabilities in living, learning, and working in their communities. APD provides critical services and supports for customers with developmental disabilities so they can reach their full potential.

There is no charge or co-payment for services provided through the agency. State and federal tax dollars fund the services.

### ELIGIBILITY

A person must live in Florida, be at least 3 years old, and have a diagnosed developmental disability that occurred before the age of 18 to be eligible for APD services. Children ages 3 to 5 who are at risk of being diagnosed with a developmental disability may also be served by APD.

### PROGRAMS

APD customers may be served in their community by funding provided through the iBudget Florida waiver. Other customers receive assistance without being enrolled in the waiver. Some APD customers are served by two Developmental Disabilities Centers. The agency helps more than 50,000 Floridians with developmental disabilities each year.



### iBUDGET FLORIDA

APD provides a variety of services to more than 33,000 customers who are currently enrolled in the iBudget Florida waiver. iBudget Florida is how APD manages the Developmental Disabilities Home and Community-Based Services Medicaid waiver. Customers get

to choose, with the assistance of their waiver support coordinator, how they want to spend their yearly budget, as long as their health and safety needs are covered. It is an equitable, self-directed, and sustainable system that gives customers wider choices, greater flexibility, and more control over their services

### CONSUMER-DIRECTED CARE PLUS (CDC+)

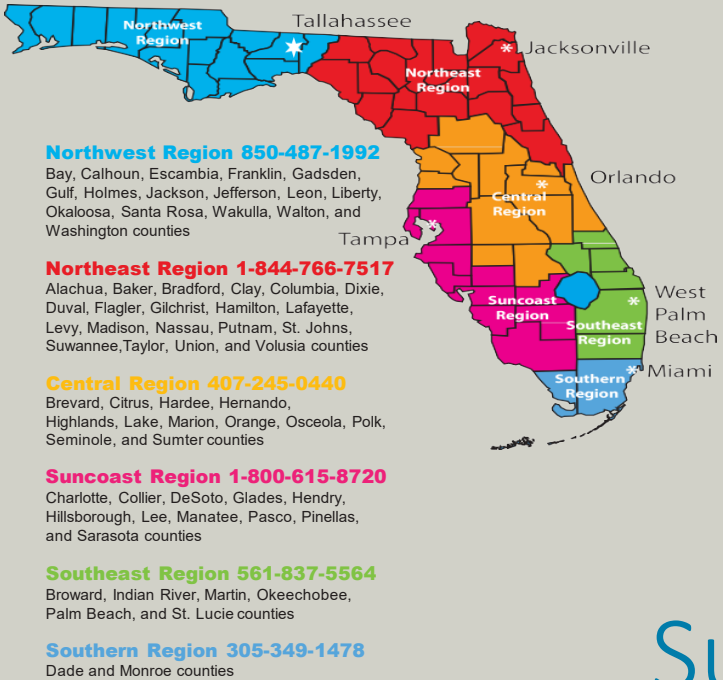
Some customers choose to enroll in the Consumer-Directed Care Plus (CDC+) program, which allows customers to select their own non-Medicaid waiver providers to deliver care. They develop a purchasing plan to manage their allocated monthly budgets in order to meet their long-term care needs. Florida has the largest and most comprehensive CDC+ program in the nation with about 2,700 individuals with developmental disabilities enrolled.



## Successful Employment Benefits:

- Empower the employee
- Increase self-esteem and confidence
- Provide financial independence
- Increase additional funding streams for social activities
- Increase savings accounts
- Expand the employee's work experience

## APD Regional Map



# Supported Employment



INVEST IN YOUR FUTURE

Agency for Persons with Disabilities  
1-866-APD-CARES (1-866-273-2273)  
(850) 488-4257  
apdcares.org

May 2017

# It's Your Future

## How Can Supported Employment Help?

Supported Employment helps potential and current employees with significant disabilities find and maintain work. It provides intensive support and extended services to assist the person with performing their job. Ongoing supports include job coaching, matching the worker with the right job, assisting with skills training, and regular monitoring. On-the-job training and ongoing supports are provided intensively at first and decrease as stability is attained.

*With the right resources,  
you can find and maintain employment*

*Learn new skills and gain confidence  
through supported employment*



Supported Employment is usually paid for through two state programs: Vocational Rehabilitation, which pays for the initial job match and on-the-job training, and then the Agency for Persons with Disabilities (APD), which pays for ongoing support while the person is working.

- Everyone is considered eligible and employable regardless of their disability.
- The individual makes decisions about what type of job they want to meet their career goals.
- The job is competitive work in an integrated setting for individuals with disabilities for whom competitive employment has not traditionally occurred.
- The salary is the same for all workers performing the job regardless of disability.





**THERAPEUTIC SUPPORTS AND WELLNESS**

**Behavior Analysis Services** assist individuals with challenging behaviors to learn new behaviors or replacement skills to address the behaviors. Behavior analysis includes assessing why challenging behavior occurs, developing interventions for caregivers to implement, and monitoring to verify desired changes.

**Behavior Assistant Services** provide short-term support in implementing a behavior analysis services plan. This includes assisting the certified behavior analyst and training the individual and caregivers in implementing the behavior program.

**Specialized Mental Health Counseling** is provided to individuals with a developmental disability and a confirmed mental health diagnosis to restore the person to the best possible functional level.

The following services require a prescription by a physician, ARNP, or physician's assistant and are only available for individuals 21 years of age and older.

**Private Duty Nursing** is for those requiring individual, continuous care by registered or licensed practical nurses as prescribed.

**Residential Nursing** consists of continuous care provided by registered or licensed practical nurses to individuals in licensed residential facilities.

**Skilled Nursing** is prescribed and consists of part-time or intermittent care provided by registered or licensed practical nurses.

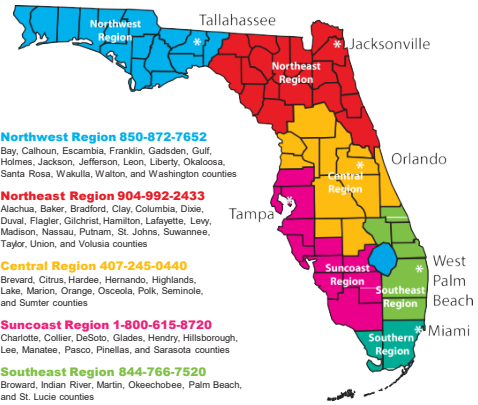
**Dietician Services** are prescribed as being necessary to maintain or improve the overall physical health of an individual. They include assessing nutritional status and needs, recommending an appropriate diet, and providing counseling and education.

**Respiratory Therapy** treats the dysfunction of the cardiopulmonary system. It requires a physician's prescription.

**Speech Therapy** of functional outcomes therapy communication skills of an individual with a speech, hearing, or language disability.

**Occupational Therapy** is prescribed with the goal of producing specific functional outcomes in self-help, adaptive, and sensory motor skill areas and assisting the individual to control and maneuver within the environment.

**Physical Therapy** produces specific functional outcomes in ambulation, muscle control, and postural development and prevents or reduces further physical disability. It requires a prescription.



**Northwest Region 850-872-7652**  
Bay, Calhoun, Escambia, Franklin, Gadsden, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Okaloosa, Santa Rosa, Wakulla, Walton, and Washington counties

**Northeast Region 904-992-2433**  
Alachua, Baker, Bradford, Clay, Columbia, Dixie, Duval, Flagler, Gilchrist, Hamilton, Lafayette, Levy, Madison, Nassau, Putnam, St. Johns, Suwannee, Taylor, Union, and Volusia counties

**Central Region 407-245-0440**  
Brevard, Citrus, Hardee, Hernando, Highlands, Lake, Marion, Orange, Osceola, Polk, Seminole, and Sumter counties

**Suncoast Region 1-800-615-8720**  
Charlotte, Collier, DeSoto, Glades, Hendry, Hillsborough, Lee, Manatee, Pasco, Pinellas, and Sarasota counties

**Southeast Region 844-766-7520**  
Broward, Indian River, Martin, Okeechobee, Palm Beach, and St. Lucie counties

**Southern Region 305-349-1478**  
Miami-Dade and Monroe counties

**Agency for Persons with Disabilities**  
4030 Esplanade Way, Suite 380  
Tallahassee, FL 32399-0950  
1-866-APD CARES (1-866-273-2273)  
850-488-4257  
apdcare.org

**Guide to iBudget Florida Waiver Services**



**Serving Floridians with Developmental Disabilities**

## iBudget Florida Services

The iBudget Florida waiver administered by the Agency for Persons with Disabilities (APD) offers supports and services to assist individuals with developmental disabilities to live in their communities. Services are provided based on need, so all individuals do not receive all services. The primary categories are briefly described below. Additional information is available through your APD regional office or waiver support coordinator. Some services require a professional assessment to determine the scope of treatment.

### LIFE SKILLS DEVELOPMENT

**Life Skills Development Level 1** was formerly known as companion services. It includes nonmedical care, supervision, and socialization activities provided to an adult on a one-to-one basis or in groups of up to three individuals. This service helps individuals increase their ability to access the community independently.

**Life Skills Development Level 2** encompasses the service formerly known as supported employment for both individual and group models. It helps the individual to find and keep a job in his or her community or to develop and operate a small business.

**Life Skills Development Level 3**, formerly known as adult day training, includes training services intended to support the participation of recipients in valued routines of the community, such as volunteering, job exploration, accessing community resources, and self-advocacy, in a setting that is age and culturally appropriate. Services can include meaningful day activities of daily living, adaptive skills, social skills, and employment. The training activities and routine established by the provider must be meaningful to the recipient and provide an appropriate level of variation and interest.

### SUPPLIES AND EQUIPMENT

**Consumable Medical Supplies** are specific nondurable supplies and items that assist individuals to perform activities of daily living. These supplies are not available through the Medicaid State Plan. Examples include incontinence supplies for individuals 21 and older, wipes, and underpads.

**Durable Medical Equipment and Supplies** are prescribed by a licensed professional that enables an individual to live as comfortably as possible and is not covered by the Medicaid State Plan. Examples include lap trays, grab bars, adaptive switches or door openers, and individualized positioning equipment.

**Environmental Accessibility Adaptations** are modifications to the home that enable the person to function with greater independence in the home.

**Personal Emergency Response Systems** are electronic communication systems that enable an individual who is alone for extended periods of time to secure help in the event of an emergency. The individual may wear a portable "help" button that allows for mobility while at home or in the community.

### PERSONAL SUPPORTS

**Personal Supports** combine the services formerly known as respite care, companion, in-home supports, and personal care assistance. This service provides assistance and training in activities of daily living such as eating, bathing, dressing, personal hygiene, and preparation of meals. If specified in the support plan, this service may take care of housekeeping chores. This service also includes nonmedical care and socialization and may provide access to community-based activities that have therapeutic benefits. This service is for customers 21 and older who live in their own home or family home. It is also available to individuals at least 18 who live in their own home.

**Respite Care** provides supportive care and supervision to individuals under 21 years old living in the family home when the primary caregiver is unavailable due to a brief planned or emergency absence or when the primary caregiver is temporarily physically unable to provide care.

### RESIDENTIAL SERVICES

**Residential Habilitation** provides an individual who lives in a licensed residential facility with supervision and specific training. There are four types of Residential Habilitation. These include: Standard; Live-In; Behavior Focus; and Intensive Behavior.

**Standard and Live-In Residential Habilitation** provide supervision and training to improve skills related to activities of daily living.

**Behavior Focus and Intensive Behavior Residential Habilitation** provide training and supervision to assist individuals whose behaviors are of exceptional intensity, duration or frequency.

**Specialized Medical Home Care** provides up to 24-hour-a-day nursing services and medical supervision to residents of licensed group homes that serve individuals with complex medical conditions.

**Supported Living Coaching** provides training and assistance in a wide variety of activities to support individuals who live and maintain homes or apartments of their own.

### SUPPORT COORDINATION

**Support Coordination** provides a waiver support coordinator (WSC) to identify, develop, coordinate, and access supports and services on the person's behalf, regardless of the funding source, in the most cost-effective manner possible. There are three types of support coordination:

**Limited Support Coordination** is intended to be less intense than full support coordination. Limited support coordination is billed at a reduced rate and has reduced contact requirements.

**Full Support Coordination** provides significant support to ensure the recipient's health, safety, and well-being. The WSC can share tasks with the recipient and the recipient's family or other support people, but ultimately the WSC is responsible for performing all tasks required to locate, select, and coordinate services and supports, whether paid with waiver funds or through other resources.

**Enhanced Support Coordination** consists of activities that assist the recipient in transitioning from a nursing facility or intermediate care facility for the developmentally disabled (ICF/DD) to the community or for assisting recipients who have a circumstance that necessitates a more intensive level of support coordination.

### TRANSPORTATION

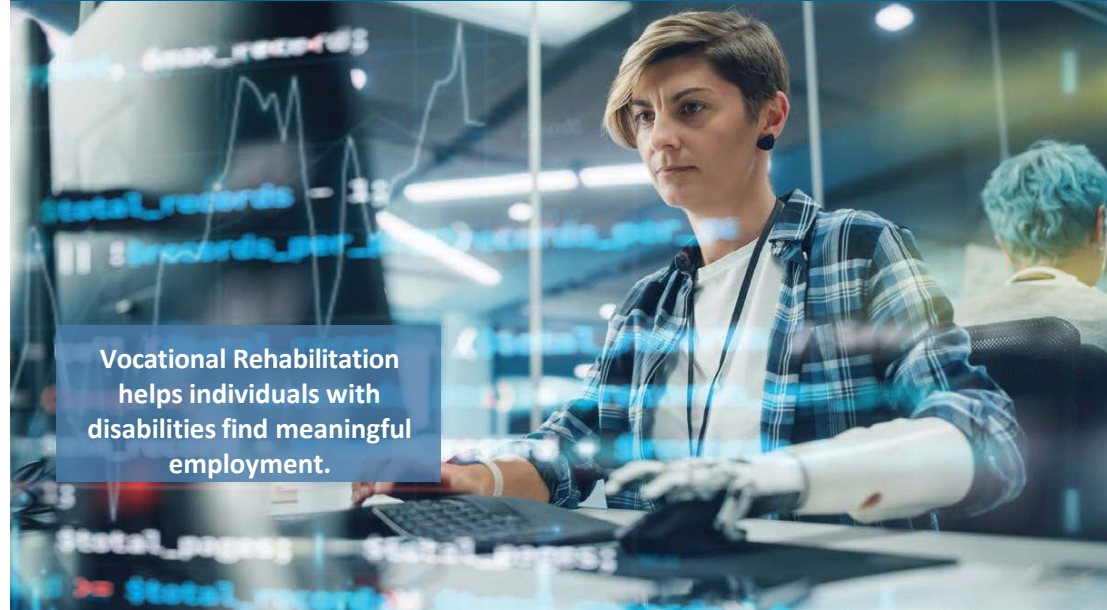
**Transportation** provides rides between the individual's home and their community-based waiver services when transportation cannot be accessed through natural (unpaid) supports.

### DENTAL SERVICES

**Adult Dental Services** provide dental treatments and procedures for individuals 21 and older who are not otherwise covered by Medicaid State Plan.



# BUILDING CAREERS ONE PERSON AT A TIME



Vocational Rehabilitation helps individuals with disabilities find meaningful employment.

## **Vocational Rehabilitation (VR)**

VR is a division of Florida's Department of Education whose mission is to assist people with disabilities, ages 14 and older, in securing competitive, integrated employment. Each year we support over 5,000 Floridians in finding gainful employment leading to better outcomes for families, communities and the Florida economy.

Our mission is to help individuals with disabilities find, maintain or advance in employment, and enhance their independence. We want to become the first place individuals with disabilities turn to when seeking employment and a top resource for employers in need of qualified employees.

## **How VR Serves People with Disabilities**

Anyone, regardless of disability type, may be referred to VR and for VR services. If a person is found eligible, our agency provides guidance and counseling related to employment and disability; helps customers identify career goals and services; and connects customers to job exploration opportunities and placements.

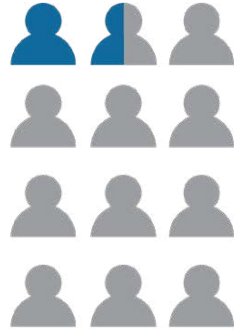
## **How VR Serves Florida Businesses**

VR's Business Relations program builds and sustains partnerships with business and industry through effective services that are driven by the needs of employers. Business Relations Representatives customize employer services to assist employers with recruiting, hiring, promoting and retaining qualified individuals with disabilities. These partnerships support business customers' disability inclusion efforts and lead to competitive integrated employment and career exploration opportunities for VR participants.

To learn more about our division and the services we can provide, please visit our website [Rehabworks.org](https://www.rehabworks.org).



# ABOUT DISABILITY IN FLORIDA



**13.7%**  
of Floridians have  
a disability.



**20.4%**  
of Floridians with a disability are  
employed as opposed to 63.0% of  
Floridians without a disability.



**500k+**  
Floridians with a disability could  
enter the workforce with the right  
education, training and support.

The Able Trust. (2022). Solving Florida's Labor Shortage: The Hidden Solution. <https://www.abletrust.org/hiddensolution/>

## Contact Vocational Rehabilitation



850-245-3399  
800-451-4327



[www.RehabWorks.org](http://www.RehabWorks.org)



Florida Department of Education  
Division of Vocational Rehabilitation  
325 W. Gaines St., Suite 1144  
Tallahassee, FL 32399-0400

The Florida Department of Education, Division of Vocational Rehabilitation (VR) is an equal opportunity employer. It is against the law for VR as a recipient of Federal financial assistance to discriminate against any individual in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief. The application process used by VR to determine eligibility for services, any subsequent services and the entire VR process are subject to these non-discrimination requirements. Auxiliary aids and services are available upon request to individuals with disabilities. VR program receives 78.7 percent of its funding through a grant from the U.S. Department of Education. For the 2021 Federal fiscal year, the total amount of grant funds awarded were \$176,521,122. The remaining 21.3 percent of the costs (\$47,775,094) were funded by Florida State Appropriations. Revised October 2022.



# Diversify Your Workforce



Vocational Rehabilitation helps individuals with disabilities find meaningful employment.

## **The Florida Department of Education, Division of Vocational Rehabilitation (VR) helps businesses find talent.**

Finding qualified and dependable employees is one of the greatest challenges many business leaders face. If you are looking to diversify your workforce, look no further than VR. VR's talent pool has the drive and skills you want, with the abilities, qualifications and dependability you need.

VR participants are loyal, enthusiastic and some of the most reliable employees you will find. VR has qualified candidates who have a disability and are ready to go to work. Employers may also receive support in training potential employees. VR's On-the-Job Training (OJT) program helps employers and employees prepare for the job that is right for them.

### **Vocational Rehabilitation Business Services**

VR can help you find dependable employees for your staffing needs. It is a win-win situation for both employees and employers.

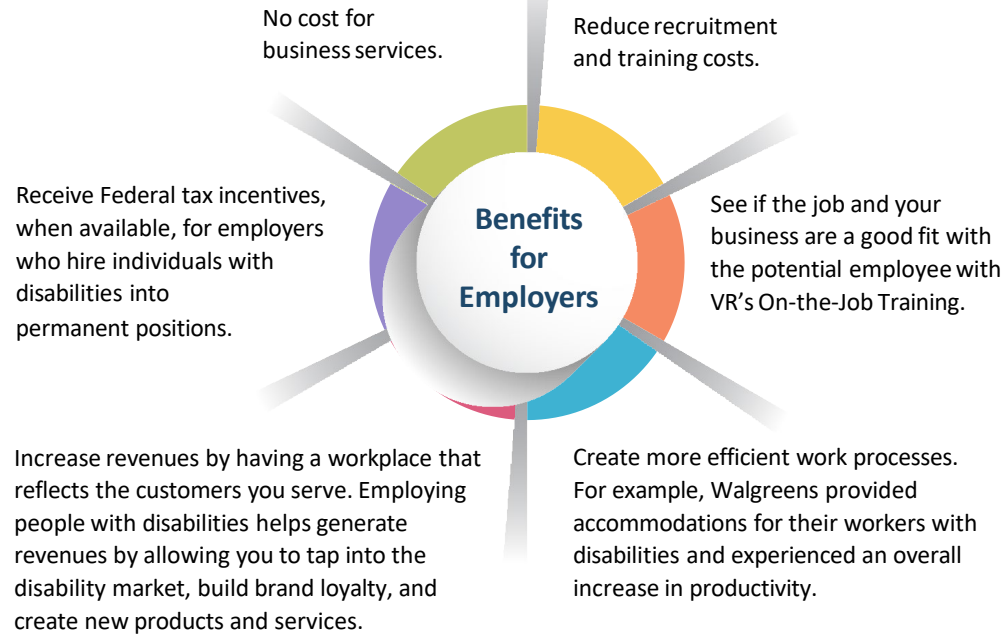
#### **Vocational Rehabilitation Business Services offer:**

- Qualified applicants.
- Technical assistance and advice on accommodations, if needed.
- Americans Disabilities Act consulting, such as interviewing tips.
- On-site Disability Awareness Training.
- Reimbursement for On-the-Job Training costs, including the trainee's salary and necessary accommodations.
- Workers' Compensation coverage for adult and youth work-experience participants.

Vocational  
Rehabilitation is  
affiliated with:







### Resources to Get Started

- Request a meeting with a VR Business Relations Representative.
- Find disability resource information at [AbilitiesWork.EmployFlorida.com](https://AbilitiesWork.EmployFlorida.com).

### Contact Vocational Rehabilitation



850-245-3399  
800-451-4327

6

850-245-3392



[VRBusinessRep@vr.fldoe.org](mailto:VRBusinessRep@vr.fldoe.org)



[www.RehabWorks.org](http://www.RehabWorks.org)



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