

Office of Vocational Rehabilitation

OVR 101

- OVR Services for Individuals
- OVR Services for Employers



The Office of Vocational Rehabilitation
assists Pennsylvanians with **disabilities**
to secure and maintain
employment and independence.

OVR Agency Organization



Commonwealth of Pennsylvania (COPA)

Department of Labor and Industry (L&I)

Bureau of
Vocational
Rehabilitation
Services (BVRS)

15 District
Offices

Bureau of
Blindness and
Visual Services
(BBVS)

6 District
Offices

Hiram G.
Andrews Center
(HGAC)

Johnstown,
PA

Bureau of
Central
Operations

Harrisburg,
PA

OVR serves people who have disabilities that present an impediment to employment. Services are provided to individuals to prepare for, secure, retain, advance in or regain employment.

You should apply if:

- you have a disability;
- your disability impedes you from preparing for, securing, retaining, advancing in or regaining employment; and
- you want to work.



A person's disability could be cognitive, physical, emotional, psychological, or a learning disability.

- Examples of disabilities OVR assists: (this list does not encompass all disabilities)
 - Anxiety
 - Depression
 - ADHD/ADD
 - Visual impairment or Blindness
 - Hearing impairment
 - Autism
 - Mobility impairments
 - Alcohol/Substance Abuse
 - Learning disabilities (intellectual, dyslexia, etc)

Deb Slagle's Story (youtube.com)

<https://www.youtube.com/watch?v=V7Xat-xNIG8>

Jennifer Marino's Story – YouTube

<https://www.youtube.com/watch?v=GINXYE8MKL8>

Diagnostic Services: Medical, psychological, and audiological examinations and tests used to better understand the disability and needs for specific types of services.

Vocational Evaluation: Aptitude, interest, general ability, academic exams, work tolerance and "hands-on" job experience.

Counseling: Vocational counseling to better understand individual potential, abilities, to set realistic vocational goals, to change them when necessary, to develop successful work habits and to begin a satisfying career.



Training: Education to prepare for a job, including, but not limited to, basic academic, vocational/technical, college, on-the-job, independent living skills, and personal and work adjustment training.

Examples of Training:

- OJT – On the Job Training
- Supported Employment
- College/Vocational Training





Restoration Services: Medical services and equipment, such as physical and occupational therapy, wheelchairs and automobile hand controls.



Placement Assistance: Counseling, job-seeking programs, job clubs, and job development. Individual will receive ideas, practice and advise on finding job leads, filling out applications, getting interviews for a job and on how to interview.

Assistive Technology: Assistive technology includes a wide range of devices and services that can empower persons with disabilities to maximize employment, independence and integration into society. OVR can assist an individual with a disability in effectively selecting and acquiring appropriate assistive technology.



Support Services: Other services are provided for eligible persons if they are necessary to start and maintain employment. Such services may include:

- Occupational tools, licenses or equipment.
- Home modifications, adaptive or special household equipment in order to help get ready to go to and be on time for employment. Van or car modifications, including special driving devices or lifting devices.
- Small business startup



Transition Services: Prepare students with disabilities starting at age 14 years old with work readiness trainings to help prepare them for paid work experiences in competitive integrated environments.

- Real world work experiences
- Job shadowing
- Workplace tours
- Employer mock interviews
- Internships



Blindness and Visual Services:

- Blindness Skills Training
- Instruction: Mobility
- Instruction: Daily Living
- Independent Living Skills
- Specialized Children's Services
- Randolph-Sheppard Business Enterprise Program (BEP)



Hiram G. Andrews Center (HGAC)

SPECIALIZED DEGREE PROGRAMS

- ASB Medical Office Assistant
- AST Culinary Arts
- AST Networking Technology

[Commonwealth Technical Institute
at the Hiram G. Andrews Center
\(pa.gov\)](http://pa.gov)

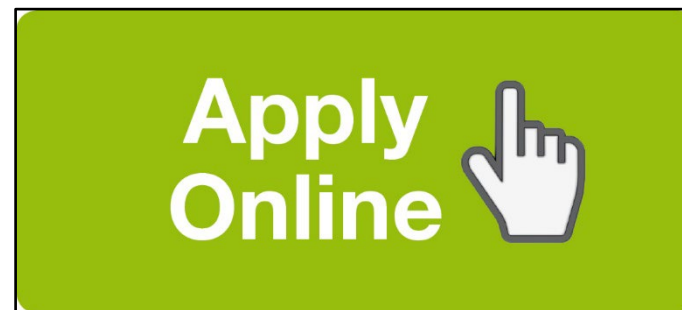
DIPLOMA PROGRAMS

- Administrative Assistant
- Automotive Technology
- Building Maintenance
- Culinary Assistant
- Materials Management and Distribution
- Nurse Aide
- Welding Technology

- Anyone interested can complete an application for OVR services through the PA Careerlink website.

[PA CareerLink® - Job Seeker Registration](#)

- Contact your [local OVR office](#) if assistance is needed in completion



OVR has Two Primary Customers

1. ***People with disabilities*** who have an impediment to preparing for, attaining, maintaining, or advancing in employment and independence.
2. ***Employer customers*** who hire or may want to hire or retain qualified people with disabilities.

OVR Services for Employers at **NO COST**

Staffing

- Pre-screened, qualified candidates
- Help retain current employees
- Accommodation solutions



Follow-up Services

- OVR communication with customers
- Will help employer & new-hire problem solve future issues

Accessibility Analysis

- Consultation on job analysis, worksite modification and reasonable accommodations
- Info about assistive technology

Disability Awareness

- Disability etiquette training
- ADA Consultation



Financial Incentives

On-the-Job Training (OJT) wage reimbursement

- OJT can help to offset training costs by providing businesses with wage reimbursement for employees who are OVR participants
- OJT wage reimbursement can be offered to OVR customers to learn required job skills as a new employee, or to retain their current job with skills advancement
- Employer will become a provider via our provider enrollment process
- Invoice biweekly, monthly– proof of paycheck is required
- Wages are reimbursed to the employer after submitting proof of payment

Federal Bonding Program

- The Federal Bonding Program was created as an incentive to employers to hire "at-risk," hard-to-place job seekers.
- Provides a business insurance policy that protects an employer against loss of money or property due to employee dishonesty.
- The bond is good for six months in the amount of \$5,000 at no cost to the business or the employee. [Resources \(pa.gov\)](http://pa.gov)

Work Opportunity Tax Credit, WOTC

- Employers generally can earn a tax credit equal to 25% or 40% of a new employee's first-year wages, up to the maximum for the target group to which the employee belongs.
- Employers will earn 25% if the employee works at least 120 hours and 40% if the employee works at least 400 hours.
- Resources (pa.gov)

Disabled Access Tax Credit

- Available to small businesses in the amount of 50% of eligible access expenditures that are more than \$250 but less than \$10,250.
Maximum of \$5,000/year.
 - Examples: providing sign language interpreters, creating Braille documents, building ramps

Architectural / Transportation Tax Deduction

- Removal of physical, structural, and transportation barriers.
- Examples include: widening doors, building ramps, modifying vehicles
- Maximum of \$15,000 tax credit/year

[ADA Quick Tips - Tax Incentives | ADA National Network \(adata.org\)](#)

How to get connected to employer services:

Please contact the email below and an OVR Business Services representative will be in touch to discuss your business needs

RA-LIOVR-BSOD@pa.gov

Is there a local office an employer can refer an employee for individual services?

[OVR Office Directory \(pa.gov\)](#)

Questions?

Contact your [local OVR office](#)

<https://www.dli.pa.gov/Individuals/Disability-Services/ovr/Pages/OVR-Office-Directory.aspx>

