

# 2010 Program Highlights

## Business Relations Program



**Providing no-cost recruitment and disability-related services to Alabama businesses.**

## The ADRS Business Relations Program: 'Business is our business'

*The ADRS business relations program, READI-Net (Resources for Employment And Disability Information Network), provides no-cost recruitment and disability-related services to Alabama's businesses while also providing customized links to employment for Vocational Rehabilitation consumers.*

READI-Net services to business include:

- Recruitment and on-line access to job candidates, including affirmative action outreach
- Financial incentives to businesses that hire or "try-out" candidates with disabilities
- Disability management services to retain valued workers affected by illness, injury or disability
- Staff training on accommodations, disability etiquette, emergency preparedness, etc.
- Technical assistance for workplace modification and accessibility
- Americans with Disabilities Act consultations or training

**5,361**  
Total services provided to business partners

In fiscal year 2010, significant opportunities arose to partner with Alabama's federal contractors under affirmative action mandates regarding outreach, recruitment and hiring of candidates with disabilities. This was mirrored in the public sector with federal agencies, primarily driven by President Obama's Executive Order 13548, which set numeric goals and timelines for federal agencies to increase the employment and retention of workers with disabilities.

**9,457**  
Services provided to VRS consumers

READI-Net anticipated this opportunity and accomplished the following goals to increase assistance to federal agency and contractor recruiters and to ensure that greater numbers of persons with disabilities entered this targeted workforce:

- Sponsored a recruiting and hiring conference with American Recovery and Reinvestment Act (ARRA) dollars, reaching some 250 contractors and federal agencies
- Developed or expanded partnerships with the Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs, the Department of Veterans Affairs Vocational Rehabilitation and Employment program, the Department of Labor's Veterans Employment and Training Service, and the Society for Human Resource Management
- Provided on-the-job training/wage reimbursements to private and public sector employers that hired persons with disabilities
- Created on-site, no cost "try-outs" for businesses to sample the talents of potential hires through pre-hire work experiences (PWE's)
- Expanded ADRS staff expertise on Schedule A and affirmative action planning

**1,411**  
Number of business partners

**1,650**  
VRS consumers assisted