

Barrier-Free Employment for Vermonters of All Abilities

[Governor's Committee on the Employment of People with Disabilities]

The Vermont Department of Labor in partnership with other state agencies and organizations assists businesses in recruiting and hiring people with disabilities.

Individuals who have disabilities add a valuable dimension to any company. Tapping this talented pool of workers when hiring is good business, workers with disabilities rate high in performance, attendance, and productivity. People with disabilities can be found throughout the workforce and they represent a significant, untapped pool of capable workers that businesses can recruit to meet their workforce needs.

The staff at the Vermont Department of Labor can help employers streamline the process of finding, recruiting, hiring, and training workers. Recruiting the right employee and retaining existing, well-trained, and productive workers is most important in today's economy.

Featured Business Services

- **Recruitment** – Our [Career Resource Centers](#) can assist employers in attracting and selecting the best-qualified candidates for current workforce needs. We match job seekers' skills with employers' workforce needs.
- **Hire a Veteran** – Finding and hiring the right people for your business requires a major investment of your time and money and these costs directly affect your bottom line. Veterans are good for the bottom line; they bring education, training, values, leadership, integrity, and teamwork to the workplace. Tap into this pool of qualified job applicants who can put their diverse abilities to work for you.
- **Vermont JobLink** – Search our on-line job matching database of thousands of resumes to locate and hire the right match for your company. At [VermontJobLink.com](#) you can post job openings, review résumés, and connect with qualified workers.
- **Customized Hiring Events** – We can assist you in saving time and money by customizing an event to recruit qualified applicants in an efficient and effective manner. Meet qualified candidates at an event tailored to meet your needs. Professional staff is available to organize and promote your event. Event and meeting room space is available to employers for a variety of purposes including Job Fairs/Hiring Events, interviewing, and orientation sessions.
- **Apprenticeship Program** – The [Vermont Registered Apprenticeship Program](#) is a structured system of training designed to prepare individuals for skilled occupations. Employers participate by hiring and sponsoring individuals as an apprentice in their business.
- **Training Programs - Workforce Innovation and Opportunity Act (WIOA)**
 - **On-the-Job Training**
 - You retain all customary employer rights as you are the employer
 - Helps defray some of the costs associated with hiring and training new employees while providing trainees with the most practical learning experience
 - Provides businesses an incentive to hire and train eligible individuals in full time skilled or semi-skilled occupations
 - Businesses are reimbursed for training costs up to 50% of the employee's wages for a set length of time
 - Employers realize gains in productivity as participants learn on the job

- **Customized Training**
 - Employer driven training to meet the changing needs of business and industry in high-demand occupations

- **Financial Incentive**
 - **Work Opportunity Tax Credit (WOTC) Incentives**
 - Tax Credit Incentives for New Hires
 - Designed to assist individuals from targeted groups who face significant employment barriers to enter or re-enter the labor force by providing federal tax credit incentives to employers for hiring these individuals
 - Available for new hires with job start dates through December 31, 2019

- **Federal Bonding Program**
 - A fidelity bond is provided to the employer free of charge and serves as an incentive to the business to hire a job applicant who has an at-risk background. It is a business insurance policy that protects the employer against financial loss due to theft, forgery, larceny or embezzlement caused by employee dishonesty.
 - The bonds cover the first six months of employment. There is no cost to the job applicant or the employer.

- **Economic and Labor Market Information** - Get valuable information about wages, demographics, commuter patterns, work force trends, supply and demand, and more. Visit our Economic and Labor Market Information website at: <http://www.vtlmi.info/index.cfm>

- **Partnerships** - The Vermont Department of Labor collaborates with partner agencies and organizations to expand the programs and services available to individuals with disabilities. Our statewide partners include:
 - Vermont Department of Vocational Rehabilitation
 - Vermont Association of Business, Industry & Rehabilitation (VABIR)
 - Creative Workforce Solutions
 - Vermont Department of Mental Health Services
 - Vermont Associates for Training and Development
 - Vermont Department of Disabilities, Aging and Independent Living
 - Vermont Division for the Blind and Visually Impaired
 - Vermont Center for Independent Living
 - Vermont Agency of Education
 - Vermont State Colleges
 - Vocational Technical Centers
 - Vermont Job Corps
 - Vermont Student Assistance Corp.