



Division of Vocational Rehabilitation Business Relations Unit

BRU's DEIA Training Overview

DVR 101: Helping People with Disabilities in Employment

An overview of the Division of Vocational Rehabilitation (DVR) program, the people we serve, and how we can also help employers connect to diverse talent. This presentation provides general information on the DVR program, process, and our dual-customer approach. A shortened version of this presentation can be provided, focusing on the Business Relations Unit, our services and ways to partner, if requested.

Approximately runs 20-25 minutes

Disability Etiquette & Ableism: Embracing Disability in the Workplace

This training provides the audience with the concepts of Disability Etiquette and Ableism in the Workplace. In this session we will discuss our use of language, offering assistance, and identifying Ableism in ourselves and workplaces, which may be affecting the interactions we have with People with Disabilities. This training is to build a broader understanding of disability and to ensure guidance on how to appropriately engage with People with Disabilities.

Approximately runs 45 minutes

ADA Basics for Employers: A Guide to Reasonable Accommodations

Helping employers, hiring managers, and other business professionals understand the basics of the American Disabilities Act (ADA) to empower employers in their hiring decisions. In this training we will cover the importance of the ADA, employer "Need-to-Know" information, and provide a comprehensive overview of Reasonable Accommodations. This session will serve as a beginner's guide to the ADA for employers.

Approximately runs 45 minutes

Breaking Barriers: Employing People with Disabilities (PWD)

Addressing the common barriers to employment for People with Disabilities, this presentation will provide insight as to the reasons why PWDs are often excluded from employment opportunities. This session will also break down some of the myths around hiring PWDs and share some of the many benefits to having a more diverse workforce and best practices to adapt.

Approximately runs 45 minutes

Registered Apprenticeships Programs (RAPs): Opportunity through Inclusion and Accessibility

Through partnership efforts with the Office of the Future of Work's Apprenticeship Colorado, this presentation will help employers (and potential sponsors) understand the basics of Registered Apprenticeship Programs (RAPs), as well as explain the development process of a RAP with support from a Qualified Apprenticeship Intermediary, like DVR. We will also cover how partnering with DVR can increase RAP opportunities for People with Disabilities.

Approximately runs 45 minutes

Skills Based Hiring 101: An Abilities-focused Approach to Employment

Need talent but find the traditional recruitment process lacking? Skills Based hiring may be what you need! In this training we cover the practices of Skills Based Hiring, a different approach to hiring for talent by focusing on skills and competencies versus the traditional methods of hiring for credentials and education. We will also cover the reasons why DVR supports Skills Based Hiring practices and the next steps any business can take to learn more and begin implementing right away.

Approximately runs 45 minutes

Community Connections: Partnering with DVR's Business Relations Unit (BRU)

For our Community Partners and connections in our various regions of coverage, this session will focus on how best to partner with the BRU, as well as provide a micro-lesson on Disability Inclusion to help build awareness on inclusive and accessible workplaces. We will share best practices on partnerships to create strong community networks where we can all learn from and support each other, and to help all of our customers.

Approx. time: 45 minutes



Looking for more?

Talk to your local BOS about adding supplemental topics to your training session. Topics may include:

- Service Animals & other ADA- related info
- Disability-specific Info
- Much more!