

Services for Employers

Division for the Blind and Visually Impaired (DBVI) is the state agency, which assists Vermonters who are blind and visually impaired to retain and obtain employment. Services to employers are often provided in collaboration with the [Vermont Association for Business, Industry and Rehabilitation \(VABIR\)](#).

- **Pre-screening for qualified candidates**
DBVI/VABIR is committed to refer qualified applicants to meet your workplace needs. This may include a comprehensive job task analysis.
- **Limited Work experience**
DBVI can arrange an unpaid work trial with no commitment to hire from the employer. All liability is covered by the State of Vermont.
- **Temp to Hire Program**
Employer is only required to pay the hourly wage for a 6-week trial work period. All other costs including taxes, workers compensation and benefits are covered by DBVI, VABIR and a temporary staffing agency.
- **On the Job training**
DBVI can furnish a training fee to employers to compensate for any additional training necessary for an individual to become proficient on the job.
- **Adaptive equipment**
DBVI can provide an evaluation, training, and possibly equipment for current or prospective employees.
- **Workplace accommodations**
DBVI can provide an evaluation, and adaptive aids for current or prospective employees.
- **Job coaching**
DBVI can provide a job coach to assist an individual in the transition to full independence on the job.
- **Tax Credits**
Work Opportunity Tax Credit may be available through the Department of Labor. This can reduce an employer's Federal Tax Liability by as much as \$2,400 for a newly hired individual with a disability.
- **ADA information**
DBVI/VABIR is available as a resource to employers in regards to accessibility, disability awareness and reasonable accommodations.

- **Follow up**

DBVI/VABIR is available to answer questions, provide support to employers, and assist Vermonters who are visually impaired to retain their employment.