Businesses find, train and retain talent while diversifying their workforce with VR

**Preparation**
A range of assessments is offered to evaluate the individual needs and strengths of VR consumers. This also helps provide businesses with well-matched candidates to meet their workforce needs.

VR training centers offer job preparedness classes and hands-on job readiness training that provide consumers with the fundamental skills needed for more advanced training or the workplace.

Work-based training allows consumers to learn job-specific duties. Job tryouts, internships and on the job training provide businesses an opportunity to assess skills while reducing training costs. VR also provides Worker’s Compensation coverage for the consumer.

Following a worksite assessment, rehabilitation technology engineers recommend assistive devices and other technological adaptations which allow consumers to overcome barriers and work at their maximum potential.

If needed, supported employment can also be provided to assist with training consumers to meet a business’s expectations.

**Retention**
After a VR consumer is hired, we provide follow up services for up to 120 days which helps to ensure a successful employment outcome.

By assisting those whose physical or emotional concerns are jeopardizing their work performance, VR’s job retention services help employers retain their current employees. This includes residential four-week treatment to help employees who may be impacted by the effects of alcohol or other substance abuse.

VR’s Business Partnerships allow businesses to participate in the strategic planning and economic development of their area, shaping the workforce of tomorrow today.

Tax credits and other financial incentives are available to help with training, orientation and accommodation.
Training centers

VR Training Centers are an outstanding resource for businesses and industries needing to complete projects that are time or labor intensive, or too costly to complete in-house.

In our 25 work training centers, people with disabilities can complete these projects while learning the job skills they need to succeed in today’s competitive job market.

The focus of our training centers is to be demand driven. This has led to projects such as assembly, fabrication, inspection, building, packaging, recycling, manufacturing, warehousing, shipping and distribution.

Each location features up to 12,000 square feet of temperature controlled work space (some with humidity-controlled rooms for specialized needs), plus warehouse space up to 45,000 square feet.

Our flexible workforce and statewide network of training centers allow us to meet your specific business training needs, no matter how small or large, or how quickly they change.

You receive outstanding quality work, additional floor space, pickup and delivery services, quick turnaround times, and competitive pricing.

VR currently partners with more than 400 small and large businesses statewide.

North American Rescue (NAR) is a strong advocate of the quality of craftsmanship and dedication demonstrated by people with disabilities given the chance to prove themselves in the workplace.

When our partnership with NAR began, we provided 5,000 square feet of space and a workforce to kit, assemble, package and distribute their line of combat lifesaving equipment.

“Because we didn’t have to invest significant funds in infrastructure, we were able to put our money into research and development,” says Jim Carino, Vice President of Operations at NAR.

As the company quickly grew, the flexibility to maneuver workers and resources allowed NAR to meet rapidly increasing production schedules, product demand and warehousing needs. They can change and adjust what they do every day to meet their needs, something the industry generally can’t do.

“I don’t believe North American Rescue could have grown anywhere close to the pace we have without VR,” affirms Carino. “The partnership works so well because of their ability to match services to needs, attention to detail, customer service excellence, and clear communication.”

And, he adds, “It’s cost effective for us and an effective use of tax dollars.”

NAR purchased and up-fitted a 100,000 square foot facility in Greer, featuring 25,000 square feet of climate controlled space plus warehousing that can be expanded for contingency storage and kitting. VR leases a portion of this facility as a training center, where we continue kitting and assembling the variety of combat medical supplies produced by NAR and used by the military, tactical law enforcement.
professionals, fire fighters and emergency health care responders around the world.

Up to 45 VR consumers a day assemble litters (kits), create subassemblies for products, and pack backpacks and smaller kits that can be attached to the belt or leg. Our consumers and staff meet demanding standards and quality control, knowing the work they do helps save lives.

Carino states that having workers with disabilities completing their products in a typical work environment has increased quality due to unparalleled accountability and pride in workmanship. NAR has been so pleased with our consumers that they have hired several as fulltime employees.

“This is the culmination of our mission to return local residents to competitive employment,” says David Turnipseed, VR Area Supervisor for Greenville County. “North American Rescue provides our consumers with invaluable training opportunities in high quality production positions that prepare them for re-entry into the modern workplace.”

It’s a total win-win-win for NAR, our consumers and the community.

Understanding a business’s needs for specific skills helps design customized training programs

When Ruiz Foods opened a food manufacturing facility in Florence, VR staff worked with their HR team to design a customized training program to included lean manufacturing practices, business-specific soft skills, and assessments to help with the selection process.

A partnership was formed with the Southeastern Institute of Manufacturing and Technology (SiMT), located on the Florence-Darlington Technical College campus, that would allow VR consumers to participate in classes with duration, content, and frequency based on business input and student availability.

“Students receive three valuable credentials: forklift certification, OSHA 10 for general industry, and Six Sigma yellow belt,” says Lauren Holland, Associate VP of Corporate and Workforce Development.

“VR consumers are pre-screened to determine if they will be a good match for Ruiz, and the customized training provides the consumers with the exact skills we require,” says Tommy Pruitt, HR Manager at Ruiz.

“I supervise 266 people, two production lines, two bakeries, a hot kitchen, and a cold kitchen. I make sure all the operations run correctly. And I make sure we make a good, safe product and make sure that people are safe and happy while they’re doing it,” says former VR consumer Freddie Evans, who has since become an operational supervisor.

In addition to offering a great supply of talent, other benefits of the partnership between VR and SiMT include reduced training costs, lower turnover, and better performing employees.
Business Development Specialists

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