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Virginia Commonwealth University, Rehabilitation
Research and Training Center on Work place
Supports and Job Retention's Employment

Services Division has achieved national accreditation
by the Commission on the Accreditation of Rehabilitation
Facilities (CARF).

Virginia Commonwealth University, School of Education and Department of Physical Medicine and Rehabilitation is an equal opportunity/affirmative action institution providing access to education and employment without regard to age, race, color, national origin, gender, religion, sexual orientation, veteran's status, political affiliation, or disability. If special accommodations are needed, please contact Vicki Brooke at (804) 828-1851 VOICE or (804) 828-2494 TTY.

Business Connections of VCU



**What we offer to
meet your staffing
needs....**

- Recruitment
- Staffing
- Jobsite Training
- Retention

Who We Are....

Business Connections, a division of VCU's School of Education, is a Richmond based program dedicated to the hiring, advancement, and economic self-sufficiency of people with disabilities. For over 20 years, we have specialized in recruitment and retention strategies that are customized to meet business workforce needs. Employers can benefit from partnering with us to expand their pool of qualified applicants, enhance productivity, and reduce the costly problems associated with turnover.

We accomplish these goals through expert training, quality education, and consistent support services all designed to build a strong and diverse workforce.

Our goal is to support the business community to locate qualified candidates to meet unique workforce needs. We will provide:

- Creative solutions to address specific staffing needs
- Ongoing support to ensure employer satisfaction, and
- A ready pool of qualified job candidates

Benefits to Business

Employers are able to focus on growing their business by letting Business Connections take care of the time consuming tasks associated with building a diverse and productive workforce.

Recruitment We can reduce the time it takes locating dependable workers by giving employers access to our pre-screened job applicants. Our free service can help you match candidates to the job.

Job Training Our professional staff will ensure that support services cater to the personalized needs of the business. Customized services are provided to ensure the employee is meeting the company expectations and production standards. Also, job training is provided if needed. A coach can help identify effective accommodations, including individualized job skills training.

Retention We realize it is not enough to simply find qualified job candidates. Keeping talented employees on the job is a primary goal of our program.



“Working with VCU Business Connections has been an excellent experience. The job coaching services were outstanding and they provided us with an extremely valuable employee.”

Steve York, Cary Street Market & Deli; Sous Chef (kitchen manager)

Why Work with Us?

We Get to Know Your Company

Business Connections has a broad understanding of many businesses in the Richmond area. We make it our mission to spend time in your company and determine your needs in order to match qualified candidates to job openings in your business.

Qualified Job Candidates

Through strong public-private partnership, we have assessed the skills, interests, and abilities of our talent pool that are prepared to enter your company.

Training and Support

Not only is our professional staff prepared to go on the job to provide individualized job training to your potential employees, but Business Connections will also support the delivery of employee training programs such as ADA, Business Tax Credits, and Public/Private Partnerships.

“The VCU staff was instrumental in the success of the employee through their availability to the training needs. The support that their services gave our business was great!”

Melissa, General Manager, Home Team Grill

Welcoming Workers with Disabilities to the Workforce

What they bring to your company:

- Skills and knowledge
- Average and above average performance and attendance ratings
- Motivation
- Active involvement in lifetime learning
- The ability to help your company build

Business Tax Credits & Incentives for Employment of People with Disabilities

Business Connections can help your business benefit from the Work Opportunities Tax Credit and other business incentives who hire targeted individuals to include:

- veterans,
- persons with disabilities,
- students, and others.

Credits of 35% of the first \$6,000 (up to \$2,100) in first year wages to qualified employees.