

Alabama employers are raving about

RAVE

“The job site accommodations recommended by the RAVE rehabilitation professionals enabled a valued employee to remain a vital and productive member of the Degussa family.”

– **Debra Heath**
Human Resource Specialist
Degussa Corporation

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“The on-site job coaching services provided through the RAVE program have been a critical component in enhancing the efficiency of several of our Wal-Mart associates.”

– **Randy Ferguson**
Store Manager
Wal-Mart #853

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“I am grateful to the Department of Rehabilitation Services and the RAVE program for their assistance to my employees in their efforts to return to work. I have been very impressed with the level of professionalism and the innovative resources they have provided to my company.”

– **Anna C. Bowden**
Health Services Manager
Kimberly-Clark

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“Our shop saved around \$20,000 in time due to the increase in production, not only for John with his accommodation, but other employees who had access to those accommodations.”

– **George Cathey**
Director of Maintenance
Howard Hall Company

RAVE

Retaining A Valued Employee

Managing Disability in the Workplace

**a unique, cost-saving program
for Alabama employers**



Alabama Department of
REHABILITATION SERVICES
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Montgomery, AL 36104
www.rehab.alabama.gov
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1-800-499-1816 (TTY)

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This information is available in alternate format upon request. 02/12



Alabama Department of
REHABILITATION SERVICES

*Managing disability in the workplace costs businesses **billions of dollars** a year.* **RAVE** can help you **cut those costs** while retaining a valued employee.

A resource for your company

RAVE, Retaining A Valued Employee, is a unique program of the Alabama Department of Rehabilitation Services that helps businesses find solutions to issues involving employees injured on or off the job, or employees whose performance is affected by a disabling condition.

The program's goal is the same as yours: to retain a valued employee, with or without accommodations.

And though some specific work-site accommodation costs may be shared, most services are free.

Hang on to workers, cut costs

RAVE can help businesses

- retain a productive worker
- reduce recruiting and retraining costs
- minimize job-related frustration
- reduce "lost days" and down time
- access technical expertise and customized accommodation options
- provide seamless service delivery from job jeopardy through job stabilization

Your employee may qualify

An employee is a **RAVE** candidate if:

- his or her job performance is negatively affected by a physical or mental impairment
- his or her job is in jeopardy because of a physical or mental impairment
- he or she is ready to return to work but is currently on disability leave
- a promotion is affected by physical or mental impairments

Services tailored for your needs

RAVE services meet your company's individual needs and may include:

- on-site job assessment
- problem-solving for return to work and performance of essential tasks
- identification of accommodations
- counseling and education about medical and emotional issues
- provision of job-site trainers
- comprehensive communication with employee and employer from initial meeting through job stabilization
- modified duty/transitional work options

Got questions? Call us

RAVE inquiries and referrals may be initiated by anyone:

- human resource managers
- benefits coordinators
- occupational and health safety personnel
- risk managers
- disability insurance carriers (including those handling short-term or long-term disability and worker's compensation)
- third-party administrators managing occupational and/or non-occupational claims
- employee or employee's family

RAVE's Rapid Response

To respond rapidly and individually to your company's needs, **RAVE** offers a single point of contact. The state coordinator will assess your situation and arrange for assistance in your area.

To learn more, contact the **RAVE** coordinator.

RAVE COORDINATOR
Alabama Department of
REHABILITATION SERVICES
1-800-671-6837, ext. 4457