

# Zavikon

Bridge to Inclusion



# Welcome to Zavikon!

Zavikon is the bridge to inclusion.

We believe there is a job for everyone to  
apply their talents and skills in a meaningful  
way.

Our mission is to match qualified candidates  
with disabilities or those who are  
neurodivergent with employers who believe  
inclusion is the future.



# Services For Candidates



- Job readiness
- Career assessments
- Training
- Resume preparation
- Social media branding

- Interview preparation
- Job placement
- Career coaching
- Job accommodations  
identification

- Career counseling
- Supports assessment
- Candidate advocacy
- Ongoing career  
advisement

# Our Candidates



- All disabilities, both visible and invisible
- Across most industries and job types: Financial Analysts, Actuaries, Systems Engineers, Cybersecurity Analysts, Data Scientists, Desktop Support Professionals, Web Developers, Graphic Designers, Animators, Editors, Storyboard Artists, Environmental Services, Office Administrators, Writers, Actors, Musicians and more
- Most candidates are seeking their first opportunity and are entry level
- We service all metropolitan cities in the US
- Our candidates work onsite, hybrid and remote opportunities

# How to start the process

- E-mail Zavikon at [info@zavikon.net](mailto:info@zavikon.net) or fill out our contact form on line at [www.zavikon.net](http://www.zavikon.net).
- We will reach out to you with initial forms to fill out which include an online application, consent to release information and a voluntary self-identification form.
- We will provide you a calendar link to schedule a meet & greet over Zoom with our recruiter. Typically 30-45 minutes.
- After the meet & greet you will receive additional online forms and our assessments which includes a personality questionnaire, computer proficiency and basic skills evaluation.
- Once we receive this information back from you, we will start strategizing on positions and companies that match your career desire.
- We will keep you informed of our progress and do request regular checkins with us so we can collaborate and update you.
- **Employment services are free to job seekers.**



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# State Agencies & Programs



Agency	Description	Program(s)
<p>California Regional Centers (RCs)</p>	<ul style="list-style-type: none"> <li>• Overseen by the CA Dept of Developmental Services (DDS)</li> <li>• 21 community based agencies</li> <li>• Provide services to individuals w/ developmental disabilities</li> <li>• RC clients also qualify for DOR services</li> </ul>	<p style="text-align: center;"><u>Paid Internship Program (PIP)</u></p> <ul style="list-style-type: none"> <li>• 1040 hours paid by RCs</li> <li>• Duration - Up to 12 months</li> <li>• 3rd Party is the employer of record</li> </ul>
<p>Dept of Rehabilitation (DOR)</p>	<ul style="list-style-type: none"> <li>• Provides services targeting employment, independent living, and equality for individuals with disabilities</li> <li>• Services are designed to help job seekers obtain competitive employment in integrated work settings</li> <li>• Not all DOR clients qualify for RC services</li> </ul>	<p><u>Pathways to Success (PSP)</u></p> <ul style="list-style-type: none"> <li>• PSP assists jobseekers explore careers and obtain skills in high-demand industries</li> <li>• Advanced Manufacturing, Biotech, Construction/ Transportation, Sustainable Green Energy, Healthcare, Information Technology</li> </ul> <p><u>Adult Work Experience (AWEX)</u></p> <ul style="list-style-type: none"> <li>• 999 hours paid by DOR</li> <li>• Duration is 7/1 - 6/30</li> <li>• Hours reset each fiscal year</li> <li>• 3rd Party is the employer of record</li> </ul>

Learn more, visit  
[www.zavikon.net](http://www.zavikon.net)

The logo features a stylized 'Z' composed of three overlapping, semi-transparent blue curved segments. 

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[Info@zavikon.net](mailto:Info@zavikon.net)