

Disability and Employment Toolkit

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The Sierra Group
Disability & Employment Leaders

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And More
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*Together, we are driving up employment for
Americans with Disabilities, including Veterans*

Disability and Employment Toolkit

*Funded in part by the [Pennsylvania Developmental Disabilities Council](#),
The Sierra Group was pleased to release this Electronic Resource at today's Capstone Event!*

Thank you for taking part in our 2-year grant funded **PENNSYLVANIA EMPLOYMENT PROJECT!**
Your collaboration as a *BUSINESS* or *COMMUNITY PARTNER* is the key to our ongoing effort to ERADICATE STIGMA and DRIVE UP EMPLOYMENT for Americans with Disabilities, Including Veterans!

PLEASE keep the energy and information going by:

- **Using and Enjoying the Training Videos and Other Tools, and**
- **EMAILING this COMPLIMENTARY TOOL to YOUR peers!**



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Disability and Employment Toolkit – LIVE LINKS!

I. TRAINING VIDEOS

- Topic: **Accommodating Non-Apparent Disabilities in the Workforce**
Presenter: University of Pennsylvania
https://youtu.be/5O79HIX_KjA
- Topic: **5 Signs Your Doors Are Open to Employees with Disabilities – Keys to Inclusive Cultures**
Presenters: Job Accommodation Network and Liberty Resources
<https://youtu.be/OHBeWzTuCGg>
- Topic: **Hiring and Disability**
Presenter: Jill Fisher, Esq.
<https://vimeo.com/147598762>
- Topic: **Employment and Disability**
Presenter: HR ReSolve
<https://youtu.be/2zNbplpLsJl>
- Topic: **Employer Led Training and Development**
Presenters: CVS
<https://youtu.be/ZOgNgY9S6Jk>



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II. ACCOMMODATIONS AND ASSISTIVE TECHNOLOGY

- Topic: **A to Z of Disabilities and Accommodations**, searchable accommodations database, etc.
www.askjan.org
 - Topic: **Low Cost, High Impact Workplace Accommodation**
<http://askjan.org/media/LowCostHighImpact.html>
- Topic: **Web Accessibility** perspectives on things like keyboard access, color choices and more
<https://www.w3.org/WAI/perspectives/>
- Topic: **Accommodations Quiz** to check your knowledge
<http://thesierragroupfoundation.org/quiz.htm>
- Topic: Online/Remote **Interpreter Services**
www.purple.us



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III. LEGAL/LEGISLATIVE REFERENCES

- Topic: **The Americans With Disabilities Act Amendments Act of 2008**
<https://www.eeoc.gov/laws/statutes/adaaa.cfm>
 - Topic: **Article** on the Americans with Disabilities Act Amendments Act by Janet Fiore, and Jill Fisher, Esquire (a project mentor)
http://www.thesierragroup.com/assets/documents/Counterpoint_JULY-09.pdf
- Topic: **Equal Employment Opportunity Commission (EEOC)**
www.eeoc.gov
 - Topic: Additional EEOC **guidance on temp agencies:**
<https://www.eeoc.gov/policy/docs/qanda-contingent.html>
- Topic: **US Department of Labor Office of Disability Employment Policy (ODEP)**
<https://www.dol.gov/odep/>
- Topic: **7% Disability Hiring Rule** – US Department of Labor’s Office of Federal Contractor Compliance Programs (OFCCP)
<http://www.dol.gov/ofccp/regs/compliance/section503.htm>
- Topic: **Self-Identification of disability video:** *Disability Inclusion Starts With You* (OFCCP)
<http://www.dol.gov/ofccp/SelfidVideo.html>



Disability and Employment Toolkit – LIVE LINKS!

IV. RECRUITING RESOURCES

GOVERNMENT/NON-PROFIT (FREE)

- Topic: **Office of Vocational Rehabilitation (OVR)**, PA State Agency providing training and assistance to employers and individuals with disabilities seeking employment
www.dli.state.pa.us
 - Topic: **OVR office directory**
<http://www.dli.pa.gov/Individuals/Disability-Services/ovr/Pages/OVR-Office-Directory.aspx>
- Topic: **Training and placement** in the Philadelphia Region
www.thesierragroupacademy.org
- Topic: **CareerOneStop** (Find Local Help), with Business Reps listed
<https://www.careeronestop.org/LocalHelp/service-locator.aspx>
- Topic: **Employer Assistance and Resource Network (EARN)** on Disability Inclusion
<http://www.askearn.org/>
- Topic: **AHEDD** human services organizations
<http://www.ahedd.org/>
- Topic: **CIS, Community Integrated Services**
<http://www.cisworks.org/>

PRIVATE

- Topic: **Disability Recruiter Certification**, Sierra Group's popular online training tool. Have 8 hours to spare this year? Get trained. Get Certified.
<http://bit.ly/GetCertifiedSG>
- Topic: **Disability recruiting** website operated by The Sierra Group
www.recruitdisability.org
- Topic: **Talent Acquisition Portal** - Pool of Vocational Rehabilitation (VR) candidates currently being served by the state designated units of RSA
www.tapability.org
- Topic: **Disability recruiting** website
<http://www.gettinghired.com/>
- Topic: **Disability recruiting** website
<http://thinkbeyondthelabel.jobs/>

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V. DISABLED VETERANS

Of the 2.5 million service members who were in Iraq and Afghanistan, over 770,000 have filed disability claims. (nvf.org)

- Topic: **Veterans Employment Toolkit**
<https://www.va.gov/vetsinworkplace/resources.asp>
- Topic: **National Resource Directory** – use the Find a Resource search field
<http://nationalresourcedirectory.gov/>
- Topic: **TRiO Veterans Upward Bound** at the University of Pennsylvania
<http://www.vpul.upenn.edu/eap/vub/>



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VI. MORE INFORMATION, QUIZZES, AND RESOURCES

- Topic: Employment, **statistics and demographics**, education, health and program participation
<http://www.researchondisability.org/>
- Topic: **Stigma Quiz**. What subconscious stigmas do you have? Identifying stigmatizing thoughts is helpful in then making the workplace better!
<http://letsthinkagain.org/stigma-quiz/>
- Topic: **Presidential Proclamation** – National Disability Employment Awareness Month 2016
<http://tinyurl.com/hr7zzzz>
- Topic: **Ernst & Young's** disability resources.
<http://www.ey.com/US/en/About-us/Our-people-and-culture/Diversity-and-inclusiveness/Unleashing-our-full-abilities--4--Resources>
- Topic: **Video interview of a person with a disability** 9 months after gaining her job as a customer service helpdesk agent
<https://youtu.be/BUkBwtPbuFw>
- Topic: **Video interview** on the topic of what happens if someone forgets to request an accommodation
<http://youtu.be/GsisG7mdKlo>
- Topic: **Janet Fiore interviews Robert**, who returned to work after 5 years out of the workplace due to disability
<https://youtu.be/3WYUHYiYHKQ>
- Topic: **Financial incentives for hiring**, by the Sierra Group Foundation and sponsored by Sierra Group Inc.
<http://employmentincentives.org/>

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