



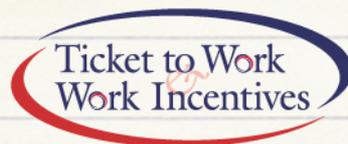
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# TICKET TO WORK

## More Jobs for People with Disabilities: What New Regulations Can Mean for You

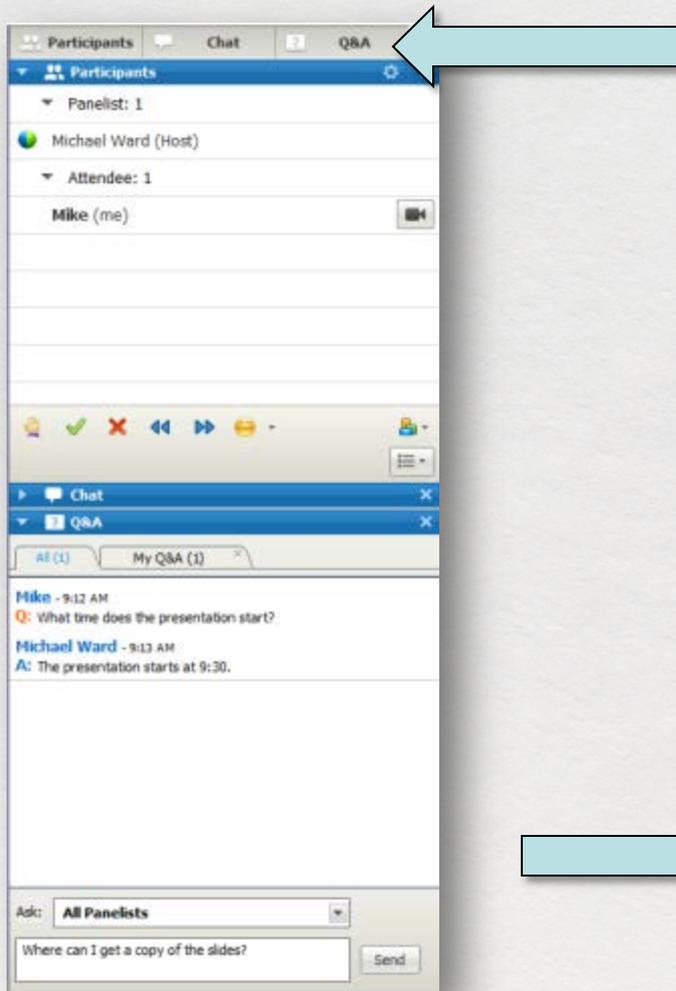


### Work Incentives Seminar Event

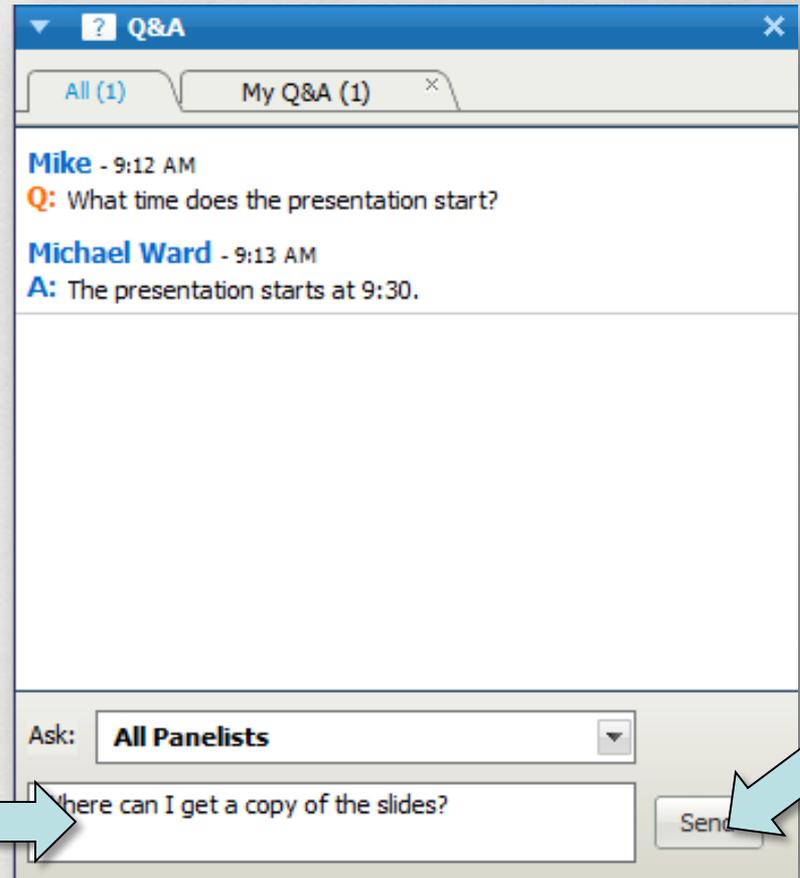


Date: Wednesday, July 30  
Time: 3:00-4:30 pm EDT

# Adjusting Audio Mode

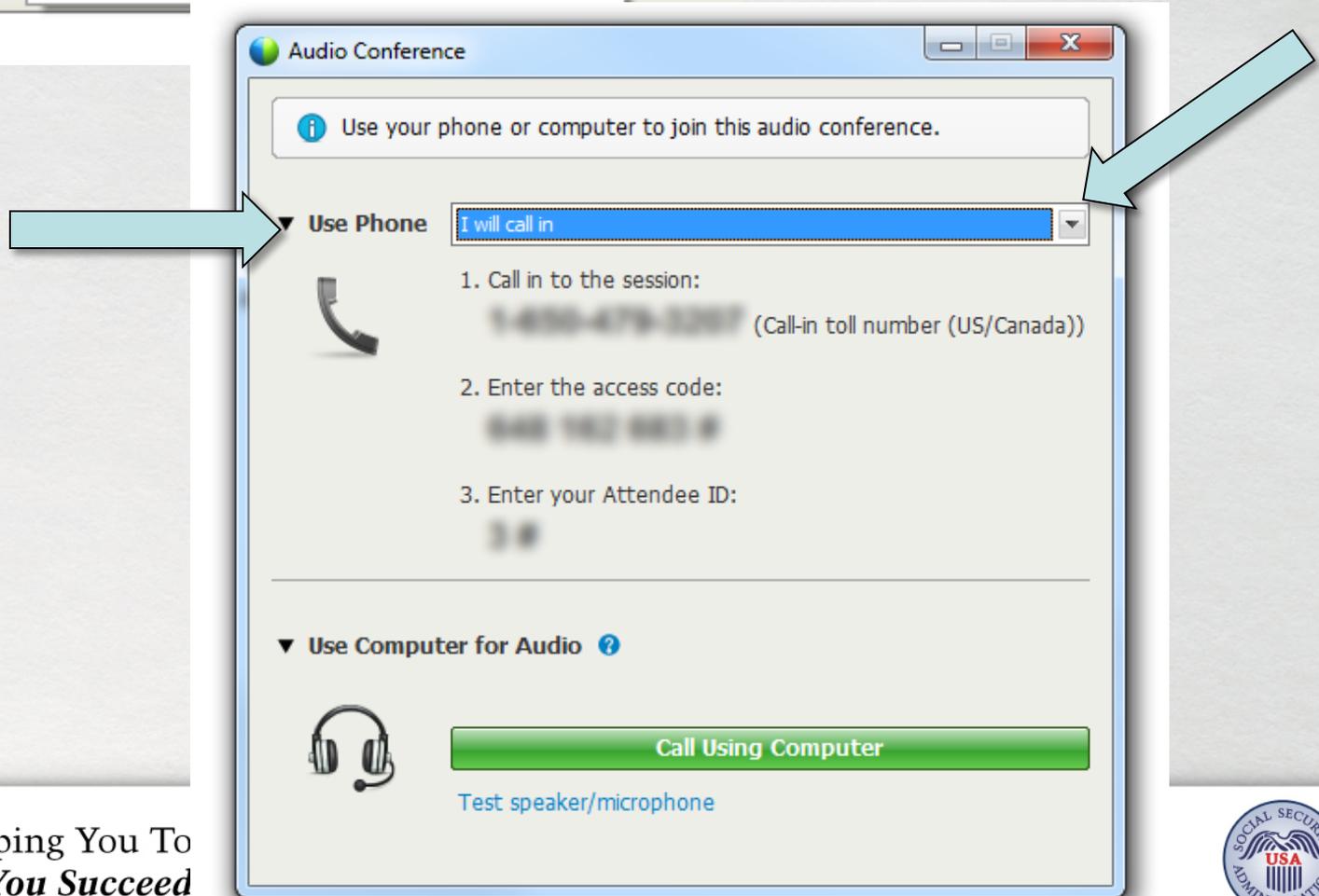
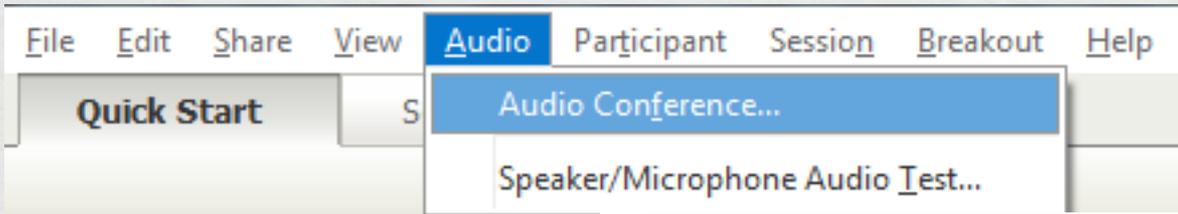


The screenshot shows the main meeting interface. At the top, there are tabs for 'Participants', 'Chat', and 'Q&A'. A light blue arrow points to the 'Q&A' tab. Below the tabs, the 'Participants' list is visible, showing 'Michael Ward (Host)' and 'Mike (me)'. The 'Chat' and 'Q&A' windows are also visible, with the 'Q&A' window containing a question and answer. At the bottom, there is a text input field with the text 'Where can I get a copy of the slides?' and a 'Send' button.



The close-up shows the 'Q&A' window. It has a title bar with a question mark icon and the text 'Q&A'. Below the title bar, there are two tabs: 'All (1)' and 'My Q&A (1)'. The main content area shows a question from 'Mike' at 9:12 AM: 'Q: What time does the presentation start?'. Below it is an answer from 'Michael Ward' at 9:13 AM: 'A: The presentation starts at 9:30.'. At the bottom, there is a text input field with the text 'Where can I get a copy of the slides?' and a 'Send' button. A light blue arrow points to the 'Send' button.

# Audio and Questions Panels



# Webinar Accessibility



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# Webinar Accessibility

- Toll-Free number: 855-749-4750
  - Access code: 642-657-076
- Webinar PowerPoint, accessible PDF, and text are located at the URL link you received in your WISE confirmation and access letter.



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# Closed Captioning

- Real-time captioning is provided during this webinar.
  - Closed captioning: [http://www.edi.cornell.edu/captions.cfm?activity\\_id=4955](http://www.edi.cornell.edu/captions.cfm?activity_id=4955)
- The captions can also be found in the Media Viewer panel, which appears in the lower-right corner of the webinar platform.
- If you want to make the Media Viewer panel larger, you can minimize other panels like Chat, Q&A, and/or Participants.



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# Webinar Accessibility

- Webinar presentation, transcript, and audio recording will be available in approximately two weeks at:

[www.ilr.cornell.edu/edi/m-wise-webinars.cfm](http://www.ilr.cornell.edu/edi/m-wise-webinars.cfm)

- Webinar question & answer period

During the webinar, submit your questions on the webinar “chat” or to

[webinars@choosework.net](mailto:webinars@choosework.net)

Anytime after the webinar day, email your questions to [support@chooseworkttw.net](mailto:support@chooseworkttw.net)



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# Agenda

- **Welcome and Introduction**  
Ray Cebula, Employment & Disability Institute,  
Cornell University
- **What is Section 503 of the Rehabilitation Act?**  
Susan Webb, ABIL Employment Services
- **Self-Identification and Reasonable  
Accommodation**  
Susan Webb
- **The Ticket to Work Program and Section 503**  
Pam Walker, Alliance Professional Services
- **How Can an Employment Network Help You with  
Section 503?**  
Pam Walker
- **Other Resources**  
Ray Cebula
- **Questions and Answers**  
Presentation Team



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# What is Section 503 of the Rehabilitation Act?



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# What is the Rehabilitation Act?

- For more than 40 years, the Rehabilitation Act has:
  - **Advanced** employment opportunities,
  - **Offered** extensive services, and
  - **Promoted** accessibility for people with disabilities around the country.
- The law works to provide a fair chance for all to live the **American dream**, and to break down barriers to equality.



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# What is Section 503?



Section 503 of the Rehabilitation Act requires that federal contractors and subcontractors– companies doing business with the federal government – take affirmative action to **recruit, hire, employ, promote, and retain** qualified individuals with disabilities.

The changes, which went into effect March 24, 2014, strengthen the affirmative action provisions of the regulations to aid contractors in their efforts to recruit and hire individuals with disabilities.

# What are Some of the Updates to Section 503?



The updates to Section 503 include

- In the coming years, federal contractors must strive to ensure at least **7%** of their job groups, or workforce depending on the size of the employer, are employees with disabilities.
- Federal contractors must invite job applicants and new and current employees to **voluntarily self-identify** as having a disability.

# Why are these Rules Important?

§ 503

Federal contractors:

- Employ more than **one out of every five** workers in the U.S.
- Are **located in every state**, and
- Offer career employment in **most fields and professions**.

# What Do These Updates Mean to Job Seekers?



- Employers across the country are **looking for you!**
- If you are considering work, there are more **opportunities** than ever to find good jobs.
- Many federal contractors will advertise their job openings with the **American Job Centers.**
- If you receive disability benefits and you are looking for work, the **Ticket to Work** program can help you find these opportunities.

# Self-Identification and Reasonable Accommodation Notification



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## Voluntary Self-Identification of Disability

What is  
self-identification?

- Self-identification means that you **notify** your employer or potential employer of your disability.
- Federal contractors will provide a special **self-identification form** to applicants and employees.
- You will have the opportunity to self-identify **before** a job offer is made or **after** the job offer is made.
- The form is available online at <http://www.dol.gov/ofccp/regs/compliance/section503.htm>

## Voluntary Self-Identification of Disability

What is  
self-identification?

Why am I being asked  
to complete this form?

- To help measure **how well** federal contractors are doing, applicants and employees will be asked to complete the form, which asks if you have or have ever had a disability.
- Completing this form is **voluntary**.

## Voluntary Self-Identification of Disability

What is  
self-identification?

Why am I being asked  
to complete this form?

- Whether you are applying for a job or already work for a contractor, any answer you give will be kept **private** and **will not be used against you** in any way.
- You may voluntarily self-identify as having a disability on this form **without fear** of any punishment because you did not identify as having a disability earlier.

## Voluntary Self-Identification of Disability

What is  
self-identification?

Why am I being asked  
to complete this form?

How do I know if  
I have a disability?

You are considered to have a disability if you:

- have a **physical or mental** or **medical condition** that substantially limits a major life activity, or
- have a **history or record** of such an impairment or medical condition.

# What is Reasonable Accommodation?

The self-identification form also includes a **Reasonable Accommodation Notice**.



# What is Reasonable Accommodation?



- In relation to employment, reasonable accommodation is any **modification or adjustment** to a job or the work environment that will enable a qualified applicant or employee with a disability to **participate** in the application process or to **perform** essential job functions.
- Federal law **requires** employers to provide reasonable accommodation to qualified individuals with disabilities.

# What is Reasonable Accommodation?



- If you need a reasonable accommodation to apply for a job or to perform your job, ask to speak to the employer's **Affirmative Action Compliance Officer**.
- Examples of reasonable accommodation include:
  - making a **change** to the application **process** or work **procedures**,
  - providing documents in an **alternate format**,
  - using a **sign language interpreter**, or
  - using specialized **equipment**.

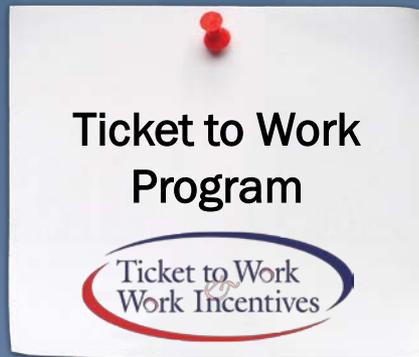
# The Ticket to Work Program and Section 503



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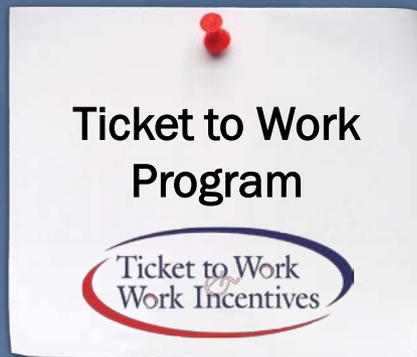
# Meet Ben! An Introduction to Ticket to Work



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# What Is Ticket to Work?



Ticket to Work is a **free** and **voluntary** program to assist Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) beneficiaries return to work, work for the first time or increase their current work hours.



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# What Is Ticket to Work?



- Thousands of people have earned their way off SSDI and SSI benefits, and created better lives and futures for themselves and their families.
- If you already are receiving services from an Employment Network (EN), your state Vocational Rehabilitation (VR) agency or an American Job Center that is an EN, your service provider may be able to help you **find employment opportunities** with federal contractors in your area.



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# How Can an Employment Network Help You with Section 503?



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# What is an Employment Network?



- Employment Networks (ENs) can help you with **free career counseling, job placement**, and then **ongoing support** once you have started working.
- If you think you are ready to return to work or make more money at a job you already have, you may want to contact several ENs who provide the services you need until you find the **right one for you!**

# What is an Employment Network?



- Whether you have **gotten a job** using your **Ticket to Work** or are planning on **applying** for a job with a federal contractor, you may want to work with an EN!
- An EN can work with you to:
  - **Discuss** self-identification
  - **Complete** the self-identification form
  - **Provide** guidance and information about reasonable accommodations
  - **Address** any concerns you have about disability disclosure

# Other Resources

Ray Cebula



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# When You're Ready To Work



Building your Employment Team is the best way to begin. You have options to help you get started:

- **Speak with an expert** at our Ticket to Work Help Line at 1-866-968-7842 (V) or 1-866-833-2967 (TTY).
- **Learn more about Ticket to Work**, read our blog, and view, listen, or read real success stories at [www.socialsecurity.gov/work](http://www.socialsecurity.gov/work).
- **Find an Employment Network** (EN) that meets your needs or work with your state VR agency.
- **Stay connected to your Employment Team** (WIPA, PABSS, EN, or VR) as you explore your work options.



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# Questions about Finding a Job?



**American Job Center** provides a single access to key federal programs and critical local resources to help people **find a job**, identify **training** programs, and **gain skills** in growing industries.

[www.jobcenter.usa.gov](http://www.jobcenter.usa.gov)



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## Questions about Finding a Job?



The Ticket to Work team created a document that lists job posting services and job banks specializing in recruitment of individuals with disabilities.

Download “Job Banks and Posting Services: Resources for Service Providers and Employers” online at <http://cl.ly/3a303j2g3M2D> or visit [www.choosework.net/blog](http://www.choosework.net/blog).



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# Workforce Recruitment Program (WRP)

The WRP is a **recruitment** and **referral** program that connects federal employers nationwide with highly motivated college students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs.

33

WORKFORCE RECRUITMENT PROGRAM



the right match

Search the WRP database to find  
the perfect fit for your needs



# Workforce Recruitment Program (WRP)

- To be eligible for the WRP, candidates must be **current, full-time** undergraduate or graduate students with a disability, or have graduated **within one year** of the release of the WRP database each December.
- For more information, visit [www.wrp.gov](http://www.wrp.gov).

34

WORKFORCE RECRUITMENT PROGRAM



the right match

Search the WRP database to find  
the perfect fit for your needs



# Questions about Reasonable Accommodation?

The Job Accommodation Network (JAN) provides **free, expert, and confidential** guidance on workplace accommodations and disability employment issues.

[www.askjan.org](http://www.askjan.org)



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## Question and Answer Period



- During the webinar, submit your questions on the webinar “[question and answer box](#)” or to [webinars@choosework.net](mailto:webinars@choosework.net)
- Anytime after the webinar day, email your questions to [support@chooseworkttw.net](mailto:support@chooseworkttw.net)

# Share a Success Story!



- Social Security's Ticket to Work program may be looking for you.
- Are you **18 through 64**? Do you currently or did you, in the past, participate in Social Security's **Ticket to Work** program?
- We are looking for people who have used their Ticket to Work and are willing to share their employment success stories!



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# Share a Success Story!



Help make someone else's journey to work easier! Submit your story to [stories@choosework.net](mailto:stories@choosework.net).



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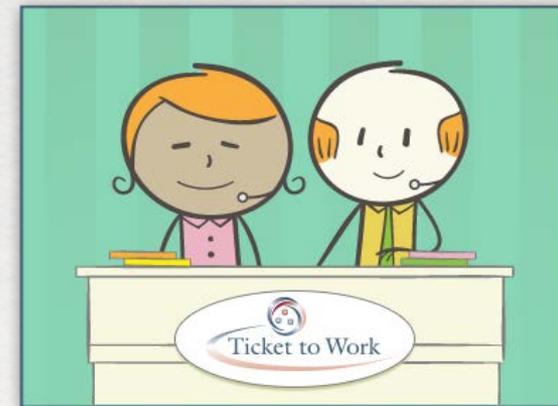
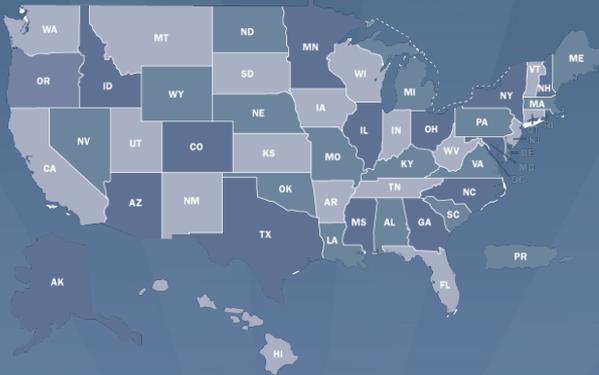
# Where to Get More Information

Visit: [www.socialsecurity.gov/work](http://www.socialsecurity.gov/work) to find your local Employment Network and other Ticket to Work and Work Incentives information.

## Call:

Ticket to Work Help Line:

- 1-866-968-7842 (V)
- 1-866-833-2967 (TTY)



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# Ticket to Work Work Incentives



Like us on Facebook: <http://www.facebook.com/choosework>



Follow us on Twitter: <http://www.twitter.com/chooseworkssa>

Ticket to Work Help Line: 1-866-968-7842 (V) or 1-866-833-2967 (TTY)



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