



Helping You Today *So You Succeed Tomorrow*

TICKET TO WORK

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



Work Incentives Seminar Event



Date: Wednesday, January 21
Time: 3:00-4:30 pm EST

Accessing Today's Webinar

Toll-Free number: 1-855-749-4750

Access code: 311-968-671

Webinar PowerPoint, accessible PDF, and text are located at the URL link you received in your WISE confirmation and access letter.

Webinar Accessibility

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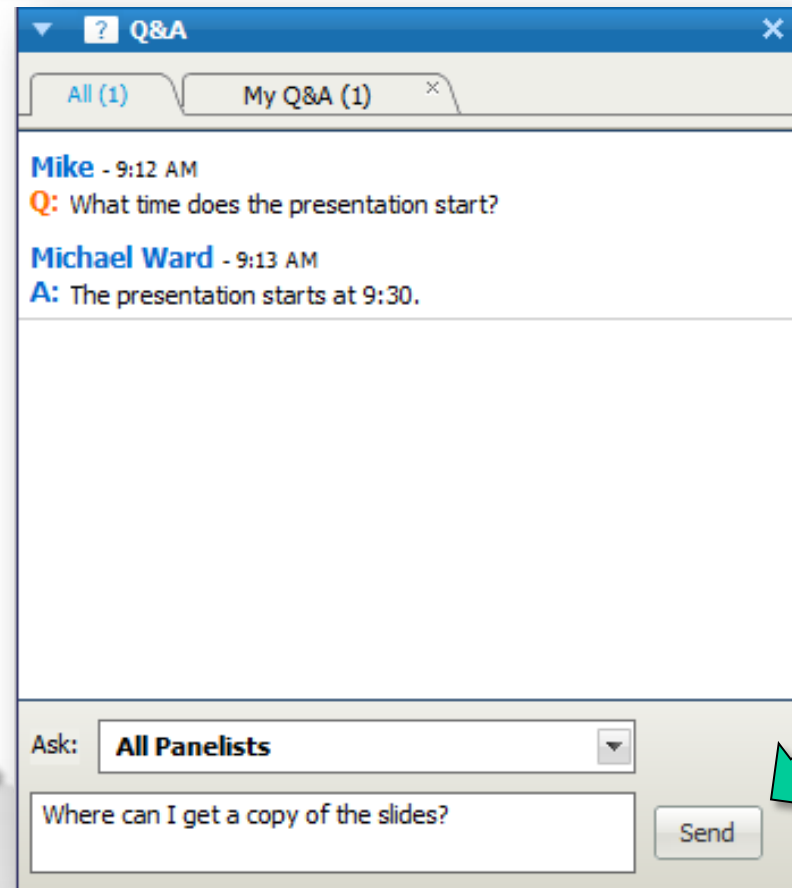
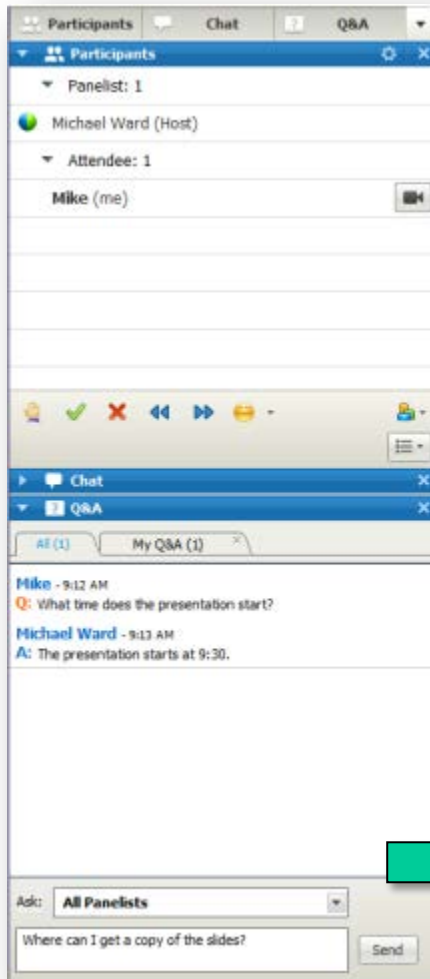
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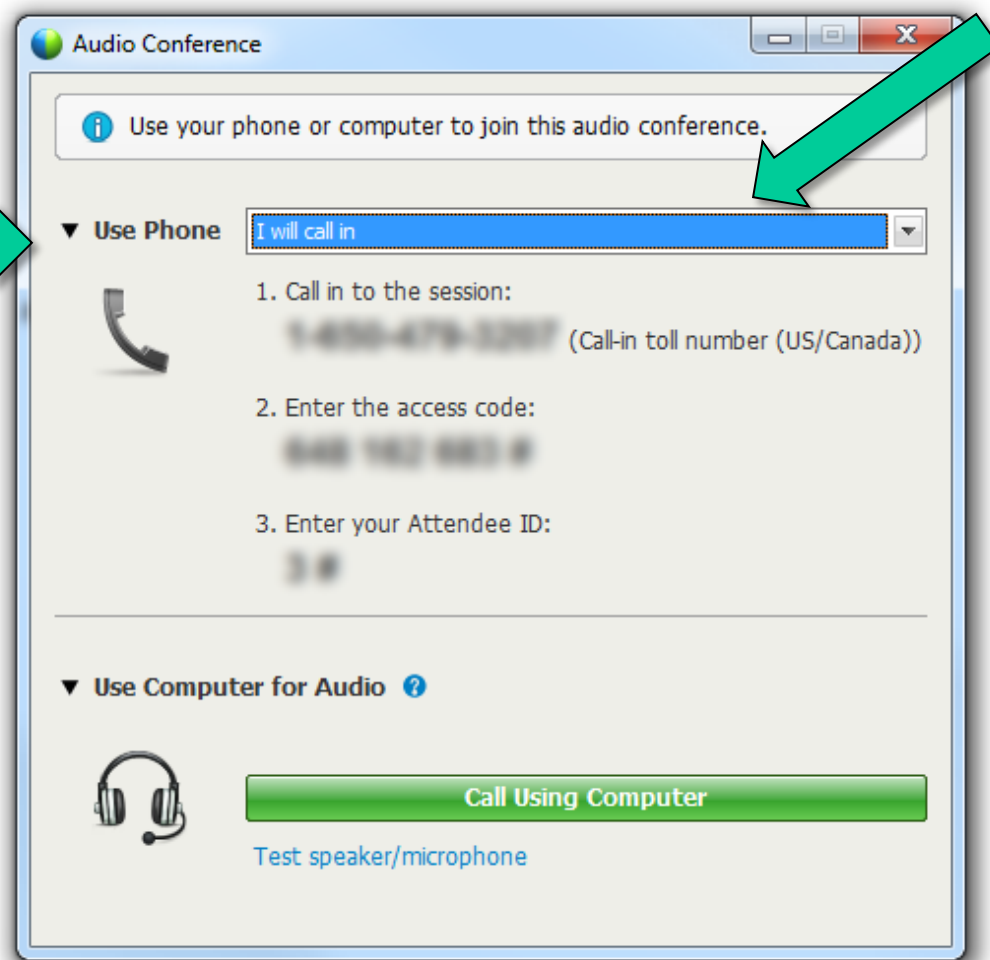
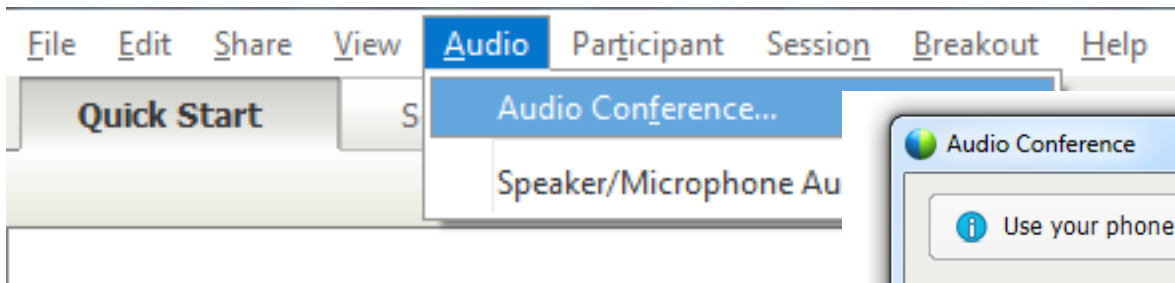
During the webinar, submit your questions on the webinar “question and answer box” or to webinars@choosework.net

Anytime after the day of the webinar, email your questions to support@choosework.net

Audio and Questions Panels



Audio and Questions Panels



Agenda

Welcome and Introductions

Ray Cebula, Employment & Disability Institute, Cornell University

The Ticket to Work Program

What is Section 503 of the Rehabilitation Act?

Pamela Walker, Alliance Professional Services

What do the Changes to Section 503 Mean to You?

Pamela Walker

How Can an Employment Network or State Vocational Rehabilitation Agency Help You with Section 503?

Pamela Walker

Other Resources and Questions and Answers

Ray Cebula and the Presentation Team

Social Security Disability Benefit Programs



Social
Security
Disability
Insurance

Social Security Disability Benefit Programs



Supplemental
Security
Income

Social Security Disability Benefit Programs



Social
Security
Disability
Insurance



Supplemental
Security
Income

What is Section 503 of the Rehabilitation Act?



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.

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.

Self-Identification and Reasonable Accommodation Notification

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>.

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.

Form CC-305
OMB Control Number 1250-0005
Expires 1/31/2017
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Voluntary Self-Identification of Disability

Why are you being asked to complete this form?

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities.¹ To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. 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.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

• Blindness	• Autism	• Bipolar disorder	• Post-traumatic stress disorder (PTSD)
• Deafness	• Cerebral palsy	• Major depression	• Obsessive compulsive disorder
• Cancer	• HIV/AIDS	• Multiple sclerosis (MS)	• Impairments requiring the use of a wheelchair
• Diabetes	• Schizophrenia	• Missing limbs or partially missing limbs	• Intellectual disability (previously called mental retardation)
• Epilepsy	• Muscular dystrophy		

Please check one of the boxes below:

☐ YES, I HAVE A DISABILITY (or previously had a disability)
☐ NO, I DON'T HAVE A DISABILITY
☐ I DON'T WISH TO ANSWER

Your Name

Today's Date

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.

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 a Reasonable Accommodation?

The Self-Identification Form also includes a **Reasonable Accommodation Notice**.



What is a 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 a 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**.



What Do the Changes to Section 503 Mean for You?



What Do The Changes to Section 503 Mean for You?

- Section 503 provides **job opportunities** for **qualified** people who receive Social Security Disability Benefits.
- The Ticket to Work program can help **connect** you with jobs, many of which are with business who do work with the government.



What is the Ticket to Work Program?

- Supports **career development** for people with disabilities who want to work,
- Is for Social Security disability beneficiaries age **18 through 64**,
- Is **free** and **voluntary**, and
- Can help you **connect** to federal contractors who are hiring.



Get to Know Ben



Businesses That Work with the Federal Government Want to Hire Qualified People with Disabilities

Businesses that do work with the federal government

- Are **hiring** for jobs with a variety of experience and education levels.
- may offer **flexible options** for how and where employees work.



Your Employment Team

Employment Networks (EN)



ENs are organizations and agencies that entered into an agreement with Social Security to provide:

- Free employment services
- Vocational rehabilitation services
- Other types of support services to people receiving Social Security disability benefits with disabilities under the Ticket to Work program

Employment Networks (EN)



EN services may include:

- Career Planning
- Job Leads and Job Placement
- Ongoing Employment Support
- Benefits Counseling

State Vocational Rehabilitation (VR) Agencies

VR services may include:

- Intensive Training
- Education
- Rehabilitation
- Career Counseling
- Job Placement Assistance
- Benefits Counseling



Talk to Your EN or VR About Section 503



- Ask your EN or VR about job opportunities with companies that do work for the federal government.
- Talk with your EN or VR if you have questions about telling an employer that you have a disability.
- Visit www.choosework.net/findhelp to find an EN or VR near you!





Resources

American Job Center

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

american**job**cente

For more information, visit www.jobcenter.usa.gov.

Workforce Recruitment Program

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.

WORKFORCE RECRUITMENT PROGRAM



the right match

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



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

Job Accommodation Network (JAN)

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



For more information, visit www.askjan.org.

Find Help Tool

Visit: www.choosework.net/findhelp to search for the right service provider for you.

You can search by:

- ZIP code
- Services offered
- Disability types
- Languages spoken
- Provider type (EN, Workforce EN, VR, WIPA or PABSS)

For More Information





Call the Ticket to Work Help Line:

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

Visit:

- www.socialsecurity.gov/work

Connect:

- Like us on Facebook:  www.facebook.com/choosework
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Join us for our next webinar!



**Ticket to Work: Support for People
with Disabilities on the Journey to
Financial Independence**

**Date: Wednesday,
February 25, 2015**

Time: 3:00-4:30 PM, EST

**Register online at www.choosework.net/wise
or call 1-866-968-7842 (V) or 1-866-833-2967.**

Questions

