



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, July 22
Time: 3:00-4:30 pm EDT

Accessing Today's Webinar

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

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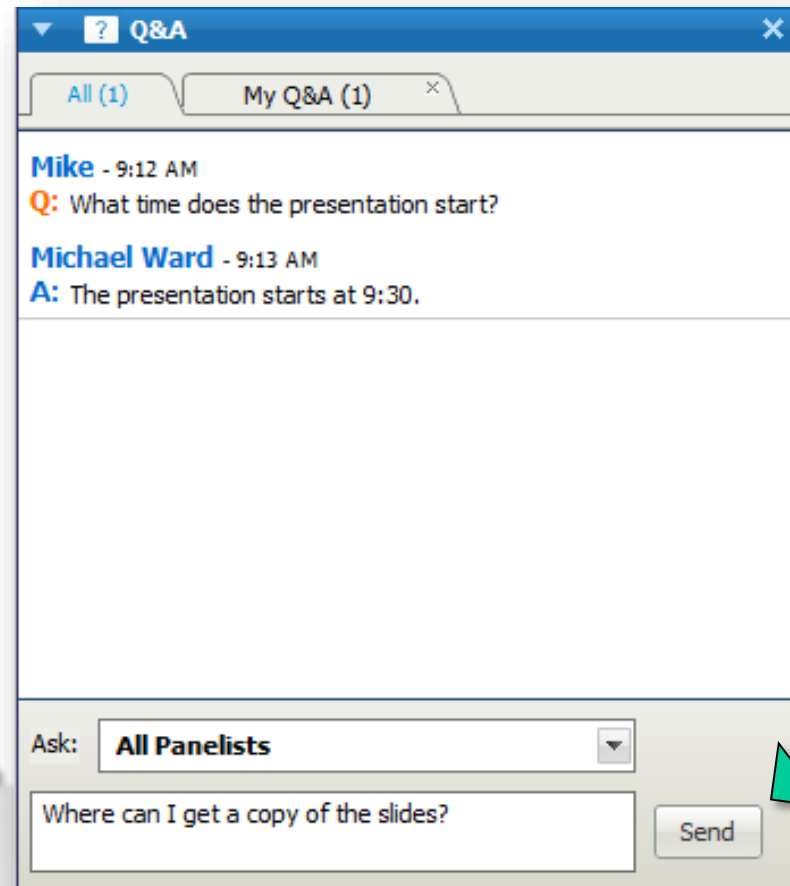
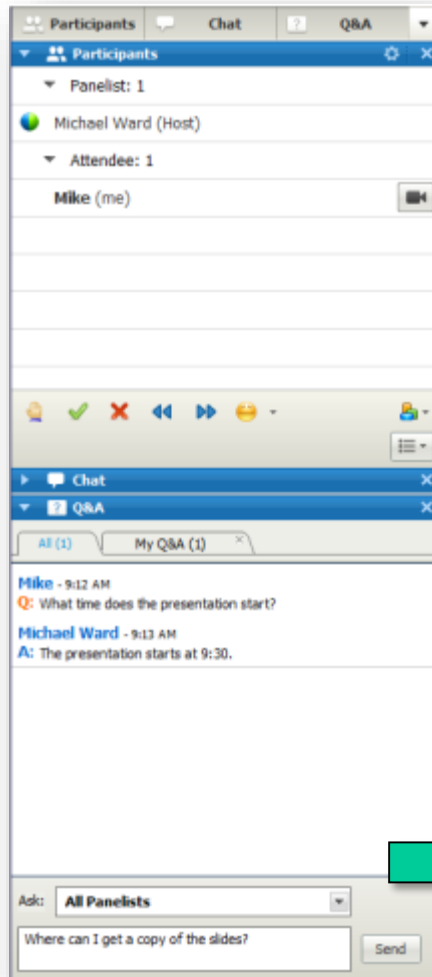
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Webinar Question & Answer Period

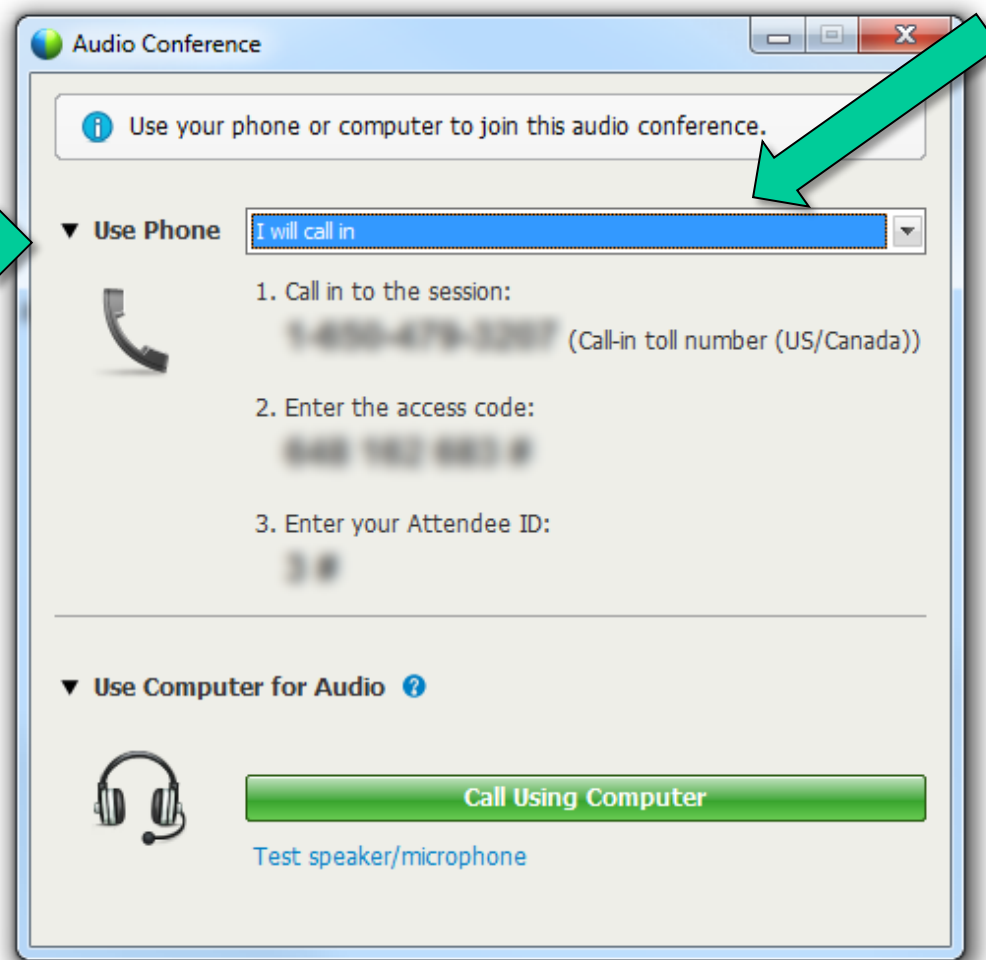
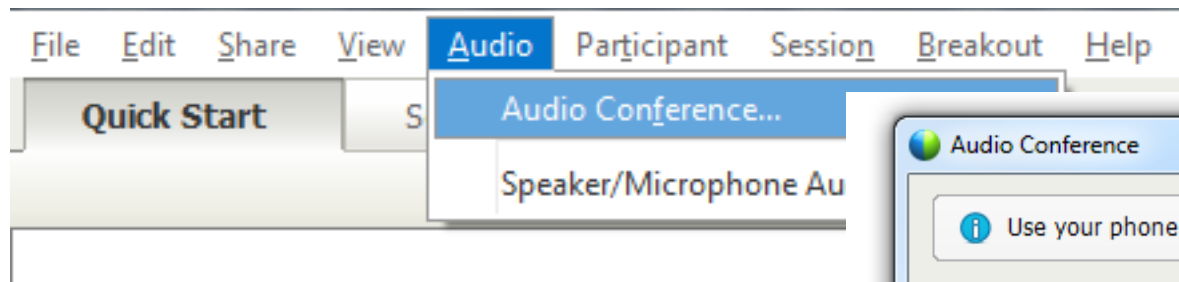
During the webinar, submit your questions on the webinar “question and answer box” or to webinars@choosework.net

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

What is Section 503 of the Rehabilitation Act?

Christopher Seely, U.S.
Department of Labor, Office of
Federal Contract Compliance
Programs

Self-Identification and Reasonable Accommodation Notification

Christopher Seely

What do the Changes to Section 503 Mean to Social Security Disability Beneficiaries?

Kendra Berry, Indiana Works

Your Employment Team

Kendra Berry

Other Resources and Questions and Answers

Ray Cebula and the Presentation
Team

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 will be asked to voluntarily **identify** as an individual with a disability to your employer or potential employer.
- 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**.

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, a 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 a 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 accommodations 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 Does Section 503 Mean to Social Security Disability Beneficiaries?

SSDI§ 503SSI

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 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?

Ticket to Work

- Supports **career development** for people with disabilities who want to work,
- Is for Social Security disability beneficiaries age **18 through 64**, and
- Is **free** and **voluntary**.



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, and
- 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!



Selecting the Right EN

Tips for selecting an EN



- Determine **what kind of help** you need
- Talk with **multiple** ENs
- **Ask questions**

You might also be interested in these resources:

- **Choosing the Right Employment Network for You**

<http://www.chooseworkttw.net/library/choosing-the-right-employment-network-for-you>

- **Finding an EN and Assigning Your Ticket Worksheet**

<http://www.chooseworkttw.net/library/finding-EN-assigning-your-ticket-worksheet>

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)



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**center®

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.

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WORKFORCE RECRUITMENT PROGRAM



the right match

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



Workforce Recruitment Program

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.

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WORKFORCE RECRUITMENT PROGRAM



the right match

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.

Finding Your Path to Employment with Ticket to Work



These videos may help all job seekers, especially those who are deaf or hard of hearing, learn about the Ticket to Work program and the resources available to find and keep a job.

View the videos online at
www.chooseworkttw.net/library/finding-your-path-to-employment-ASL-video

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)

Join us for our next webinar!



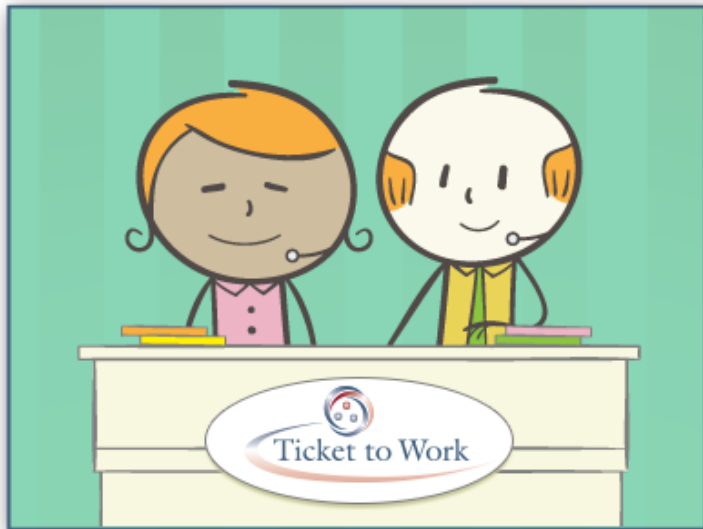
Ticket to Work: You Asked, We Answer

Date: Wednesday,
August 26, 2015

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

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

For More Information





Call the Ticket to Work Help Line:

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

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