



Helping You Today *So You Succeed Tomorrow*

TICKET TO WORK

Finding a Job with a Federal Contractor



Work Incentives Seminar Event



Wednesday, February 24, 2016
3:00 - 4:30 PM, Eastern



Accessing Today's Webinar

- The audio for today's webinar is being broadcast through your computer. Please make sure your **speakers are turned on** or your **headphones are plugged in**.
- You can control the audio broadcast via the audio broadcast panel.
- If you accidentally close the panel, you can re-open by going to the **Communicate menu** (at the top of the screen) and choosing **Join Audio Broadcast**.



Helping You Today
So You Succeed Tomorrow



Accessing Today's Webinar, *continued*

If you do not have sound capabilities on your computer or prefer to listen by phone, dial:

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

Access code:
662-738-146



Helping You Today
So You Succeed Tomorrow



Webinar Accessibility



Captioning

Real-time captioning is provided during this webinar.

- The captions can be found in **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.
- You can also access captioning **online** at

<http://www.captionedtext.com/client/event.aspx?CustomerID=846&EventID=2857925>



Questions and Answers (Q&A)

- **For Q&A:** Please use the Q&A box to submit any questions you have during the webinar and we will direct the questions accordingly during the Q&A portion.
- If you are listening by phone and not logged in to the webinar, you may also ask questions by emailing questions to webinars@choosework.net.

Please note: This webinar is being recorded and the archive will be available within two weeks on the Choose Work website at <http://www.choosework.net>.



Helping You Today
So You Succeed Tomorrow



Technical Assistance

If you experience any technical difficulties during the webinar, please use the chat box to send a message to the host Nakia Matthews, or you may also email nmatthews@ndi-inc.org.



Helping You Today
So You Succeed Tomorrow



Agenda

Welcome and Introductions

Jayme Pendergraft, NDI
Consulting

What is Section 503 of the Rehabilitation Act?

Pamela Walker, Alliance
Professional Services

Self-Identification and Reasonable Accommodation Notification

Pamela Walker

What do the Changes to Section 503 Mean to People Who Receive Social Security Benefits?

Pamela Walker

How to Demonstrate Your Skills and Abilities at a Virtual Job Fair

Sheridan Walker, SMG

Upcoming Events and Other Resources

Jayme Pendergraft

Questions and Answers

Presentation Team



Helping You Today
So You Succeed Tomorrow



What is Section 503 of the Rehabilitation Act?





What is the Rehabilitation Act of 1973?

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 that do business with the federal government – take affirmative action steps to actively to recruit, hire, employ, promote, and retain qualified individuals with disabilities.



On March 24, 2014, provisions of the act which help contractors recruit and hire qualified people with disabilities were strengthened.



What is a Federal Contractor?

A person or company that contracts with the federal government to provide services, supplies, or other work.

Examples of federal contractors include

- Coca Cola
- Raytheon
- Apple
- Home Depot
- and many others!



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.



Helping You Today
So You Succeed Tomorrow



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/ofcccp/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, meaning that whether or not you do is your choice.



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.
- No one from the hiring side of the company will see this form. It is only used by the human resources department.



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 terms of employment, a reasonable accommodation is any modification or adjustment to a job, or the work environment, that enables 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 unless it causes undue hardship.



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 People Who Receive Social Security Benefits?

SSDI§ 503SSI



Helping You Today
So You Succeed Tomorrow



Social Security Disability Benefit Programs



Social
Security
Disability
Insurance



Helping You Today
So You Succeed Tomorrow



Social Security Disability Benefit Programs



Supplemental
Security
Income



Helping You Today
So You Succeed Tomorrow



Social Security Disability Benefit Programs



Social
Security
Disability
Insurance



Supplemental
Security
Income

What Do The Changes to Section 503 Mean for You?

- Section 503 makes job opportunities available to qualified people with disabilities, including those who receive Social Security disability benefits.
- The Ticket to Work program can help connect you with jobs, many of which are with businesses that do work with the government.



What is the Ticket to Work Program?

Ticket to Work

- Is a free and voluntary Social Security program;
- Offers career development for people age 18 through 64 who receive Social Security disability benefits.





Helping You Today
So You Succeed Tomorrow



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.
- Are beginning to view jobseekers with disabilities as an untapped pool of qualified talent.





Helping You Today
So You Succeed Tomorrow



How to Demonstrate Your Skills and Abilities at a Virtual Job Fair



Helping You Today
So You Succeed Tomorrow



How to Demonstrate Your Skills and Abilities at a Virtual Job Fair

Virtual job fairs are a **great opportunity** for you to

- Meet potential employers;
- Practice your interview skills; and
- Find a job!



What is a Virtual Job Fair?

- A virtual job fair is an online event that takes place at a certain time and is not ongoing.
- Employers and job seekers “meet” in a virtual environment, using chat rooms, using teleconferencing, webcasts, webinars and/or email to exchange information about job openings.
- Job seekers upload résumés and may be matched with employers or may simply browse companies’ virtual booths.
- Companies that do business with the Federal government often use virtual job fairs to find qualified candidates.



Tip #1: Do Your Homework

Before you participate in a virtual job fair, be sure to

- **Research** the companies that are participating;
- Look into the **types of jobs** that are being offered; and
- Check your **internet connection**, your computer's **battery power**, and make sure your computer has the appropriate features needed to access the virtual job fair. The sponsors will probably make this information available to you prior to the event.



Tip #2: Get Your Paperwork Ready

During the virtual job fair:

- Have your **résumé** ready;
- Have your **references** ready; and
- Be prepared to **upload** your résumé to the virtual job fair platform.



Tip #3: Stay Professional

- Address recruiters as “Ms.” and “Mr.”. Be polite.
- **You are not texting with friends**; don’t use emoticons and terms like LOL or OMG. Use complete sentences.
- Use correct **grammar** and spelling.
- Make some notes ahead of time of your **main strengths** – keep them brief.
- **Be patient** as you wait for a response. It may take some time for the employer representative to answer.



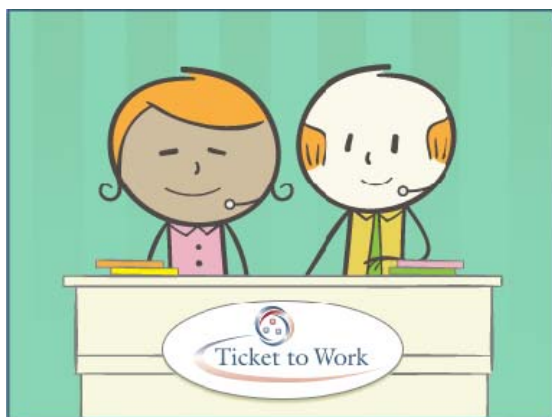
Tip #4: Stay Organized

You may learn about a lot of companies and jobs during a virtual job fair. Be sure to:

- Take notes about the companies and jobs that interest you;
- Have questions ready for the company;
- Keep track of any follow-up you might want to do, such as applying for a job;
- Be sure to write down any contact information you may be given; and
- Send a thank you email to the company within two days of the event. Include your résumé so they don't have to look for it.

Tip #5: Be Realistic

- Do not expect to be interviewed during the virtual job fair.
- Do not expect to get a job offer during the virtual job fair.
- Employers participate in virtual job fairs to gather résumés, and make an initial connection with potential candidates that may lead to future phone and in-person interviews.



Additional Resources and Upcoming Events



Helping You Today
So You Succeed Tomorrow



Social Security is Hosting a Virtual Job Fair!

The job fair is sponsored by Social Security. The job fair will **connect** you to companies that work with the government.

Date: March 16, 2016

**Time: 1 p.m. to 5 p.m.
Eastern**

The participating employers will have openings in one or more of the following locations:

- New Jersey
- New York
- Pennsylvania
- Washington, DC
- Delaware
- Maryland
- Virginia
- West Virginia
- Puerto Rico





Helping You Today
So You Succeed Tomorrow



Social Security is Hosting a Virtual Job Fair! *cont*

By participating in the fair, you can:

- Talk with **job recruiters** online via chat forums and one-on-one messages
- **Ask questions** at virtual resource booths about
 - **Job accommodations**
 - **Social Security Work Incentives**
 - **Legal issues** that sometimes create barriers to work for people with disabilities.





Helping You Today
So You Succeed Tomorrow



Social Security is Hosting a Virtual Job Fair! *cont*

- The job fair is for **current Ticket to Work** participants.
- If you are using your Ticket to receive services from an Employment Network (EN) or State Vocational Rehabilitation Agency (VR), and are ready to work, you should register for the fair.
- Contact your **EN** or state **VR** agency to find out how to register for the Virtual Job Fair or you have have questions about the event.





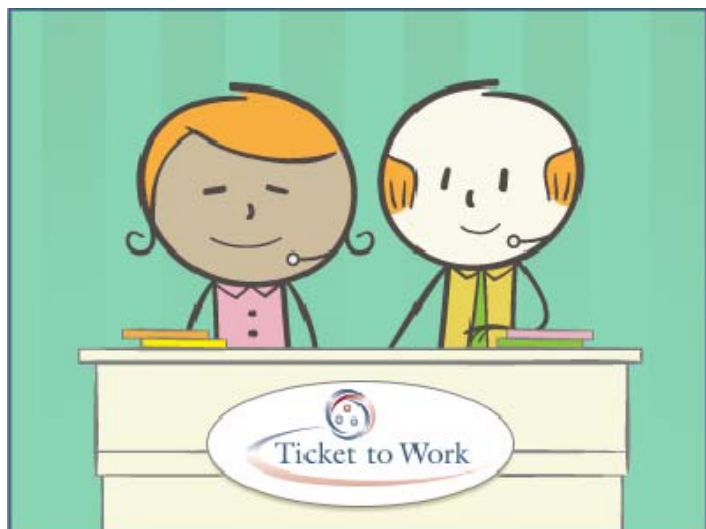
Find Help Tool

If you want to participate in Social Security's Virtual Job Fair, and you have not assigned your ticket to an Employment Network or State Vocational Rehabilitation provider, 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



Follow us on Twitter: www.twitter.com/chooseworkssa



Watch Ticket to Work Videos on YouTube: <http://www.youtube.com/choosework>



Follow us on LinkedIn: <https://www.linkedin.com/company/ticket-to-work>

Tell us what you think!

Please remember to take our webinar survey!

A link will pop up after the webinar, or you can visit

www.choosework.net/surveys/wise

