



Helping You Today
So You Succeed Tomorrow



Ticket to Work: Working with a Federal Contractor

Date: Wednesday, August 31
Time: 3:00-4:30 pm ET

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Webinar Accessibility

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- **For Q&A:** Please use the Q&A pod to submit any questions you have during the webinar and we will direct the questions accordingly during the Q&A portion.
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Agenda

Welcome and Introductions

Jayne Pendergraft, NDI
Consulting

What is Section 503 of the Rehabilitation Act?

Jennifer Tiller, America Works of
Washington, DC

Self-Identification and Reasonable Accommodation Notification

Jennifer Tiller

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

Kendra Berry, Indiana Works

Your Employment Team

Kendra Berry

Additional Resources

Jayne Pendergraft

Questions and Answers

Presentation Team

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 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.

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

Why am I Being Asked to Complete this Form?

continued

- 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, 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?, *continued*

- 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?, *continued*

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?



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 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.

 § 503 SSDI SSI

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.**



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**

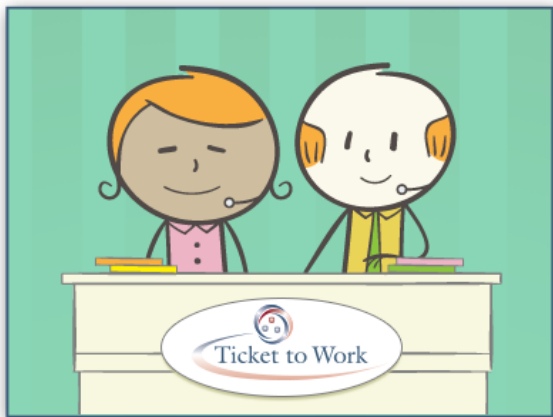
<http://www.chooseworkttw.net/library/finding-EN-assigning-your-ticket-worksheet>

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)



Additional Resources

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

 WRP

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

 WRP

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.

Social Security Hosts Virtual Job Fairs

Social Security hosts Virtual Job Fairs for **current Ticket to Work program participants** to meet and engage with employers and federal contractors looking to hire individuals with disabilities!

The last virtual job fair was on August 24, 2016. The next one has not been announced yet. Watch for future announcements on social media or online at www.choosework.net/find-a-job/virtual-job-fairs



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

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Ticket to Work: Preventing and Managing Overpayments

Date: Wednesday,
September 28, 2016

Time: 3:00-4:30 PM, ET
Register online at www.choosework.net/wise
or call 1-866-968-7842 (V) or 1-866-833-2967 (TTY).

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