



Ticket to Work: Working with a Federal Contractor

Date: Wednesday, April 26

Time: 3:00-4:30 p.m. ET

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Agenda

Welcome and Introductions

Moderator: Nancy Boutot, NDI Consulting

Presenters: Gregory Bell and Sherman Gifford, The Choice Group,
Marlene Ulisky, NDI Consulting

What Is Section 503 of the Rehabilitation Act?

Self-Identification and Reasonable Accommodation Notification

Your Employment Team

Other Resources

Questions and Answers

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? (Slide 1 of 2)

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 Is Section 503? (Slide 2 of 2)

Affirmative Action

Affirmative action is an action or policy favoring those who tend to suffer from discrimination, especially in relation to employment or education.



What Are Some Highlights of Section 503?

Some highlights of Section 503 include:

- 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 Voluntary Self-Identification of Disability Form is available online at [https://www.dol.gov/ofccp/regs/compliance/sec503/Self ID Forms/SelfIDForms.htm](https://www.dol.gov/ofccp/regs/compliance/sec503/Self_ID_Forms/SelfIDForms.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? (continued)

- Whether you are applying for a job or already work for a federal 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? (Slide 1 of 3)

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



What Is a Reasonable Accommodation? (Slide 2 of 3)

- 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 people with disabilities.



What Is a Reasonable Accommodation? (Slide 3 of 3)

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

§ 503

SSI

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 businesses who do work for 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 ages 18 through 64, and
- Is free and voluntary.



Your Employment Team

Employment Networks (EN)

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

- Free employment services,
- Vocational rehabilitation services, and
- Other types of support services to people with disabilities who receive Social Security disability benefits under the Ticket to Work program.



Employment Networks (continued)

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

www.choosework.net/library/choosing-the-right-employment-network-for-you

- Finding an EN and Assigning Your Ticket Worksheet

www.choosework.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.

Search by:

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



Resources

American Job Centers

American Job Centers provide 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®

Career Onestop is a partner of the American Job Center Network.


careeronestop

For more information, visit <http://www.careeronestop.org/>.

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.

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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 (continued)

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.dol.gov/odep/wrp/

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WORKFORCE RECRUITMENT PROGRAM

 WRP the right match

Search the WRP database to find
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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 <http://askjan.org/>.

For More Information



Call the Ticket to Work Help Line:

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

Visit:

- www.socialsecurity.gov/work

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