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## EARN Reaches 1 Million Contacts Milestone

EARN is pleased to announce that in July, we processed our one millionth contact. A contact is an interaction (request for information, support and advice) between EARN and its network of employers, providers and individuals with disabilities. We appreciate your commitment and look forward to continuing to provide you with the highest possible service.

## In an Increasingly Competitive World, disABLEDperson Inc. is Giving Employers an Edge to Recruit Students with Disabilities

Unemployment rates continue to rise among American college graduates, but some are faring better than others. Currently, 5.4% of all recent graduates are unemployed compared to 36% of all recent graduates with disabilities. This represents a large talent pool that more and more employers are increasingly trying to tap into. Still, many employers report difficulties in finding candidates with disabilities for their openings. Diana Corso, founder of disABLEDperson Inc., and Nicholas Corso, Project Manager, are trying to help employers connect with candidates through a program consisting of a series of virtual career fairs.

The program has already been extremely successful. The fact that the career fairs are designed to introduce candidates and employers anonymously has been one of the reasons for the success. The choice to disclose a disability is often a personal one and many individuals debate when and if to tell their employers. The anonymity of the fairs, accomplished by only providing email addresses for correspondence, has increased the participation rate of college graduates with disabilities and boosted the success that employers have had in finding good matches for their openings.

Another cause for the success of the program is the employers themselves. disABLEDperson Inc. has a solid group of quality employers who frequently participate. Many of these employers have already had experience in hiring people with disabilities and know the business benefits. This core group brings stability and consistency to ensure that each fair operates smoothly. In addition, they also provide honest, valuable feedback to the candidates. However, disABLEDperson Inc. is looking for additional businesses to help them continue to expand the program.

To date disABLEDperson Inc. has hosted career fairs focused on eleven states. They have recently been approached by other states requesting that they host fairs geared towards students with disabilities graduating from their state colleges and universities. In addition, they have also begun hosting additional fairs in some of the original eleven states – and the number of participants continues to grow.

disABLEDperson Inc. plans to take the program nationwide, helping candidates and employers connect in all fifty states. The program has already been tremendously successful, but the organization has many plans for future growth. [Visit disABLEDperson Inc.'s website](#) for more information about their virtual career fair program.

### DID YOU KNOW...?

**EARN recently assisted several employers** in hosting a corporate immersion training and career fair in Washington, DC. The fair was a collaboration of several participating partners that share the concerns of our transitioning wounded soldiers. The goal was to provide industry-led employment training and preparation in a realistic environment for wounded troops preparing to separate from the military.

Participants included: CACI, Internal Revenue Service (IRS), Social Security Administration (SSA), Hire Heroes USA, Armed Forces Foundation, EARN, Inverness Technologies, Trusant Technologies, Chenega Federal, Phoenix Therapeutic, Northern Virginia Community College, Walter Reed and Bethesda Naval transition teams and wounded warriors.

The group plans to conduct similar events in the future and is looking for other businesses that want to become involved. For more information or to participate in future events, contact Billy Wright, Director, EARN Veteran Initiatives at:

1-866-327-6669 X 244  
[bwright@earnworks.com](mailto:bwright@earnworks.com)

## U.S. Department of Labor Announces Two New Initiatives Aimed at Promoting Hiring of Veterans and Protecting the Rights of Job Applicants with Disabilities

The following is excerpted from a press release from the Department of Labor in July 2008:

The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) today unveiled two initiatives aimed at promoting the hiring of veterans and protecting the rights of job applicants with disabilities: The Good Faith Initiative for Veterans Employment (G-FIVE) and Ensuring the Accessibility of Online Application Systems.

"The G-FIVE was created to address the employment challenges facing the veteran workforce today by recognizing federal contractors for their efforts in employing and advancing covered veterans," said Charles E. James Sr., deputy assistant secretary for OFCCP. "It reaffirms OFCCP's commitment to ensure compliance with the requirements of the Vietnam Era Veterans Readjustment Assistance Act and creates an excellent incentive for federal contractors to hire veterans."

"The G-FIVE also strengthens partnerships between OFCCP and veterans groups and other agencies," added Victoria Lipnic, assistant secretary of labor for employment standards. "It's an OFCCP initiative that supports America's heroes."

The second initiative, Ensuring the Accessibility of Online Application Systems, is designed to ensure that federal contractors and subcontractors provide equal opportunity to qualified applicants with disabilities, including disabled veterans, to compete for jobs when using an online application system. Electronic job application systems must be accessible to, and usable by, applicants who have disabilities, or the contractor must provide a reasonable accommodation that allows an equal opportunity to compete for a job.

"Nothing is more fundamental to equal employment opportunity than the opportunity to apply for a job," said James. "As more and more employers turn to the Internet to locate and screen job applicants, this initiative is crucial to ensuring that disabled veterans and other qualified individuals with disabilities are afforded that opportunity when an online system is used."

The directives outlining these new initiatives, along with frequently asked questions, are available on OFCCP's website.

For more information, check out the "Highlights" section on [OFCCP's website](#).

### GIVE US YOUR FEEDBACK

IF YOU HAVE AN EARN SUCCESS STORY, TELL US ABOUT IT. WE WOULD LIKE TO FEATURE YOUR STORY IN THIS NEWSLETTER AND ON OUR WEB SITE.

E-MAIL YOUR STORY TO:  
[EARN@EARNWORKS.COM](mailto:EARN@EARNWORKS.COM)

### EMPLOYMENT RESOURCES

- [DisabilityInfo.gov](#)
- [Office of Disability Employment Policy](#)
- [Ticket to Work](#)
- [Job Accommodation Network](#)
- [National Organization on Disability](#)

### INFORMATION YOU CAN USE

The Disability and Business Technical Assistance Center (DBTAC) Conferencing and Information Resource Center provides [customized news feeds](#) that include disability-related stories. By subscribing to these feeds you can learn more about disability matters, including methods to tap into the labor pool of people with disabilities.

### EARN SUPPORT

EARN is funded by the [U.S. Department of Labor Office of Disability Employment Policy](#).

EARN is managed and operated by [CESSI, Division of Axiom](#).

EARN offers employers free consultation and recruiting services for successful workplace integration of people with disabilities. To sign up with EARN and to learn more about EARN services, go to [www.earnworks.com](http://www.earnworks.com) or call us toll-free at:

1-866-EARN-NOW (1-866-327-6669, V/TTY)