

October 2009 (Vol. 8, No. 9)

October is National Disability Employment Awareness Month Expectation + Opportunity = Full Participation

"Fair access to employment is a fundamental right of every American, including the 54 million people in this country living with disabilities. A job can provide financial stability, help maximize our potential, and allow us to achieve our dreams. As Americans, we possess a range of vocational opportunities to make the most of our talents and succeed in a chosen career; those with disabilities are entitled to the same opportunities. During National Disability Employment Awareness Month (NDEAM), we recommit ourselves to implementing effective policies and practices that increase employment opportunities for individuals with disabilities."

Read more of President Barack Obama's [NDEAM proclamation](#). Also, read more about [NDEAM 2009 news and activities](#).

Leading Disability Organizations Collaborate to Launch National Campaign for Disability Employment

Every day, people with disabilities can and do add value to America's workplaces. However, in both good economic times and bad, people with disabilities have far fewer job opportunities than the general population. The Campaign for Disability Employment's goal is to promote the hiring, retention and advancement of people with disabilities and dispel negative stereotypes about disability and employment.

Working to raise awareness and change attitudes, *What Can YOU Do?* reinforces that people with disabilities want to work and their talents and abilities positively impact businesses both financially and organizationally. The Campaign offers a range of education and outreach tools, all designed to engage employers, people with disabilities, family and educators, and the general public. These include a [community-building Web site](#), as well as a library of public service announcements (PSAs) that challenge assumptions about people with disabilities and employment. Included in the video library is the Campaign's flagship "I Can" PSA, intended for nationwide television broadcast, and the winners of the *What Can YOU Do?* video contest, which invited aspiring filmmakers to produce their own videos in support of the Campaign's goals.

Read more about the [Campaign for Disability Employment](#). Be sure to visit the [Multi-Media Room](#) to experience the new "I CAN" Public Service Announcement and the *What Can YOU Do?* video contest winners.

U.S. Labor Department Awards Cooperative Agreement to Establish National Technical Assistance Center for Employers

The Department of Labor's Office of Disability Employment Policy (ODEP) has awarded a cooperative agreement to Cornell University's Employment and Disability Institute, School of Industrial and Labor Relations in Ithaca, N.Y., to establish a national technical assistance center for employers on employment of

** In September 2009, the percentage of people with disabilities in the labor force was 22.0 compared with 70.5 for persons with no disability. The unemployment rate for those with disabilities was 16.2 percent, compared with 9.2 percent for persons with no disability, not seasonally adjusted.*

DID YOU KNOW...?

The Social Security Administration (SSA) Announces an exciting new option for employer participation in the Ticket-to-Work Program. Become a Ticket Employer Partner. Read more about [this opportunity](#) or contact Susan Samuels at 703-448-6155 x235 for more information.

The Assistive Technology Industry Association (ATIA) is hosting two conferences in Chicago, IL October 28-31, 2009 and Orlando, FL January 27-30, 2010. Both will feature the latest assistive technology (AT) products and services and provide educational programs featuring effective practices in employing people with disabilities. Visit their [Web site](#) for more information or to register.

THE DISABILITY EMPLOYMENT SITUATION

September 2009*

[Percentage of people with disabilities in the labor force:](#)

22.0 %

[Unemployment rate of persons with a disability:](#)

16.2 %

[Commonly Used Terms](#)

people with disabilities. The purpose of the center will be to conduct innovative research, assist ODEP in developing demand-side policy, and share best practices with employers on the recruitment, hiring, retention and advancement of people with disabilities. Cornell University's Employment and Disability Institute, School of Industrial and Labor Relations will receive \$1.6 million to lead a consortium for the center, which will include the AFL-CIO Center for Green Jobs, the Altarum Institute, the Conference Board, the Institute of Educational Leadership, the National Business and Disability Council, Rutgers University's John J. Hel-drich Center and the U.S. Business Leadership Network. Read the [press release](#).

IBM Improves Their Bottom Line by Employing People with Disabilities

Employee: I've closed deals from \$10,000 to \$36 million. I've exceeded the expectations in every position that I've had.

Narrator: Andrew Bryant experienced a severe decrease in his vision while employed as a traveling salesman with IBM. For many people who become disabled while working, the results can range from a change in position to being fired.

Employee: In the end, when I approached IBM about it, and I said, "Look, I can't continue to drive."

Narrator: But for IBM, Andrew's talents far exceeded his disability. And they knew he was too valuable to lose.

Employer: The cost of employing Andrew Bryant... there's a couple extra cab rides here and there, a few extra dollars in cabs. The cab fare relative to the millions of dollar he's generating for IBM is really a non-issue.

This is a transcript from a video on the [Business Case for Employing People with Disabilities Web site](#). Visit the site to view this and additional videos and information.

Raytheon – Promising Practices in Action

Defense technology provider Raytheon Company has long demonstrated its commitment to diversity in the workplace. Its world-class Employee Resource Groups initiative consists of seven diversity groups, including the Raytheon Persons with DisAbilities (RPDA), which focuses on helping employees with physical and mental disabilities prosper in the work environment. To that end, Raytheon also champions the employment and support of veterans and disabled veteran employees who are hired. From the CEO level down, the company fosters a corporate environment that reaches, recruits, nurtures, sustains and retains veterans primarily because the company recognizes the value that veterans bring to the workplace. And thanks to employee and supervisor education courses on diversity and disability employment, Raytheon preempts the stigma that can sometimes accompany disabilities and conditions such as Traumatic Brain Injury (TBI) or Post Traumatic Stress Disorder (PTSD).

For more on Raytheon, additional workplace success stories and information on promising practices for accommodating employees with TBI or PTSD, visit www.AmericasHeroesAtWork.gov.

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

EMPLOYMENT RESOURCES

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

INFORMATION YOU CAN USE

ADA-Compliant Employer Preparedness for the H1N1 Flu Virus that [answers basic questions](#) about workplace preparation strategies for the H1N1 flu virus (swine flu) that are compliant with the Americans with Disabilities Act (ADA).

EARN SUPPORT

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



ODEP

Office of Disability Employment Policy

EARN offers employers free consultation 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 or call us toll-free at:

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