

November 2009 (Vol. 8, No. 10)

EARN Website and Technical Assistance Center at Cornell University Effective November 1, 2009

The U.S. 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 people with disabilities. Cornell University leads a consortium of distinguished partners, which includes the AFL-CIO Center for Green Jobs, the Altarum Institute, the Conference Board, the Institute of Educational Leadership, the National Business & Disability Council, Rutgers University's John J. Heldrich Center and the U.S. Business Leadership Network. In addition to managing the EARN website and technical assistance, the national center will 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.

Ernst & Young Honors National Disability Employment Awareness Month with New Poster

Every October, Ernst & Young produces a poster on a different disability-related theme that hangs on the walls of each of its US offices throughout the month. The poster shows Ernst & Young staff in real office settings and situations to challenge employees to think about disabilities in a new way.

This year Ernst & Young also did a re-run of its AccessAbilities Minutes series comprised of quick true stories, typically about 30 seconds, about experiences employees had in the office and which can teach about how to be inclusive when working with colleagues with disabilities. View and hear the [AccessAbilities Minutes](#) series.

Assistant Secretary for Disability Employment Policy, Kathleen Martinez, to Speak at Perspectives on Employment of Persons with Disabilities

The 28th Annual Conference on Perspectives on Employment of Persons with Disabilities will be held on December 9-11, 2009, in Bethesda, MD. The Conference will focus on the latest information on personnel policies and practices, legal updates, and technology to enhance the recruitment, hiring, and retention of qualified employees with disabilities in the federal sector. The conference is specifically designed for federal HR and EEO specialists, hiring managers and other practitioners who are involved in the recruitment and hiring of persons with disabilities. For more information, visit the [Perspectives on Employment of Persons with Disabilities Conference](#) webpage.

Helping Adults with Autism Find Work

A new publication entitled "Adult Autism and Employment: A Guide for Vocational Rehabilitation Professionals" was recently published by the

** In October 2009, the percentage of people with disabilities in the labor force was 21.7 compared with 70.5 for persons with no disability. The unemployment rate for those with disabilities was 16.5 percent, compared with 9.2 percent for persons with no disability, not seasonally adjusted.*

DID YOU KNOW...?

Deadline for Submitting Comments on the New ADA Regulations

The public has until November 23rd to submit comments on the new regulations proposed by the EEOC.

[View the regulations](#) or [Submit comments](#)

Workforce3 One Unveils a New Initiative to Provide Employment-Related Resources for the Workforce System.

The purpose of the newly created resource page is to disseminate promising practices to promote positive employment outcomes for people with disabilities and to expand the capacity of the One-Stop Career System to serve job seekers with disabilities.

[Read more.](#)

THE DISABILITY EMPLOYMENT SITUATION

October 2009*

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

21.7 %

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

16.5 %

[Commonly Used Terms](#)

University of Missouri. Scott Standifler, a clinical Associate Professor in the School of Health Professions, provides specific advice on a variety of employment issues for adults with Autism Spectrum Disorder. The guide includes a synthesis of existing literature, promising practices, and previously unpublished insights and suggestions from a national expert on autism and employment. The guide can be downloaded free on the [Autism Works](#) page of the Disability Policy and Studies Website.

Video of Panel on People with Disabilities in the Performing and Visual Arts

On October 22nd, Secretary of Labor Hilda Solis convened a panel to discuss and answer audience questions about people with disabilities in the performing and visual arts. Before a standing room only audience, Secretary Solis was joined by Assistant Secretary for Disability Employment Policy Kathleen Martinez, performance artist Fred Beam, and actor Robert David Hall. [View the video](#) of the panel session.

Job Accommodation Network (JAN) Latest Electronic News

The JAN E-News is a quarterly online newsletter designed to inform readers about low-cost and innovative accommodation approaches; the latest trends in assistive technology; announcements of upcoming JAN presentations and trainings; and legislative and policy updates promoting the employment success of people with disabilities. [This issue](#) includes topics such as mobility enhancing devices, the campaign for disability employment, what constitutes a request for a reasonable accommodation, and small businesses and the Recovery Act.

Blake Watson's "Meet Sue" Wins the "What Can YOU Do?" Video Contest

Best Buy and the Campaign for Disability Employment have announced the winner of the "What Can YOU Do?" Video Contest- Blake Watson, a Mississippi Web designer. The contest attracted over 130 videos promoting the talent and skills that people with disabilities bring to the workplace. For more, visit the [Justice for All](#) blog.

Social Security (SSA) Will Become Accessible to Those with Visual Impairment

SSA is now required to provide accessible communication to 3 million recipients and represented payees who are blind or visually impaired as a result of a national class-action lawsuit brought by the Disability Rights Education and Defense Fund on behalf of the American Council of the Blind and others. The judge ruled that SSA failed to comply with Section 504 of the Rehabilitation Act and ordered they communicate via Braille and CD no later than April 15th, 2010. [Read more.](#)

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

[DBDescriptions](#), a web-based product from DEBSquared, will allow organizations to create and maintain comprehensive and ADA-compliant job descriptions easily through an automated system serving as a job description repository that can be accessed anytime.

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)