

Introduction

The President's Committee on Employment of People with Disabilities new Educational Kit has been fashioned to provide you with materials that can be used year round to advance the employment of people with disabilities. Programs and activities to promote and foster positive employment outcomes for individuals with disabilities should be conducted throughout the year. These materials are designed to be used for programs celebrating the anniversary of ADA in July and National Disability Employment Awareness Month (NDEAM) in October. These are only two of the many natural tie-ins that can be part of your year long campaign. Be creative! Plan activities and programs for:

January-Martin Luther King Jr. Day

July-ADA Anniversary

September-Labor Day

October-National Disability Employment Awareness Month

November-Veterans Day

The theme for this year's educational program is "Ability For Hire." American businesses and industries are at a crossroad. If they are to continue to hold their position as world leaders in the emerging global economy, they should be hiring employees with diversified skills and talents. These employment needs can be filled by the most underutilized labor pool in this country-- persons with disabilities. American business must take up the challenge. Persons with disabilities can and do work on Main Street and on Wall Street. They are trained to be accountants, bricklayers, chefs, dishwashers, radio announcers and so much more. Whatever the employment setting, the skills and talents of persons with disabilities can be utilized. Their abilities are for hire--let's use them and keep America strong.

To help your creative juices get started, here are samples of activities that have been carried out around the country to foster employment for individuals with disabilities.

IBM, AT&T, Bank of America and Honeywell used the fact sheets for international and national company training programs.

The Montgomery, AL Area Committee on Employment of People with Disabilities printed placemats using the theme and distributed them to local restaurants.

The Missouri Division of Employment Security's ADA Coordinator in Lexington conducted an extensive media campaign. He placed public service announcements on radio stations and a news story in the local newspaper (with comments from the mayor).

Projects with Industry, the Clarion Hotel and the Oklahoma Governor's Committee on Employment of the Handicapped co-Sponsored a job fair. The Michigan Employment Security Commissions in Saginaw County, Bay County and Midland County joined together to hold a job fair in which more than 75 employers participated.

The U.S. Department of Labor, Washington, DC, aired news stories and information pieces on its in-house television system.

The Puerto Rico Governor's Committee on Employment of People with Disabilities participated in the Fifth Annual Conference on the Rights of Persons with Disabilities. During the conference the Governor's Committee signed a Cooperative Agreement with the Society for the Management of Human Resources Managers (SMHR) in an effort to increase disability employment programs between the public and private sectors.

The Texas Governor's Committee on Employment of People with Disabilities has instituted the Barbara Jordan Awards to recognize outstanding contributions by Texas media to eliminate attitudinal, social and physical barriers and encourage accurate and progressive portrayals of people with disabilities.

The Agency for International Development, Washington, DC conducted a seminar for all personnel on how to successfully employ and accommodate persons with disabilities.

The Wisconsin ADA Partnership, the Wisconsin Manufacturers, and the Wisconsin Governor's Committee for People with Disabilities jointly sponsored a media forum.

The Savannah field office of the Georgia Department of Labor joined forces with the Georgia Division of Vocational Rehabilitation Services to conduct a customized Job Search Workshop for clients referred by the Division of Vocational Rehabilitation Services.

The Minnesota Department of Employee Relations ADA Coordinator and the Department of Veterans Affairs used material from the kit regarding employment of people with disabilities to help educate their respective staffs via e-mail.

The District of Columbia Mayor's Committee on Persons with Disabilities conducted a legislative symposium that focused on special education, the ADA, Social Security entitlement, and vocational rehabilitation.

Remember: This is only a starting point. Let your ingenuity be your guide.

Additional Materials: Listed below are materials you may order to assist you with your year round activities to advance the employment of persons with disabilities.

President's Committee on Employment of People with Disabilities
1331 F Street, NW
Washington, DC 20004-1107
(202) 376-6200 (VOICE), (202) 376-6205 (TTD/TTY),
(202) 376-6859 (FAX)

Publications:

ADA and The Health Professional
Are You Ready for ADA?
Employer Incentives When Hiring People with Disabilities
Ready, Willing and Available
Worklife: ADA Commemorative Issue, Fall 1990
ADA Focus Brochures: Key Provisions, Employment, Transportation, Disabled Veterans, Public Accommodations, Telecommunications

Fact Sheets:

Communicating With and About People with Disabilities (1995)
Supported Employment (1995)
Worker's Compensation: Developing Company Policies (1995)
Key Facts (1995)
Dispelling Myths about People with Disabilities (1995)
Job Accommodations-Situations and Solutions (1995)
Resources You Can Use (1995)
American's with Disabilities Act, Public Law 101-336 (1992)
Glossary of Commonly Used Terms (1994)
Accommodations Get the Job Done (1994)
Employer Profiles (1995, 1994)
Employment Rights: Who Has Them and Who Enforces Them (1994)
Job Analysis- An Important Employment Tool (1994)
Myths and Facts About People with Disabilities (1994)
Statistical Report: The Status of People with Disabilities (1994)
Job Accommodations Come in Groups of One (1993)
Recruitment (1993)
Interviewing Tips for the Job Applicant (1993)
Guidelines for Conducting a Job Interview (1993)

President's Committee Job Accommodation Network (JAN)
(800) 526-7234 (VOICE/TTD/TTY). A Service of the President's Committee.

Publications:

Cost of Job Accommodations
ADA Evaluation Checklist and Guide

Internet:

A number of the above publications are available on the Internet. To access these, the address is <http://janweb.icdi.wvu.edu/pcepd/pcpubs.htm>