Table of Contents

- Training Videos
- Legal/Legislative References
- Accommodations and Assistive Technology
- Recruiting Resources
- Disabled Veterans
- And More Information, Quizzes, Resources

Together, we are driving up employment for Americans with Disabilities, including Veterans
Disability and Employment Toolkit

Funded in part by the Pennsylvania Developmental Disabilities Council, The Sierra Group was pleased to release this Electronic Resource at today’s Capstone Event!

Thank you for taking part in our 2-year grant funded PENNSYLVANIA EMPLOYMENT PROJECT! Your collaboration as a BUSINESS or COMMUNITY PARTNER is the key to our ongoing effort to ERADICATE STIGMA and DRIVE UP EMPLOYMENT for Americans with Disabilities, Including Veterans!

PLEASE keep the energy and information going by:

- Using and Enjoying the Training Videos and Other Tools, and
- EMAILING this COMPLIMENTARY TOOL to YOUR peers!

Together, we are driving up employment for Americans with Disabilities, Including Veterans

www.thesierragroupfoundation.org
112 North 8th Street, Suite 210 • Philadelphia, PA 19107
888.492.2402
Disability and Employment Toolkit

TABLE OF CONTENTS
Sierra Group’s Disability & Employment Toolkit

I. Training Videos
II. Accommodations and Assistive Technology
III. Legal/Legislative References
IV. Recruiting Resources
V. Disabled Veterans
VI. More Information, Quizzes, and Resources
Disability and Employment Toolkit – LIVE LINKS!

I. TRAINING VIDEOS

- Topic: Accommodating Non-Apparent Disabilities in the Workforce
  Presenter: University of Pennsylvania
  [https://youtu.be/5O79HlX_KjA](https://youtu.be/5O79HlX_KjA)

- Topic: 5 Signs Your Doors Are Open to Employees with Disabilities – Keys to Inclusive Cultures
  Presenters: Job Accommodation Network and Liberty Resources
  [https://youtu.be/0HBeWzTuCGg](https://youtu.be/0HBeWzTuCGg)

- Topic: Hiring and Disability
  Presenter: Jill Fisher, Esq.
  [https://vimeo.com/147598762](https://vimeo.com/147598762)

- Topic: Employment and Disability
  Presenter: HR ReSolve
  [https://youtu.be/2zNbplpLsJI](https://youtu.be/2zNbplpLsJI)

- Topic: Employer Led Training and Development
  Presenters: CVS
  [https://youtu.be/ZOgNgY9S6Jk](https://youtu.be/ZOgNgY9S6Jk)
II. **ACCOMMODATIONS AND ASSISTIVE TECHNOLOGY**

- Topic: *A to Z of Disabilities and Accommodations*, searchable accommodations database, etc.  
  [www.askjan.org](http://www.askjan.org)
  - Topic: *Low Cost, High Impact Workplace Accommodation*  
    [http://askjan.org/media/LowCostHighImpact.html](http://askjan.org/media/LowCostHighImpact.html)
- Topic: *Web Accessibility* perspectives on things like keyboard access, color choices and more  
  [https://www.w3.org/WAI/perspectives/](https://www.w3.org/WAI/perspectives/)
- Topic: *Accommodations Quiz* to check your knowledge  
  [http://thesierragroupfoundation.org/quiz.htm](http://thesierragroupfoundation.org/quiz.htm)
- Topic: Online/Remote *Interpreter Services*  
  [www.purple.us](http://www.purple.us)
Disability and Employment Toolkit – LIVE LINKS!

III. LEGAL/LEGISLATIVE REFERENCES

  https://www.eeoc.gov/laws/statutes/adaaa.cfm
  - Topic: Article on the Americans with Disabilities Act Amendments Act by Janet Fiore, and Jill Fisher, Esquire (a project mentor)
- Topic: Equal Employment Opportunity Commission (EEOC)
  www.eeoc.gov
  - Topic: Additional EEOC guidance on temp agencies:
    https://www.eeoc.gov/policy/docs/qanda-contingent.html
- Topic: US Department of Labor Office of Disability Employment Policy (ODEP)
  https://www.dol.gov/odep/
- Topic: 7% Disability Hiring Rule – US Department of Labor’s Office of Federal Contractor Compliance Programs (OFCCP)
  http://www.dol.gov/ofccp/regs/compliance/section503.htm
- Topic: Self-Identification of disability video: Disability Inclusion Starts With You (OFCCP)
  http://www.dol.gov/ofccp/SelfIdVideo.html
Disability and Employment Toolkit – LIVE LINKS!

IV. RECRUITING RESOURCES

GOVERNMENT/NON-PROFIT (FREE)

• Topic: **Office of Vocational Rehabilitation (OVR)**, PA State Agency providing training and assistance to employers and individuals with disabilities seeking employment
  
  [www.dli.state.pa.us](http://www.dli.state.pa.us)
  
  o Topic: **OVR office directory**
    
  
  • Topic: **Training and placement** in the Philadelphia Region
    
    [www.thesierragroupacademy.org](http://www.thesierragroupacademy.org)
  
  • Topic: **CareerOneStop** (Find Local Help), with Business Reps listed
    
    [https://www.careeronestop.org/LocalHelp/service-locator.aspx](https://www.careeronestop.org/LocalHelp/service-locator.aspx)
  
  • Topic: **Employer Assistance and Resource Network (EARN)** on Disability Inclusion
    
  
  • Topic: **AHEDD** human services organizations
    
  
  • Topic: **CIS, Community Integrated Services**
    

PRIVATE

• Topic: **Disability Recruiter Certification**, Sierra Group’s popular online training tool. Have 8 hours to spare this year? Get trained. Get Certified.
  
  
• Topic: **Disability recruiting** website operated by The Sierra Group
  
  [www.recrutidisability.org](http://www.recrutidisability.org)
  
• Topic: **Talent Acquisition Portal** - Pool of Vocational Rehabilitation (VR) candidates currently being served by the state designated units of RSA
  
  [www.tapability.org](http://www.tapability.org)
  
• Topic: **Disability recruiting** website
  
  
• Topic: **Disability recruiting** website
  
  [http://thinkbeyondthelabel.jobs/](http://thinkbeyondthelabel.jobs/)
Disability and Employment Toolkit – LIVE LINKS!

V. DISABLED VETERANS

Of the 2.5 million service members who were in Iraq and Afghanistan, over 770,000 have filed disability claims. (nvf.org)

- Topic: Veterans Employment Toolkit
  https://www.va.gov/vetsinworkplace/resources.asp
- Topic: National Resource Directory – use the Find a Resource search field
  http://nationalresourcedirectory.gov/
- Topic: TRiO Veterans Upward Bound at the University of Pennsylvania
  http://www.vpul.upenn.edu/eap/vub/
VI. MORE INFORMATION, QUIZZES, AND RESOURCES

- Topic: Employment, statistics and demographics, education, health and program participation [http://www.researchondisability.org/]
- Topic: Stigma Quiz. What subconscious stigmas do you have? Identifying stigmatizing thoughts is helpful in then making the workplace better! [http://letsthinkagain.org/stigma-quiz/]
- Topic: Video interview of a person with a disability 9 months after gaining her job as a customer service helpdesk agent [https://youtu.be/BUkBwtPbuFw]
- Topic: Video interview on the topic of what happens if someone forgets to request an accommodation [http://youtu.be/GjsG7mdKlo]
- Topic: Janet Fiore interviews Robert, who returned to work after 5 years out of the workplace due to disability [https://youtu.be/3WYUHYiYHKQ]
- Topic: Financial incentives for hiring, by the Sierra Group Foundation and sponsored by Sierra Group Inc. [http://employmentincentives.org/]