



[RI Employment/Disability E-News](#)

Volume 8

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Rhode Island College

Learn more about the Sherlock Center: Visit www.sherlockcenter.org

Dear Colleague:

Does it make a difference? This is the question I was asking myself October 29th, the day after the RI Employer Honor Roll Awards Breakfast. Logistics went relatively smooth, good themes and experiences were shared; but I still wondered, did it make a difference? Well, my question was answered. Today an employer in attendance said she was inspired by the entire Honor Roll experience and is gearing up to recruit more employees with disabilities. For those that know me, it was a “dance of joy” moment☺ and reinforced that yes it did make a difference, at least for one employer and perhaps more.

If you didn't attend the Honor Roll, sponsored by the Office of Rehabilitation Service, those in attendance witnessed an inspirational keynote by John Robinson, director of corporate support for WMHT Public Television in Albany, NY. He was born a congenital amputee, without hands or feet, and now stands 3 ft. 9 inches tall. John reminded us of the importance of expectation, taking risks, and the impact of first impressions. He shared his job interviewing experience and determined he wasn't going to get a job unless he could help the employer see beyond his disability—“I had to help the employer be comfortable with me.” His strategy prior to an interview was to tell the employer he was 3ft 9. Additionally, he noted that employers need to recognize their own bias, look beyond the first impression, and make an effort to learn if the person has the skills required for the job with or without an accommodation.

An ORS customer also shared her experience about living a progressive disability and how having a job helped her cope by believing “as long as I get to my desk, things will be O.K.” She highlighted that ORS's help obtaining mobility assistance, support of her counselor, and accommodation made by her employer helped her stay independent and employed!

Employers receiving Outstanding Achievement Awards shared their experiences. The common themes were their employees with disabilities are good workers, have a positive impact on the workplace, and any job accommodation made has been worth it. The bottom line is that it is a good business decision.

Disability Employment Awareness month ends October 31; however, there are still many job seekers with disabilities looking to join the workforce. What else can we do to make a difference? Let's continue the spirit of the month and keep working for *Employment for All!*

Yours in Partnership, Vicki

FYI-John Robinson's book and DVD Documentary “*Get off Your Knees*” is now available. To learn more about John, visit www.getoffyourknees.org. His story is also a PBS documentary. To view a preview, visit <http://www.wmht.org/index.php?s=1&b=10&p=77>.

I hope you find the information in this issue beneficial. To make printing easier, attached is a Microsoft Word .doc file, or you can obtain a PDF version under THEWORKSEN Listserv <http://www.ric.edu/sherlockcenter/onlinepublications.html>.

Please feel free to forward this publication to anyone you think would be interested.

If you have employment/workforce development information to share, or to provide feedback, please contact me at the phone, fax, or email below.

To be added or removed from this THEWORKSEN Listserv, e-mail your request to vferrara@ric.edu or sign-up at the www.sherlockcenter.org under publications.

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[RI Trainings/Workshops/Events](#)

Rite CLICK 2009-2010 Series Dates. Rite Click (RI Transition Exploration) is a way to help shape the future for youth with disabilities, between the ages of 16-21, who are preparing to transition to adult life. The Rite Click principles focus on individualization, community membership, natural supports, and increased independence. Students are invited to explore new possibilities and have conversations about their personal journeys.

Each student and their circles of support will create an Asset-Based Portfolio using “Life Building, Opening Windows to Change” by Dr. Beth Mount. Individual work toward developing opportunities will be encouraged and supported between the scheduled events.

This program will take place through a series of events scheduled for October 26, November 30, January 25 (2010), February 22, and March 29.

Facilitators Doreen McConaghy and Ken Renaud of PAL will lead the process and be available to the students and their circles of support on an as needed basis. Call 401-785-2100 or RI Relay 711 for more information.

Free SSI/SSDI Work Incentives Informational Sessions for Beneficiaries: Sponsored by the Work Incentives Planning and Assistance Project (WIPA). R.S.V.P two weeks prior to the event by calling Jeanne Fay at 421-7005 – ext. 405.

Nov. 18	9:00-11:30 am	NetWORKri, 175 Main Street, Pawtucket, RI
Dec. 16	9:00-11:30 am	NetWORKri, 1 Reservoir Ave., Providence, RI
Jan. 14	1:00-3:30 pm	NetWORKri, 40 Fountain St., Providence, RI

Employer Service Network. A network for staff providing job development, job training/skill enhancement, and/or vocational preparation. Unless otherwise noted, we meet at DLT-Center General Complex, Building 73, 1st Floor Conference Room, 1511 Pontiac Avenue, Cranston, RI 02920.

Nov. 12	8:45 a.m.
Dec. 10	8:45 a.m.

For more information about the group, contact Andjela Cupic at 401-762-3841 or acupic@riral.org.

National Conference on Effective Transitions in Adult Education. Registration is now open for this two-day conference, taking place **November 16 – 17** at the Crowne Plaza Hotel in Warwick, which will focus on strategies and promising practices that help adult learners succeed in postsecondary education and training. For more information, visit <http://www.collegetransition.org/conference09.html> or register at <http://www.collegetransition.org/conference09/registration.html>.

[Regional & National Trainings/Workshops/Events](#)

Career Opportunities for Students with Disabilities (COSD) Annual Conference: The COSD Tenth Annual National Conference is scheduled for **November 8 – 10**, 2009, in Dallas, Texas. For more information, visit <http://www.cosdonline.org/2009-cosd-annual-national-conference>.

TASH 2009 Conference: If Not Us, Who? If Not Now, When? This three-day conference taking place **November 18-21** in Pittsburgh, PA, will feature over 150 peer reviewed sessions, posters, town hall meetings, calls to action, and think tanks, full-day and half-day pre-conference, TASH TECH workshops coordinated and led

by leaders in the field, 30+ exhibitors featuring practical products and services you can use, Networking opportunities, and more. For more information, visit <http://www.tash.org/2009tash>.

The Science and Engineering Apprenticeship Program (SEAP). Administered by the American Society for Engineering Education (ASEE), the Science and Engineering Apprenticeship Program (SEAP) is an eight-week summer research opportunity for high school students grade 10 and up. Participating laboratories are located across several states including Newport, Rhode Island (at the Naval Undersea Warfare Center). Accepted students will receive a \$3,000 stipend (\$3,500 for returning students). For more information and to apply, visit <http://www.asee.org/seap> or call toll free 888-715-ASEE or 202-350-5763. Application closes **January 8, 2010**.

Technology for People with Low Vision. April 22, 8:30-4:30. Applications due **March 12, 2010**. Professionals in our field have expressed a concern about the difficulty of keeping up-to-date with the latest advances in technology for people with low vision. The American Foundation for the Blind (AFB) has received a gift from the Robert W. Woodruff Foundation to address this issue. This is a 1-day workshop on Low Vision Technology presented by Ike Presley, National Project Manager, AFB, Boston Massachusetts Eye and Ear Infirmary, Boston, MA. The workshop has two broad objectives. Participants will acquire a general knowledge of the current types of technology available for people with low vision, and participants will provide input to AFB about the most effective strategies to keep professionals up-to-date on this topic.

Contact Shirley Landrum at slandrum@afb.net for an application. Selected participants will be notified within five days after the application due date. For additional information please visit www.afb.org and select Calendar of Events under AFB Community, or contact Ike Presley at presley@afb.net, 404-525-2303.

SAVE THE DATE: 21st Annual APSE National Conference - June 8-10, 2010. City Lights, Southern Nights. Employment First: Not Just a Slogan. Tune in to the APSE website (<http://www.apse.org/>) for more details!

SAVE THE DATE: 2010 National Brain Injury Employment Conference - June 16-17, 2010. Visit <http://www.denveroptions.org/en/national-brain-injury-conference-follow-up> for more information.

On-Line Training/ Webcasts

ICI Training Calendar – Visit <http://www.nercep.org/necal/>.

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|--------------------------|--|
| Nov. 15 – Dec. 15 | Getting Everyone on Board: Working with Stakeholders |
| Nov. 15 – Dec. 15 | Coaching and Teaching Strategies |

WorkSupport.com For more information, go to <http://worksupport.com/training/courses.cfm#pas>.

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| Mar. 1 – Apr. 4 | Into Adulthood: Transition to Work for Individuals with Autism |
| TBD | Supported Competitive Employment for Individuals with Mental Illness (ACRE-certified) |
| TBD | Supported Competitive Employment for Individuals with Mental Illness (ACRE-certified) |
| Self-paced | Personal Assistance Services in the Workplace |
| Self-paced | Disability Awareness HR Management Online Seminar |

START-UP/USA Online Course / Webcast Offerings. Upcoming training opportunities are listed below. Find out more and register online at <http://www.start-up-usa.biz/training>.

Training through TRN, Inc. Web Course: <http://www.trninc.com/>

- **Dec 2 - 15** Job Coaching & Natural Supports
- **On-Demand** Orientation to Employment of People with Disabilities

- **On-Demand** Orientation to Disability Services

Cornell University Employment and Disability Institute. The Employment and Disability Institute (EDI) advances knowledge, policies, and practices to enhance the opportunities of people with disabilities through projects, training, technical assistance, research, and publications. Below are upcoming Webinars/online training. For more information, visit <http://www.ilr.cornell.edu/edi>.

- **Nov. 16** MBI Webinar 1.5 - The Plan for Achieving Self Support (PASS) and Medicaid
- **Nov. 19** PASS Webinar 1.5 - So My Plan for Achieving Self Support (PASS) Has Been Approved, Now What
- **Dec. 9** PASS Webinar 1.6 - How Will the Plan for Achieving Self Support (PASS) Affect Other Benefits & How Will Work Affect the PASS
- **Dec. 14** MBI Webinar 1.6 - The Medicaid Buy-In (MBI) Application Process

JAN/USBLN Webcast Series: The Job Accommodation Network's educational sessions are held at 2:00 p.m. EST. For more details, go to <http://www.jan.wvu.edu/webcast/>.

- **TBA**

The Way to Work Webinar Series: How to Facilitate Work Experiences for Youth in Transition. You're invited to attend the TransCen webinar series designed especially for busy transition professionals and youth employment service providers. From the convenience of your computer, learn proven strategies and useful skills for helping every youth, regardless of disability, prepare for and succeed in the workplace.

- **Nov. 11** 3:00 p.m. EST Creating Workplace Partners: Keeping Employers Happy
- **Dec. 9** 3:00 p.m. EST On the Job, Now What? Supporting Youth to Succeed

Email questions to learning@transcen.org. Visit <http://www.transcen.org/olt> to register.

[Audio Training Telephone](#)

CTAT Teletraining Now Available. Go to <http://www.ctat-training.com> for more information and to register. All times are from 1:00 – 2:30 pm Mountain Time. Registration fees are \$35 per phone line.

- **Nov. 19** - Supercharged Employment Staff
- **Dec. 15** - Surviving the Holidays: A guide for clients and providers to managing the ups and downs of the season

[News and Notes](#)

BusinessWeek Article on Employing People with Disabilities. Studies show that hiring the disabled does not lead to higher accommodation costs, workers compensation, or sick leave; yet these myths persist. http://www.businessweek.com/managing/content/oct2009/ca2009102_029034.htm

United We Ride National Dialogue. Do you have suggestions and ideas that you would like to share with national leaders that can assist communities to increase access to affordable and reliable transportation services for people with disabilities, older adults, and people with limited incomes? If so, please sign up now to participate in an upcoming national online dialogue with representatives of the federal government, state and community leaders. The dialogue will take place on **November 2-13**, 2009. Visit <http://www.uwrdialogue.org> for more information.

U.S. Labor Department awards cooperative agreement to establish national technical assistance center for employers on people with disabilities. You are subscribed to the home page of the Office of Disability Employment Policy in the United States Department of Labor. This information has recently been updated, and is now available at <http://www.dol.gov/odep/index.htm>.

"I Can" Public Service Announcement now available on YouTube. This flagship PSA was produced specifically for the Campaign for Disability Employment's What Can YOU Do? campaign. Information about the PSA is now available at http://www.youtube.com/watch?v=BG_W7wAe1kw.

Resources

RIRAL/Transition College Information Sessions: Want to make better referrals for adult education students in Rhode Island? An interactive referral website for adult education services in the state has been created at <http://groups.google.com/group/rhodeislandreferrals>. Find profiles of adult education agencies, post class openings or request help with a student referral. Please update your agency's profile information, and if your agency is not listed, contact Karisa Tashjian at ktashjian@yahoo.com to have your agency added to the list. This site is open to all agencies who provide services (educational, social service, etc.) for adult education students in the state. You only need a Google account to access and post information. If you need help setting up an account, please contact Karisa Tashjian at the email above or Bernice Morris at BerniceM@pha-providence.com.

Information Sessions will take place Saturdays, 10:00 am: **October 17, November 21**. 175 Main Street, Pawtucket (2nd floor, Visitor's Center). Call 722-9800 for appointment. Allow two hours for assessment. Please do not bring children to the info session. RIRAL TTC is a partner in the RI Statewide Transition to College (RI TTC). Semester-long programs offer intensive college preparation classes: student success workshops, academic instruction in reading, writing, math, computer, and study skills to prepare students for college readiness and Accuplacer testing. Career exploration workshops and monthly Mentoring workshops are also part of the curriculum. Students receive assistance with the financial aid and college application process and attend academic advising and counseling sessions prior to registering for college courses. Students enroll as a cohort in College Reading (ENGL0850) at CCRI in Providence. RIRAL TTC is a free program with funding provided by the RI Department of Education and the Nellie Mae Educational Foundation in collaboration with CCRI. For information, contact Marie Crecca-Romero, Program Director, at 722-9800 or by email at MarieCrecca-Romero@riral.org. <http://www.dunninstitute.org/>

Fall JAN E-News is now available. Visit <http://www.jan.wvu.edu/ENews/2009/Enews-V7-I4.htm> to access JAN's fall E-News. E-News topics include:

1. Train Your Supervisors and Managers on What Constitutes a Request for a Reasonable Accommodation under the Americans With Disabilities Act (ADA)
2. Campaign for Disability Employment Launches What Can YOU Do? Web Site and Outreach Videos
3. October is Breast Cancer Awareness Month
4. Mobility Enhancing Devices, Part 1 of a 3 Part Series
5. Small Business and the American Recovery and Reinvestment Act of 2009 (ARRA)
6. Common Measures of Central Tendency: Mean, Median, Mode and JAN's Cost of Accommodation
7. JAN Releases New Resources

Three Issue Briefs from the ODEP-funded National Technical Assistance and Research (NTAR) Leadership Center are now available. Issue Brief No. 1: Entrepreneurship for Veterans with Disabilities: Lessons Learned from the Field examines entrepreneurship as a viable option for veterans with disabilities, particularly those returning from the present-day Middle East conflicts. This brief examines the Entrepreneurship Bootcamp (EBV) introduced at Syracuse University's Walt Whitman School of Management. ***Issue Brief No. 2:*** Leveraging State Economic Development Resources to Create Job Opportunities for People with Disabilities highlights existing state regional, and local economic development resource tools and discusses ways in which states and localities can leverage traditional loan and financing programs that enhance job creation, provide access to local employment opportunities, or help support employment for residents, with and without disabilities. ***Issue Brief No. 3:*** Collaborating and Coordinating with Employers examines the evolving relationship between disability employment initiatives and employers, and uses case illustrations of selected collaborations to demonstrate these characteristics, including implications for effectively formulating broad-scale promotion of disability workforce investment initiatives. The NTAR Leadership Center is a collaboration of partners with expertise in workforce development, disability employment, economic development, financial education, benefits planning, and leadership development.

Established in September 2007 through a grant from ODEP, the Center is housed at the John J. Heldrich Center for Workforce Development at Rutgers, The State University of New Jersey.

Want to Make Better Referrals for Adult Education Students in Rhode Island? An interactive referral website for adult education services in the state has been created at <http://groups.google.com/group/rhodeislandreferrals>. Find profiles of adult education agencies, post class openings, or request help with a student referral. Please update your agency's profile information; and if your agency is not listed, contact Karisa Tashjian at ktashjian@yahoo.com to have your agency added to the list. This site is open to all agencies who provide services (educational, social service, etc.) for adult education students in the state. You only need a Google account to access and post information. If you need help setting up an account, please contact Karisa Tashjian at the email above or Bernice Morris at BerniceM@pha-providence.com.

HVRP Factsheet: Asset Building: A Hand Up Out of Poverty for Homeless Veterans. Asset-building is an anti-poverty strategy that helps low-income people move toward greater self-sufficiency by accumulating savings - and purchasing long-term assets. For homeless vets, asset-building can greatly increase the motivation to seek and retain employment. The Assets for Independence Program is a Federal program that provides funding to organizations offering Individual Development Accounts (IDAs) to enable low-income individuals and families to save toward the purchase of a first home, enrolling in an educational or training program, or starting a small business. Each dollar that the participant saves is matched by up to \$8 from federal, state, local, and private funds. Visit <http://www.hvrp.org/resources/content.cfm/842> to read this new fact sheet.

START-UP/USA Self-Employment Fact Sheet: An Analysis of Self-Employment Outcomes within the Vocational Rehabilitation System. There are two primary references to self-employment within the Rehabilitation Act of 1973, as amended by the Workforce Investment Act of 1998, Public Law 105-220, Title IV, The Rehabilitation Act Amendments of 1998. Self-employment within the Vocational Rehabilitation (VR) system is addressed both as an employment outcome and as a set of services intended to assist VR participants to be successful in self-employment. Visit <http://www.start-up-usa.biz/resources/content.cfm?id=839> to read this fact sheet.

Visit the New Autism Website. VCU ASD Career Links is a collaborative initiative between VCU and the Virginia Department of Rehabilitative Services (DRS). The purpose of this project is to conduct evidence-based research on vocational rehabilitation (VR) service models for individuals with Autism Spectrum Disorders (ASD). Visit <http://www.vcu-autism.org/index.cfm> to find out more about this research project.

Wage Reporting for Beneficiaries of SSA Disability Programs. This FREE presentation by Lucy Miller provides practical information on how to effectively report wages or other forms of earned income to the Social Security Administration. This training offers an overview of the new SSI Automated Telephone Wage Reporting System and discusses when use of this system is most beneficial. Additional real-life techniques for effective wage reporting are described and tested tools for use in wage reporting also shared. Visit <http://www.vcu-ntc.org/training/viewWebcast.cfm/149> to view the archive.

Breaking New Ground. "Cultivating Independence for Persons with Disabilities in Agriculture", this website focuses on services and rehabilitation technology to support people with disabilities in agricultural worksites. Operated by Purdue University, it has had a primary focus on residents of Indiana. It has recently taken on the leadership role for the National AgrAbility Project. For more information, visit www.breakingnewground.info.

Disability and Employment Community of Practice. Workforce3 One has released a new disability and employment resource page to make employment-related information and promising practices available to the workforce system. This new disability and employment community of practice will help promote positive employment outcomes for people with disabilities and expand the capacity of the One-Stop Career Center system to serve customers with disabilities. The new resource also has information to help the business community understand disability employment-related topics such as tax incentives and recruiting and accommodating employees with disabilities. <http://disability.workforce3one.org/>

Proyecto Visión Fall 2009 Newsletter. The Proyecto Visión Fall 2009 Newsletter is now available in English and Spanish at <http://www.proyectovision.net/english/news/index.html>.

Internships

Internships in the Arts. The Kennedy Center accepts applications as follows: **October 25, 2009** for Winter/Spring 2010 For more information: <http://www.kennedy-center.org/education/artsmanagement/internships/home.cfm>

Scholarships

AAHD Scholarship Program. The American Association on Health and Disability (AAHD) announced the creation of the 2009 AAHD Scholarship Program. The Program will support students with disabilities who are pursuing higher education. Preference will be given to students who plan to pursue studies in the field of public health, health promotion, or disability studies, to include disability policy and disability research. Visit www.aahd.us to read more about the program and to download the application.

Grants

Nothing new to report...

Job Postings RI & National

TO ANNOUNCE OPENINGS, SEND REQUESTS TO VFERRARA@RIC.EDU

Nothing new to report...

ONLINE Job Seeking Resources

EMPLOYRI - <https://www.employri.org/> draws job postings from ALL local jobs boards (except Monster.com). under quick menu, click job search; choose location search criteria, provide job title or other criteria. Source codes are listed at the bottom of the page.

RI State Employment (including colleges) <http://www.dlt.ri.gov/webdev/JobRI/statejobs.htm>. FYI-State of RI has over 20 job postings

RI Community Jobs - list-serve for job openings in non-profits
<http://listserv.brown.edu/archives/ricomjob.html>

RI Job Bank <http://www.jobbankinfo.org>

RI Job Fairs / Recruitments Expos'
netWORKri - <http://www.dlt.ri.gov/webdev/JobRI/recruitments.htm>
RIDLT Employer Service unit - <http://www.dlt.ri.gov/esu/ESUevents.htm>

USAJOBS - The Federal Government's Official Jobs Site - <http://www.usajobs.gov>

Career Gateway - A web-based service of Career Opportunities for Students with Disabilities (COSD) for employers and graduating college and university students where students can post their resumes and employers can search for qualified candidates. For information go to <http://www.cosdonline.org>.

FEEDBACK PLEASE

Your feedback is important. If you have comments about this e-news please forward to vferrara@ric.edu Thank You!