

**Make Work Work – Workshop
Employer Disability Toolkit**





July 10, 2012

Helping Leaders Limit their Liability by Learning the Law™

Program Agenda

- The Business Case (*Why?*)
- Federal, State, and Local Resources (*Where?*)
- Proactive Strategies for Recruitment and Retention (*What and How?*)
- Target Populations (*Who?*)
 - Older Workers
 - Youth
 - Veterans
 - Persons with Physical/Mental Health Disability
 - Caregivers
 - Other
- Rewards and Recognition (*When?*)

This program does not constitute the rendering of legal advice. You should consult with employment counsel on matters impacting your organization.




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Some Current Stats

- June 8th – BLS Press Release – 2011 Stats
- 17.8% of persons with disabilities were employed
- The employment rate of persons without disabilities was nearly ___ time that amount or ___%
- But compare the unemployment rates:
 - 15.0% for persons with disabilities
 - 8.7% for person without disabilities
 - Why only double when the employment rate is 4x less?

Source: <http://www.bls.gov/news.release/pdf/disabl.pdf>



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Federal Resources

- 22 Federal Agencies!
- National Resources
 - ODEP
 - JAN
 - TBTL - <http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx>
 - APSE - <http://www.apse.org/>



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State & Local Resources

- 72 Resources in Nebraska!
- http://www.pascenter.org/state_based_stats/local_resources.php?state=nebraska



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State & Local Resources – Multi-State


- Choose Network for Multi-State Employers
- <http://choosework.net/resource/jsp/searchByState.jsp>




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Proactive Strategies for Recruitment *(What and How?)*

- Sourcing
- Walk the Talk



The screenshot shows the SHIA (Statewide Health Improvement Action) website. It features a navigation menu at the top, a main content area with a photo of people, and a sidebar with a 'WIP' (Work in Progress) section. The website is designed with a blue and white color scheme.

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Proactive Strategies for Recruitment *(What and How?)*

- JD's & Essential Functions
- Consider accommodations in advance



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Proactive Strategies for Retention

- US Senate HELP Cmte Hearing (an excerpt)
 - <http://www.help.senate.gov/hearings/hearing?id=15e2384c-5056-9502-5dae-0e592cbdcf17>



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Proactive Strategies for Retention

- GAO reports that a disabled worker who remains out of work for more than 6 months has only a 50% chance of ever returning to work.
<http://www.gao.gov/assets/160/155504.pdf>



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Practical Examples

- Equipment
- Assistive technology
 - ODEP's [AT Work](#)
- Interpreters
- Flexible scheduling
- Telework
- RTW coordinators/case managers
- Light duty
- Wellness programs
- EAP
- Ergonomics evals
- Leave programs
- Safety evals
- Community, charity work
- Training
- Updated JD's
- DCPA



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Really?! 2012

- FWI/SHRM's 2012 "National Study of Employers" found:
- 77% of employers offer flex time
- 74% offer EAP services
- 63% offer flex place
- 63% have wellness programs
- 41% offer info to Ees about services for elderly family members
- WHY?! #1 Reason for Implementing Work Life Initiatives was: _____



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Target Pops

- Older Workers
- Youth <http://www.ncwd-youth.info/guideposts>
- Veterans <http://vetsuccess.gov/home>
- Persons with Physical/Mental Health Disability
- Caregivers
 - "Tips for Parents and Families" - <http://www.ncwd-youth.info/information-brief-28>



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WORKSHOP!! *Practical Application*

- *Practice Your Passion* (personal or organizational)
 - Older workers
 - Youth
 - Veterans
 - Mental Health
 - Caregivers
- Where are our AAP gurus?
- 10-15 minutes
- Exchange business cards
- Select a spokesperson/scribe
- Share next steps
- Tell us your story



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Rewards & Recognition



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Nebraska's 2011 Winner!!!

- McGladrey - Omaha, NE
<http://www.shrm.org/hrdisciplines/benefits/articles/pages/2011sloanwinners.aspx>




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Rewards & Recognition



Recruitment & Retention



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MORE Resources!

- SHRM's When Work Works - <http://www.whenworkworks.org/>
- WWW Toolkit - http://www.whenworkworks.org/research/downloads/www_toolkit_120222.pdf
- Families & Work Institute - www.fwi.org



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Questions?

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