



TIE THAT BINDS

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ATTITUDE IS THE REAL DISABILITY

WOTC UPDATE

WOTC is currently in legislative hiatus, meaning the tax legislation expired (12-31-2013) and is not currently in effect, however, we expect congress to pass a continuing resolution retroactive to January 01, 2014, sometime by mid- year. Encourage employers to continue to submit WOTC applications on 2014 hires that they think qualify as a targeted group member so they are in compliance with the 28 calendar day application submission requirement.



Myths and Facts

It has been some time since I have written about the myths and facts around disabilities. This information comes from a state of Indiana website.

MYTH: Accommodating workers with disabilities costs too much.

FACT: Reasonable accommodation is usually far less expensive than many people think. A recent study commissioned by Sears indicates that of the 436 reasonable accommodations provided by the company between 1978 and 1992, 69% cost nothing, 28% cost less than \$1,000, and only 3% cost more than \$1,000.

MYTH: People with mental illnesses cannot tolerate the stress of holding down a job.

FACT: In essence, all jobs are stressful to some extent. Productivity is maximized when there is a good match between the employee's needs and working conditions, whether or not the individual has mental health needs.

MYTH: Once people develop mental illnesses, they will never recover.

FACT: Studies show that most people with mental illnesses get better, and many recover completely. Recovery refers to the process in which people are able to live, work, learn, and participate fully in their communities. For some individuals, recovery is the ability to live a fulfilling and productive life. For others, recovery implies the reduction or complete remission of symptoms. Science has shown that having hope plays an integral role in an individual's recovery.

MYTH: When there are several qualified applicants for a job and one has a disability, the ADA requires the employer to hire that person.

FACT: An employer is always free to hire the applicant of its choosing as long as the decision is not based on disability. If two people apply for a data entry position for which both speed and accuracy are required, the employer may hire the person with the higher speed and level of accuracy, because he or she is the most qualified.

MYTH: People with disabilities can only do simple, repetitive jobs or can only do light duty work.

FACT: People with disabilities have a variety of skills to offer, which differ from individual to individual, as with everyone else.

MYTH: Employees with disabilities have a higher absentee rate than employees without disabilities.

FACT : Studies by firms such as DuPont show that employees with disabilities are not absent any more than employees without disabilities.

MYTH: People with disabilities are unable to meet performance standards, thus making them a bad employment risk.

FACT : In 1990, DuPont conducted a survey of 811 employees with disabilities and found that 90 percent rated average or better in job performance compared to 95 percent for employees without disabilities.

MYTH: People with disabilities are more likely to have accidents on the job than employees without disabilities.

FACT : In the 1990 DuPont study, the safety records of both groups were identical

Training Link

As listing of the training that the DRS/UT Employment Consultants are conducting can be viewed at the link below. It will also feature webinars and conferences concerning issues about employment. Our goal is to update it on Fridays.

<http://tiny.cc/tnvrtrainings>.

Partners in Education

I was able to attend the Partners in Education Conference in Nashville in February. I sat in on the keynote from Dr. Eric Carter from Vanderbilt. There were two points from his address that resonated with me.

The first had to do with predictors of success. The question was: What are common factors that predict successful employment for former students, one year out of school. What was

uncovered was that most former students working one year after transitioning from high school were that they worked during high school, the parents were supportive and the former student had household chores that were expected to be completed.

The other point that stuck with me was the three “R”s. It is not reading, ‘riting and ’rithmetic. It is rigor, relevance and relationships. Schools need to make course work rigorous and relevant for all the students. Relationships between students with disabilities and students without disabilities need to be forged. These relationships and interactions will carry through to adult life. These interactions will be remembered in interviews, with colleagues in the break rooms and in board rooms. These relationships need to be sowed in the classroom, so they can flourish in the boardrooms.



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Certified Employment Support Professional (CESP)

Exam

Has been re-scheduled for March 25, 2014 at 9am

In Nashville

You can still register.

Go to www.apse.org.

Click on certification box

Click on CESP Exam opportunities.