

Community Employment Opportunities

Promoting an Inclusive Workforce





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VOCATIONAL SUPPORT SERVICES

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What is a Disability?

- Webster's Definition
- Disability **1 a** : the condition of being **disabled** **b** : inability to pursue an occupation because of physical or mental impairment
2 : lack of legal qualification to do something
3 : a disqualification, restriction, or disadvantage
- **dis-able**
1 : to deprive of legal right, qualification, or capacity
2 : to make incapable or ineffective; *especially* : to deprive of physical, moral, or intellectual strength
synonym see **WEAKEN**

Inclusion Activity

What were you thinking?

How did you feel?

History of Community Employment Opportunities Association

How we evolved from individual
agencies to the BIG PICTURE....

- Fall of 2003
 - Talks started at Goodwill

- Summer of 2004
 - Facilitated meeting at neutral location
 - 2 sessions

- Fall of 2004
 - Agency representatives formed CEO

What is Collaboration?

- **Answer**
- To work together, especially in a joint intellectual effort.
- To cooperate treasonably, as with an enemy occupation force in one's country.
- The act or process of collaborating.
- A product resulting from collaboration: This dictionary is a collaboration of many minds.
- Source: www.Dictionary.com

Collaboration exercise

- Building trust has been an important factor in working together.

- How could your organization benefit by collaborating with a “competitor”?

Benefits of Hiring

- CEO Video
- Financial Incentives
 - Work Opportunity Tax Credit (WOTC)
 - On the Job Training Reimbursement (OJT)
 - Work Experience Program

The American's with Disabilities Act (ADA)

- Enacted in 1990
- Who qualifies?
- Reasonable accommodations
- Average Cost

Accommodations

- Job Accommodation Network
- Assistive Technology

Disability Awareness Quiz

- 1. The Americans with Disabilities Act (ADA) was enacted in _____.
- a. 1962
- b. 1985
- c. 1990

- 2. The National Organization on Disability reports that ____ million Americans have a disability.
- a. 20 million
- b. 54 million
- c. 79 million

- 3. It is better to say “disabled person” rather than “person with a disability”.
 - a. True
 - b. False
- 4. When a TTY user calls a business that does not have a TTY, she places the call through her state’s relay service.
 - a. True
 - b. False

5. A person with a learning disability can be cured through training and medication.

- a. True
- b. False

6. There are ___ diagnosed types of growth-related disorders that can cause dwarfism and that result in a person being 4 feet 10 inches or less in height.

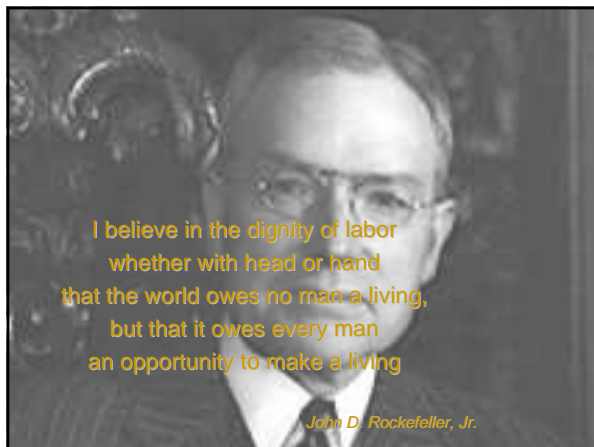
- a. 200
- b. 25
- c. 76

7. An epileptic seizure can be stopped with the use of strobe lights and beepers.

- a. True
- b. False

8. The majority of people who become deaf later in life use sign language to communicate.

- a. True
- b. False



Questions??????

Thank you for your
time and attention!
