



Cornell University
ILR School
DBTAC-Northeast ADA Center

PROGRAM

2

ADA Trainer Network | Program 2

Getting a Job and Moving Ahead in a Job When Working with a Disability

Introduction

People with disabilities are unemployed or underemployed at astonishingly high rates. In 2005, the employment rate for working-age people with disabilities was 37.7%, as compared to 79.7% for those without disabilities. Sadly, the employment rate for people with disabilities continues to decrease. This training is designed to provide valuable information on how to support people with disabilities in obtaining and excelling in employment. This seven module training is filled with interactive activities and case stories that will challenge what you know about disability rights, laws, and employment rights. This training presentation is based on one of a series of nine essential trainings developed and offered by the Disability and Business Technical Assistance Center (DBTAC-Northeast) at Cornell University in cooperation with the DBTAC Northwest at the University of Washington.

Goals & Objectives

Module 1: Success Stories

- Be aware of people with disabilities who have achieved success in a variety of jobs
- Believe that people with disabilities can make valuable contribution in the world of work
- Intend to actively pursue career opportunities in either current or new positions



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Module 2: Your Concerns and Dilemmas

- Identify participants' concerns in getting or advancing in a job

Module 3: The ADA and Employment: An Overview

- Understand the overall employment provisions of the ADA
- Believe that people with disabilities have the right to a discrimination-free workplace
- Apply participant understanding of the law to get a job and move ahead

Module 4: Navigating the Hiring Process

- Understand the rights of people with disabilities in hiring and pre-employment situations
- Believe that people with disabilities have legal rights in a hiring situation
- Enable people with disabilities to navigate the hiring process

Module 5: About Reasonable Accommodations

- Understand the rights and responsibilities of a job seeker with a disability
- Believe that people with disabilities have legally protected rights to negotiate and receive reasonable accommodations
- Suggest effective and sustainable reasonable accommodations for a person with a disability

Module 6: Talking to Employers: Requesting a Reasonable Accommodation or Disclosing a Disability

- Know effective ways to disclose or discuss a disability with a current or potential employer
- Believe that people with disabilities can be effective in discussing a disability with an employer
- Develop a plan for discussing a disability with an employer

Module 7: Your Concerns and Dilemmas

- Generate additional solutions to participant concerns

All Available Trainings

Program 1: Disability Awareness: Understanding the ADA

Program 2: Getting Hired and Moving Ahead in a Job When Working with a Disability

Program 3: Tapping into Talent

Program 4: Serving Customers with Disabilities

Program 5: About Hidden Disabilities

Program 6: Reaching Individuals with Disabilities: Accessibility in Federal, State, and Municipal Entities

Program 7: Reaching Individuals with Disabilities: Accessibility in Private or Commercial Business

Program 8: Accessible Technology in the Workplace

Program 9: Accessible Web Sites: Everyone Benefits