



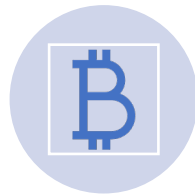
Job Development in a Virtual World

Presented by MRAJPD

Overview



Job Development
Tips to “Bridge the
Gap” of Virtual Work



Benefits of Virtual
Options – Retention
etc.



Open the
Conversation
(Employer feedback)



Provide
Resources/Solutions
to the Hiring Needs



Janet Fiore



Employer/Customer
Panel- Success and
Challenges

The **Job Placement & Development division** is one of the largest divisions of the National Rehabilitation Association, serving individuals and organizations whose efforts are directed toward career development and employment of persons with disabilities.

JPD seeks to enhance these efforts by:

- Exchanging ideas
- Increasing understanding
- Identifying goals

Cooperative action

These efforts are approached on a nationwide basis by a strong and growing JPD national, regional, and state network.

Membership Eligibility

Membership is open to any person or group who is a member of the National Rehabilitation Association and is interested in enhancing the lives of persons with disabilities are involved in the job placement process.

MRAJPD



Introductions- MRAJPD Board Members

- Rachel Mularz MBA, CESP™ MRAJPD President-
Director of Career Development and Placement
Services
- Anna Warbach MA, CRC, MRAJPD President 2020-2021
- John Foster B.A., CESP™ MRAJPD Treasurer
- Gary M. Holik M.A., CRC, CBSP, MRAJPD Secretary
Business Relations Consultant
- Julie K. Clark M.A., CRC, LPC, MITS, CAADC -
Development Plan- Pre Ets Vocational Rehabilitation
Counselor
- Dave Campbell M.A., CRC, Manager with State of
Michigan: Workers' Disability Compensation Agency





Job
Development
Tips

Identify positions that COULD be performed remotely- Why?

Review job postings- apply-discuss

Pose the Obvious questions- How do get everyone on board?

“While most co-workers support disability accommodations, these can sometimes generate jealousy and resentment” (Shur, Mason & Kruse, 2020).

Coach the customers on what to say/inquire

Know the Tech needed prior- gather feedback from established employer relationships (could/would they implement)

Benefits of Virtual Options – Retention etc

Innovation- New methods to get a job/task done



More efficiency



More retention- flexible work schedules, work life balance etc.



Supporting DEI Efforts organizationally

How to Become a More Inclusive Employer

1. Have an accessible web platform which can be read by a screen reader and include audio if possible.
2. Make sure the area for in person interviews is accessible
3. Promote and honor requests for reasonable accommodations
4. Inform candidates of tests or assessments ahead of time
5. Focus on the Essential Functions of the job
6. Using Person First language
7. Understand that accommodations are not limited to just adjustments to physical equipment or modifications. The Americans with Disabilities Act (ADA) has good information on this.



Open the Conversation (Employer feedback)



- Ask employers/management to meet briefly (Q&A) Needs analysis
- What positions could be remote or hybrid?
- Feasibility – what do they need? What are their barriers?
- Would they be willing to meet with a customer, do discuss feasibility, simply for feedback- no discussion of hiring
- Would they be open to continued discussion
- Let them know of the Accommodation Process Resources you have, make them feel comfortable asking questions

Provide Resources/Solutions to the Hiring Needs

Michigan Rehabilitation Services (State Department of Labor and Economic Opportunity)
[Labor and Economic Opportunity - Michigan Rehabilitation Services](#)

Bureau of Services for Blind Persons (State Department of Labor and Economic Opportunity)
[Labor and Economic Opportunity - Services for Blind Persons \(michigan.gov\)](#)

What are Vendors? SCM, Peckham, Disability Network etc.

The Job Accommodation Network (JAN) is a free, confidential service from the U.S. Department of Labor's Office of Disability Employment Policy that provides individualized accommodation solutions. You can contact JAN by phone at 1-800-1526-7234 (Voice), by TTY at 1-877-781-9403, or via its website. www.askjan.org

The **ADA Technical Assistance Manual** on the employment provisions (Title I) of the ADA is available from the **Equal Employment Opportunity Commission (EEOC)** by calling 1-800-669-3362 (V) or 1-800-800-3302 (TTY). <https://www.eeoc.gov/laws/guidance/technical-assistance-manual-employment-provisions-title-i-americans-disabilities-act>

Ten regional **Disability and Business Technical Assistance Centers (DBTACs)** sponsored by the U.S. Department of Education's National Institute on Disability and Rehabilitation Research provide ADA information, training and technical assistance across the nation. They can be contacted at 1-800-949-4232 (V/TTY). <https://disabilityinfo.org/>

Janet Fiore

CEO & Founder★ADA
Accommodations Expert★Disability
Recruitment★Digital Accessibility &
D&I Consultant★Expert Witness



Discussion Introductions
Moderator: Rachel Mularz

**Stephanie
K. Confer**

**Ashley
Seymore**



MASS TRANSPORTATION AUTHORITY

Customer Service: (810) 767-0100

References

- Lisa A. Schur, Mason Ameri & Douglas Kruse (2020). Telework After COVID: A “Silver Lining” for Workers with Disabilities?