Employer Partners’ Webinar
Friday, October 29, 2010
3:00 - 4:00 pm - Eastern Time
MODERATOR

Tom Gloss, Ticket Program Specialist, CESSI, Division of Axiom

- Welcome.
- Submit questions during presentation - Q&A box on webinar screen.
- SSA recipients are referred to as “beneficiary” or “Ticket Holder.”
- Audience Service Providers refer to link for resources:

  www.cessi.net/ttw/resources/providers.html
OPENING REMARKS

Regina Bowden, Acting Deputy Associate Commissioner, Office of Employment Support Programs, SSA

Welcome.

Background.

- 12 million people receive Social Security benefits due to disability.
- Benefits are paid through Social Security Disability Insurance & Supplemental Security Income.
- The Ticket to Work program increases opportunities.
- Beneficiaries with disabilities, ages 18 through 64.
- Beneficiaries assign Ticket.
- SSA pays the EN when the beneficiary has earnings that hit set milestones.
CONTINUED

Regina Bowden, Acting Deputy Associate Commissioner, Office of Employment Support Programs, SSA

Why.

- Many beneficiaries say they want to work.
- May need help preparing for employment or actually getting a job.
- Ticket program gives them additional choices.
- Ticket payments are not fee-for-service.
- The Ticket program represents good stewardship of government money.
CONTINUED

Regina Bowden, Acting Deputy Associate Commissioner, Office of Employment Support Programs, SSA

Who.

- Diverse with varied education, skills and work experiences.
- More than 1,000 beneficiaries per month assigning Tickets.

Employer Participation.

- Employer participation is crucial to the success of the Ticket program.
- Ticket program is a resource to help meet your hiring goals.

Introduction – Claudia Gordon.
OPENING REMARKS

Claudia Gordon, Special Assistant to the Director, Office of Federal Contract Compliance Programs, DOL


“To enforce, for the benefit of job seekers and wage earners, the contractual promise of affirmative action and equal employment opportunity required of those who do business with the federal government.”
CONTINUED

Claudia Gordon, Special Assistant to the Director, Office of Federal Contract Compliance Programs, DOL

► To Put It Simply…

OFCCP level the playing field for everyone by

Protecting workers

Promoting diversity

Enforcing the law

Taxpayer dollars should never be used to discriminate.
CONTINUED

Claudia Gordon, Special Assistant to the Director, Office of Federal Contract Compliance Programs, DOL

Section 503 of the Rehabilitation Act of 1973

- Prohibits discrimination against people with disabilities and requires affirmative action.

- Applies to establishments with a covered federal contract or subcontract valued in excess of $10,000.

- Contractors that meet the 50 employee / $50,000 threshold are required to develop and maintain a written AAP.
OVERVIEW – TICKET TO WORK

Tom Gloss, Ticket Program Specialist CESSI, Division of Axiom

Finding good, qualified job candidates can be time-consuming.

The Ticket program can help you!

Connect with local Employment Networks: www.yourtickettowork.com/endir
CONTINUED

Tom Gloss, Ticket Program Specialist CESSI, Division of Axiom

Market job openings and find qualified job candidates through Employment Networks.

WISE – Work Incentive Seminar Events:  www.cessi.net/wise

Your company can become an Employment Network and potentially earn more than $20,000 per Ticket Holder. You can also simultaneously be an Employer Partner. Terremark Worldwide, one of our Employer Partners, is also an Employment Network.
OVERVIEW – EMPLOYER PARTNER PROGRAM

Leslie Wilson, President/CEO, Wilson Resources, Inc.

- People with disabilities are America’s largest minority group.
- There are an estimated 36 million Americans with a disability.
- For businesses/employers that equals untapped employees and customers.

Source: U.S. Census Bureau, American Community Survey 2008
CONTINUED

Leslie Wilson, President/CEO, Wilson Resources, Inc.

- The number of people with disabilities is on the rise due to many factors, including an aging population.

- There are 77 million baby boomers – it is estimated that 52% of the boomers will become disabled.
CONTINUED

**Leslie Wilson**, President/CEO, Wilson Resources, Inc.

- There are 19.8 million Americans with disabilities between the ages of 18-64 – working age.

- Of those 16+, 78% are not employed. By contrast, 30% of those without disabilities 16+ are not employed.

**Sources:** U.S. Census Bureau, American Community Survey 2008; Bureau of Labor Statistics August 2010
CONTINUED

Leslie Wilson, President/CEO, Wilson Resources, Inc.

Without employers there are no jobs!
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Leslie Wilson, President/CEO, Wilson Resources, Inc.

HISTORY

The Ticket to Work Employer Partner Program was developed to make it easier for employers to connect to millions of Social Security Beneficiaries who are Ticket Holders looking for employment and the Ticket’s Employment Networks/service providers who are helping them become employed. This is an untapped, talented workforce.

Link to Employer Partners:

www.cessi.net/ttw/employer/partners.html
CONTINUED

Leslie Wilson, President/CEO, Wilson Resources, Inc.

WHAT IS THE TICKET TO WORK EMPLOYER PARTNER PROGRAM?

- FREE posting of your company’s logo with a link to your career webpage/job postings where Ticket Holders and Employment Networks/service providers will be directed.

- Posting of your company’s diversity hiring statement promoting your company as a disability-friendly employer.

- Susan Samuels will provide details on how to become an Employer Partner at the end of this webinar.
CONTINUED

Leslie Wilson, President/CEO, Wilson Resources, Inc.

BENEFITS OF BECOMING A TICKET TO WORK EMPLOYER PARTNER

- Easily connect to millions of Ticket Holders searching for employment.

- Easily connect to hundreds of Ticket to Work Employment Networks assisting Ticket Holders to become employed. Link to Employment Networks nationwide: www.yourtickettowork.com/endir

- Announce to the world that your company wants to recruit and hire people with disabilities.

- Promote a commitment to diversity and a positive work environment that is accessible to all qualified applicants.
CONTINUED

Leslie Wilson, President/CEO, Wilson Resources, Inc.

BENEFITS OF BECOMING A TICKET TO WORK EMPLOYER PARTNER

 Covered Federal Contractors

The U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) is increasing its emphasis on federal contractors’ Section 503 compliance and reviewing recruitment and outreach efforts to the community of individuals with disabilities. Becoming an Employer Partner is one of the ways you can connect to talented candidates with disabilities and the Employment Networks that serve them. Link to Employment Networks nationwide: www.yourtickettowork.com/endir
CONTINUED

Leslie Wilson, President/CEO, Wilson Resources, Inc.

EMPLOYER PARTNER PANELISTS

CHRISTINE NEIGH, LOCKHEED MARTIN COMPANY
Corporate Director, Equal Opportunity Programs

ALAN MITTMAN, CORNELL UNIVERSITY
Director, Workforce Policy and Labor Relations

EVELYN WALKER, AT&T
Senior Manager, Talent Attraction

Christine Neigh, Corporate Director, Equal Opportunity Programs

- Background.
- Focus on Ability.
- Outreach (and How We Became a Ticket to Work Employer Partner).

Alan Mittman, Director, Workforce Policy and Labor Relations

BEYOND COMPLIANCE

History of diversity and inclusion:

“I would found an institution where any person can find instruction in any study.“
–Ezra Cornell, 1868

Enduring commitment to support equality of education and employment opportunity:

No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination [based on] … disability….

http://hr.cornell.edu/diversity/eeeo/statement.html
CONTINUED

Alan Mittman, Director, Workforce Policy and Labor Relations

OUR DIVERSITY GOALS INCLUDE:

…. to ensure that our community embraces and supports individuals from all disability groups in their chosen pursuits. www.cornell.edu/diversity

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Alan Mittman, Director, Workforce Policy and Labor Relations

Cornell as Employer Partner

Connects with Employment Networks for employee referrals:

- Challenge Industries
- Employment Connection
- NYS VESID
- Finger Lakes Independence Center (FLIC)
- Association for Vision Rehabilitation and Employment
CONTINUED

Alan Mittman, Director, Workforce Policy and Labor Relations

CORNELL AS EMPLOYER PARTNER

Participates in local diversity consortiums/planning teams with focus including enhancing employment of qualified individuals with disabilities:

- Tompkins County Diversity Consortium
- Tompkins County Job Search Consortium
- Cornell University Diversity Council
- FLIC Annual World of Skills Career Fair
CONTINUED

Alan Mittman, Director, Workforce Policy and Labor Relations

◆ PROMOTING “BEST PRACTICES”

Comprehensive disability information page: www.cornell.edu/disability

Commitment to Disability Access for Ithaca Campus Faculty, Staff, and Students

Physical Accessibility ● Educational Programs and Services ● Technology

Communication ● Employment, including student employees

Emergency preparedness/evacuation of individuals with disabilities
Evelyn Walker, Senior Manager, Talent Attraction

Diversity Statement

“For AT&T, diversity and inclusion will always be top priorities. We strive to be an innovative Company that successfully leverages diversity and inclusion to drive employee engagement and deliver world-class products and services.”

- Randall L. Stephenson, Chairman and Chief Executive Officer

AT&T

RJP Videos & Podcasts Transcribed & Closed Captioned in English & Spanish

- Easy access to request accommodations for online application
- Single entry & application point for all jobs
- Approved as an Accessible Application site by EARN
- Web Marketing Association Awards for Design Standard of Excellence & Employment Standard of Excellence

Support for Americans with disabilities who want to work

Veterans Partnerships
- Hire Heroes USA
- Sentinels of Freedom
- Operation Hand Salute

External Partnerships
- Disability At Work (DAW) Internet Radio
- Employment Assistance & Recruiting Network (EARN)
- Job Accommodation Network (JAN)
- American Foundation for the Blind (AFB)
- Office of Disability Employment Policy (ODEP)
- Member of Business Advisory Council for disAbility Link

SME’s in Disability & Aging
- AT&T Panel on Access & Aging
- Expert Team on Access & Aging

Media & Posting Strategy
Our jobs automatically post to over 180 diversity, including, disability sites

Benefits of being a Ticket to Work Partner
- It’s simply the right thing to do
- Access to job seekers
- Work Opportunity Tax Credit (WOTC)
- Complements our Project CapAbility Initiative

Support for Americans with disabilities who want to work
• Individuals with Disabilities Enabling Advocacy Link (IDEAL)

• IDEAL's mission is to be a resource group for people interested in the employment and issues of people with disabilities: to enhance the understanding, awareness, and resolution of the challenges facing individuals with disabilities in the workplace, to support programs geared towards the realization of common goals and objectives that aid in the removal of barriers that impede the full employment, development and optimum productivity of employees with disabilities. IDEAL is concerned with the advancement of people with disabilities in the workplace and making technology accessible to the disability community and understands that universal design ensures overall business success.

- Examples of products and services

- Disability Services

- AT&T’s commitment to our customers with disabilities
  http://www.wireless.att.com/learn/articles-resources/disability-resources/disability-resources.jsp

- AT&T voice activated remote

- Telehealth remote monitoring

HOW TO APPLY

HOW TO JOIN US AS AN EMPLOYER PARTNER

View the growing list online: www.cessi.net/ttw/employer/partners.html

1. Complete short application
2. Provide your company’s:
   - logo
   - URL link to career page
   - statement of commitment
   - proof of membership to a professional organization

Contact: Susan Samuels
Account Manager
Ph: 703.448.6155, x-235
Email: ssamuels@cessi.net

Support for Americans with disabilities who want to work
CLOSING – Tom Gloss

Thank you for joining us today!

Please feel free to continue viewing the slides to follow, including a map of beneficiaries nationwide:
SUCCESSFUL EMPLOYEE


Support for Americans with disabilities who want to work
SUCCESSFUL EMPLOYEE


Support for Americans with disabilities who want to work
Here are examples of famous people who contributed to society and the world.

The only difference between these people and the employees you hire is that you may not hire someone who will become famous – OR -- maybe you will.

**ASPERGER’S SYNDROME**

- Albert Einstein
- Isaac Newton
- Benjamin Franklin
FAMOUS PEOPLE WITH DISABILITIES

AMPUTEES

Senator Daniel Inouye
Pilot - Jessica Cox
Geologist - John Wesley Powell

FAMOUS PEOPLE WITH DISABILITIES

WHEELCHAIR USERS

**Stephen Hawking**

**Franklin D Roosevelt**

**Itzhak Perlman**
At work, it’s what people can do that matters.
Ticket to Work & Work Incentives