



Opening Doors to Work

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FALL 2010

UTAH'S MEDICAID INFRASTRUCTURE GRANT

"One of the most important measures of any society is how well it enables each person to live up to his or her potential ... providing you with the supports and services so you can succeed goes beyond that—it goes to the heart of our nation's future."

~ President Barack Obama

20 Years with the Americans with Disabilities Act (ADA)



Signed into law on July 26, 1990 by former President George H. Bush, the ADA celebrates 20 years of making our country more accessible for people with

disabilities. The ADA gives civil rights protections to people with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin and religion.

The ADA guarantees equal opportunity for people with disabilities in public accommodations, employment, state and local government services and telecommunications. Amendments in January

2009 made necessary revisions and expanded the definition of disability that further opportunities for people with disabilities. On July 26, 2010 President Obama signed an Executive Order to Increase Federal Employment of Individuals with Disabilities.

To learn more about the Americans with Disabilities Act, see <http://www.ada.gov>.

National Disability Employment Awareness Month

Since 1945, Congress has annually designated each October as National Disability Employment Awareness Month. This year's theme is *'Talent Has No Boundaries: Workforce Diversity INCLUDES Workers with Disabilities'*. It is a time to celebrate; to recognize the skills and contributions of American workers with disabilities. This national designation acknowledges America's commitment to employment opportunities for all citizens.

"The solutions and innovations applicable to the successful employment of workers with disabilities impact the entire workforce, including aging workers, injured workers, at-risk youth, women, people of color, and unemployed and underemployed workers,"

said Kathleen Martinez, Assistant Secretary, Department of Labor, Office of Disability Employment Policy.

Posters are available at www.dol.gov/odep. Join other Utahns to celebrate! See the included calendar or online at www.workabilityutah.org.

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ODEP

Office of Disability Employment Policy

“Employing persons with disabilities is not what we do. What we do is hire persons with abilities.”

*~ Chuck Krivanek
HR Manager,
InterContinental
Hotels Group*



Think Beyond the Label

“In the workplace, labels can get in the way, but disabilities rarely do! – Think Beyond The Label!” Think Beyond the Label is a national media campaign to increase awareness that it is good business sense to hire people with disabilities. The campaign provides employers with information about the opportunity of hiring people in this largely untapped talent pool.

More than 45 states have come together to fund the marketing campaign. This consortium of states continues to focus on improving public/private partnerships to



ensure information and supports are available to businesses to successfully recruit, hire and retain employees with disabilities.

For more information, including tools for business success, go to www.thinkbeyondthelabel.com

For information in Utah, contact Leah Lobato at (801) 538-7964 or Carol Ruddell at (801) 887-9388.

Supported Employment

The 2010 Utah Legislature appropriated \$150,000 to the Division of Services for People with Disabilities (DSPD) to support people with severe disabilities in going to work. This Supported Employment service provides coaching and workplace supports for the employee. Despite tight budgetary times, the legislature recognizes that employment is a critical component of economic recovery, and people with

disabilities are an important contributor to this.

These short term funds will be joined with long term supports from other state, federal and private sources to ensure stable and continuing employment. Individuals who are currently waiting for services from DSPD may be eligible for this service.

To learn more, contact Tricia Jones-Parkin at tljones@utah.gov or (801) 538-4498.

Business Sense!

- 20% of all Americans report a disability. That's 1 in every 5 of all workers.
- A diverse workforce is a competitive advantage.
- At work, it's what people can do, that matters.



Economic Impact of State's Investment!

What impact does a state program have on the people it serves and the larger community? The Utah State Office of Rehabilitation's (USOR) Vocational Rehabilitation (VR) program, that assists eligible people with disabilities to achieve and maintain meaningful employment, asked this question. A subsequent study by the University of Utah Center on Public Policy and Administration (CPPA) provided the

answer. For individuals, who received VR services there was a significant increase in income for those who are working. For those receiving services and not yet working, the study concluded an increase in the likelihood of employment and earnings. The economic impact to the overall Utah economy was equally positive.

The study concluded that for every \$1.00 of State funding allocated to the VR program, \$5.64 is returned

to the state in increased tax revenue and decreased benefits from public programs - a 564% return on investment! The overall conclusion - funds spent to provide employment training services to people with disabilities benefit both the individual AND the entire Utah community.

For a full copy of the 2010 USOR Economic Impact Study, see www.usor.utah.gov.

Disability Friendly Businesses

People with disabilities represent 20% of Americans. Chambers of Commerce members recognize the great opportunity to reach these Americans with their businesses. Greater awareness of needs and providing accommodations will ensure business can

reach these customers. The Utah Business Employer Team (UBET) of the Chambers are providing training to businesses to promote disability etiquette and accommodations for customers.

Once training is complete, the business proudly displays its "Disability Friendly

Business" decal. Customers with disabilities can be confident when making purchases or seeking services from these businesses.

To learn how to become a "Disability Friendly Business", contact Leslee Hintze at lhintze@utah.gov or (801) 887-9392.



Employment Network (EN)

Do you hire people with disabilities or support people with disabilities to return to work? If you provide employment services or supports, become an Employment Network (EN). It is likely that some of the people with disabilities whom you hire or support are Social Security Disability Insurance (SSDI) and/or Supplemental Security Income (SSI) beneficiaries who are eligible to participate in the Ticket to Work (TTW) program. An EN may earn more than \$20,000 for helping one social security beneficiary become employed.

The EN receives payments when the employee reaches certain earnings benchmarks. This is a "win-win" for the

Employment Network that hires or supports the new employees AND for the employees who work and increase their earnings!! To learn more, visit www.cessi.net/ttw or contact Faye Edebiri at fedebiri@utah.gov.

On the Job Training (OJT)

When you hire a qualified person with a disability through Vocational Rehabilitation (VR), you get a reliable employee AND get paid training costs! On-the-Job Training (OJT) provides you the opportunity to train the otherwise qualified employee in the specific skills needed in your business. Businesses can also earn federal tax credits and payments. Rehabilitation Specialists can help match the most qualified applicant to the position, and

then follow through with supports and accommodations. To learn more about hiring and the OJT Program, contact your local Vocational Rehabilitation Office at www.usor.utah.gov/ contact or call (800) 473-7530 toll free.

Utah is the Model

In 2008 then Governor Huntsman declared Utah State Government to be the "Model Employer of People with Disabilities". In 2010 The Utah State Legislature and Governor Gary Herbert took the next step and initiated the "Alternative State Application Program" (ASAP). ASAP provides state agency hiring managers with an additional tool to quickly staff vacancies with qualified applicants with disabilities. Interested applicants may contact Shannon Casias at 801-538-9683.

Golden Key Awards

Each year, the Utah Governor's Committee on Employment of People with Disabilities, the local Chambers of Commerce and partners recognize contributions that promote employment of people with disabilities. The 2010 awards ceremony will be October 8 at

the Jazz 100 Club at Energy Solutions Arena. The award categories are Employer of the Year, the Ace Award, the Media Award and the Freedom Award.

Congratulations to the 2009 Golden Key Award winners: Associated Food Stores, Swire Coca Cola, Texas Roadhouse,



Questar Corporation, Charles J. McManus and Woodbury Technologies. To attend the 2010 ceremony or to learn more, contact Leslee Hintze, at lhintze@utah.gov or (801) 887-9392.

Disability is a matter of perception. If you can do just one thing well, you're needed by someone.

~Martina Navratilova



Opening Doors to Work

Work Ability Utah

Utah Department of Health
1595 West 500 South
Salt Lake City Utah 84104
Phone: (801) 887-9529
Toll Free: 1-877-2GO-WORK

Check out our Website!

www.workabilityutah.org

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What's Happening in Utah?

Read about the state of employment of people with disabilities in Utah!

Work Ability Utah

Since 2000, the Utah Department of Health has received a grant from the Centers for Medicaid and Medicare Services. Work Ability Utah is a Medicaid Infrastructure Grant—a MIG. The purpose of the MIG is to create a comprehensive system of work incentives and supports that will increase employment and healthcare outcomes for individuals with significant disabilities.

To that end, Work Ability Utah collaborates with public and private partners to improve and sustain the infrastructure of employment supports, including benefits planning, personal assistance and health care benefits for people with disabilities who work.

This newsletter is funded by the Work Ability Utah, Utah's Medicaid Infrastructure Grant 1QACMS030319 through the Center for Medicare and Medicaid Services. Work Ability Utah is a project of the Utah Department of Health.



**WORK
ABILITY**

Opening Doors to Work

October 2010

National Disability Employment Awareness Month

Plan now to attend!

If you need accommodations, please make your request two weeks in advance. Thank you!

| <i>Date</i> | <i>Event</i> | <i>Location</i> | <i>Contact</i> |
|-------------|---|--|---|
| October 5 | <i>Brain Injury Association of Utah 2010 Family and Professionals Conference</i> Featuring Elie Elovic, MD, University of Utah School of Medicine & Rehabilitation and Stephen Sheppard, PhD University of Utah | All Day Event Salt Lake Community College, Larry H. Miller Campus, Sandy | Contact the Brain Injury Association of Utah (801) 484-2240 (800) 281-8442 www.biau.org |
| October 5 | <i>Employment Personal Assistance Services</i> Come learn how Medicaid recipients who have disabilities may be eligible to use personal care assistance (help with daily living activities) to maintain employment. | 10:00 AM – Noon Division of Services for the Blind and Visually Impaired 250 North 1950 West Room 218 Salt Lake City | Seating is limited. For more information and to register contact Tim Riesen, PhD at (801) 585-3154 or tim.riesen@ed.utah.edu |
| October 5 | <i>WISE – Work Incentives Seminar Event</i> Come learn the incentives from Social Security to support going to work! Meet staff who can assist you in meeting your employment goals. | 4:45 PM – 5:30 PM Larry H Miller Campus, 9750 South 300 West Room 213 Sandy | To register call 1-877-743-8237 or online at http://www.cessi.net/WISE/ |
| October 8 | <i>Golden Key Awards</i> The Governor's Committee on Employment of People with disabilities recognizes employers! | 2:30 PM – 4:00 PM JAZZ 100 Club Energy Solutions Arena 301 W. South Temple Salt Lake City | To attend contact Leslee Hintzee at (801) 887-9392 or lhintze@utah.gov To nominate, go to www.goodworkutah.com |
| October 12 | <i>Work Ability Job Fair</i> Employers are recruiting qualified job seekers with disabilities for positions in their companies. Job Seekers – come prepared to apply and interview! | 10:00 AM – 2:00 PM Sanderson Community Center f/t Deaf and Hard of Hearing, 5709 South 1500 West, Taylorsville | Participation open to all Employers wanting to recruit, contact Leah Lobato, (801) 538-7964 or leahlobato@utah.gov |
| October 12 | <i>WISE – Work Incentives Seminar Event</i> Come learn the incentives from Social Security to support going to work! Meet staff who can assist you in meeting your employment goals. | 11:30 AM – 12:30 PM Sanderson Community Center f/t Deaf and Hard of Hearing, 5709 South 1500 West, Taylorsville | To register call 1-877-743-8237 or online at http://www.cessi.net/WISE/ |

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| October 19 | <i>Putting the Pieces of the Puzzle Together</i> There are many resources available for people with disabilities who want to work: education, training, housing, transportation, etc. Come learn how they can all fit together! | 7:00 AM – 8:30 PM Taylorsville Library 4870 South 2700 West Taylorsville | Seating is limited. For more information and to register contact Liz at (801) 887-9529 or ecerna@utah.gov |
| October 19, 20 and November 16 | <i>Supported Employment Specialist's Training</i> Core training for people who wish to be Employment Specialists (Job Coaches) http://utahsupportedemployment.org | 9:00 AM – 4:00 PM Pioneer Adult Rehabilitation Center 485 PARC Circle Clearfield | Seating is limited. For more information and to register contact Tim Riesen, PhD at (801) 585-3154 or tim.riesen@ed.utah.edu |
| October 20 | <i>Legislative Advocacy</i> Learn how to advocate for the issues important to you. The Legislative Coalition for People with Disabilities (LCPD) provides a network of support, experience and training. | 7:00 PM – 9:00 PM Utah Schools for the Deaf and the Blind 3098 Highland Drive Suite 205 Salt Lake City | For more information and to register, contact Liz Cerna, (801) 887-9529 or ecerna@utah.gov Presented by Kris Fawson and LCPD colleagues. Co-sponsored by the Utah Schools for the Deaf and the Blind |
| October 21 | <i>Disability Mentoring Day</i> High School Students explore the many career options for them. This year's event is hosted by Swire Coca-Cola | 9:00 AM – 1:00 PM Swire Coca-Cola Offices Salt Lake City | For further information, contact the Governor's Committee on Employment of People with Disabilities: (801) 887-9392 |
| October 26 | <i>Nuts and Bolts of Social Security</i> Learn the basics of Social Security disability programs and what your responsibilities are when you receive it. Work incentives will be reviewed as well. | 6:30 PM – 8:30 PM Taylorsville Library 4870 South 2700 West Taylorsville | To register contact Liz Cerna, (801) 887-9529 or ecerna@utah.gov |
| October 27 | <i>Alliance for Full Participation</i> Real Jobs! Real Lives! Come join a grass roots effort to advocate for employment of people with disabilities in Utah. Join the alliance of individuals, families and professionals. | 4:30 PM – 6:30 PM Utah Developmental Disabilities Council 155 South 300 West Salt Lake City | For more information contact Bonnie Martineau at (801) 533-3965 or bemartin@utah.gov |
| October 28 | <i>People First Regional Conference</i> Individuals with disabilities are invited to join the Upper Wasatch People First at their second annual conference. There will be workshops to attend, games to play, dinner and a dance. | Noon – 9:00 PM Weber State University Shepard Union Ogden | For more information contact Sherry Smith at (801) 648-7437 |

Don't forget Utah's online webinars and resources!

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| <p>www.workabilityutah.org/about/webinars</p> <p>Self Employment 101 Health Care and Working: Medicaid and Medicare PASS Plans Assistive Technology</p> | <p>http://accessut.org/multimedia</p> <p>Over 30 short video clips with information about Utah services and programs. A great resource on a wide range of topics.</p> |
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