

In this Issue: [Gallaudet Event, Accessible Technology @Work & More](#)

WHAT'S NEW

Educating Employers at Gallaudet

Recently, EARN was pleased to be requested to participate in an event hosted by Gallaudet University to educate employers about strategies for ensuring their workplaces are welcoming to people who are Deaf and hard of hearing. The agenda included presentations on how to work with sign language interpreters, emerging communication technologies and opportunities for campus recruiting. EARN Consultant Derek Shields capped off the event with concrete action steps employers can take and showing the Campaign for Disability Employment's "I Can" PSA. [Learn about Gallaudet resources for employers](#) or [view the "I Can" PSA](#).

The Missing Link: Why Accessible Workplace Technology Matters

A recent issue of the Disability Management Employer Coalition's *@Work* magazine featured an article co-authored by EARN's National Project Director, Brett Sheats, and the Partnership on Employment and Accessible Technology's (PEAT) Project Director, Josh Christianson. The article addresses the importance of accessible workplace technology to not only those seeking employment, but also employees who acquire disabilities through age, illness or injury. Like EARN, PEAT is funded by the U.S. Department of Labor's Office of Disability Employment Policy. [Access the @Work magazine article](#).

Federal Exchange on Employment and Disability

Earlier this month, representatives from across the Federal Government gathered for the quarterly meeting of the Federal Exchange on Employment and Disability (FEED), which EARN manages on behalf of the U.S. Department of Labor's Office of Disability Employment Policy, Equal Employment Opportunity Commission and Office of Personnel Management. Now more than 500 members strong, FEED helps agencies gain the knowledge they need to increase disability inclusion and meet their goals under Section 501 of the Rehabilitation Act; the most recent meeting focused on leveraging workforce data for affirmative action plans. [Learn more about FEED](#).

Disability Employment in the USA Today

A recent article in *USA Today* explored the issue of disability employment in the context of the current low unemployment rate. In the article, several diverse companies, including CVS Health, Kwik Trip, PwC and Microsoft, are quoted about their experiences partnering with disability service providers, including vocational rehabilitation agencies, to fill their workforce needs. The article also highlights strategies some are using to more effectively recruit and retain people with different types of disabilities, such as alternative interviewing approaches and flexible work arrangements. [Read the USA Today article](#).

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Federal Agency Promising and Emerging Practices Facilitating Self-Identification of Disability

This resource was developed in partnership with and in support of the Employment Opportunity (EO) Workgroup, a collaborative effort of the U.S. Department of Labor's Office of Disability Employment Policy (ODEP), the Equal Employment Opportunity Commission (EEOC), the Office of Personnel Management (OPM) and the Employer Assistance and Resource Network on Disability Inclusion (EARN). Through this partnership, the EO Workgroup is dedicated to ensuring that federal agencies have the tools and resources they need to recruit, hire, retain and promote individuals with disabilities.

Federal Agency Promising and Emerging Practices Facilitating Self-Identification of Disability

The most recent FEED meeting highlighted how agencies can leverage data to develop affirmative action plans, including data collected through invitations to voluntarily self-identify as a person with a disability. In this guide, one of three in a series, EARN explores strategies agencies can use to encourage such self-identification as they work to achieve their representation goals under the January 2017 updates to Section 501 of the Rehabilitation Act, which established uniform representation goals of 12 percent for individuals with disabilities and 2 percent for individuals with “targeted” disabilities. [Read the Self-ID guide.](#)

MARK YOUR CALENDAR

March 29, 2018, 1:00 – 2:00 p.m.

Webinar: Building the Pipeline: Successful Strategies for Recruiting & Hiring People with Disabilities

In this webinar, EARN will host experts to explore effective outreach and recruitment strategies that can help companies of all sizes build a pipeline of qualified applicants with disabilities. Panelists will include *Mary Lynn MacKenzie, Senior Vice President, Talent Acquisition, Bank of America; Laura Owens, President, TransCen, Inc.; and Michael Murray and Katherine McCary from the U.S. Department of Labor's Office of Disability Employment Policy.* [Register for the EARN March 29 webinar.](#)

April 10, 2018, 2:00 – 3:00 p.m.

Webcast: Ask the JAN Sensory Team

In this live webcast, Job Accommodation Network (JAN) Sensory Team members Teresa Goddard and Brittany Lambert will talk about workplace accommodations for people with different types of sensory disabilities, including related to vision and hearing, and take questions from participants about specific situations and solutions. The webcast is free of charge, but registration is required and processed on a first come, first served basis. [Register for the JAN April 10 webcast.](#)

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CVS Health

In a recent article, the Society for Human Resource Management explored CVS Health's innovative approaches to building a pipeline of talent to fill identified workforce needs, especially retail positions and pharmacy technicians. The efforts center on training centers opened and operated in partnership with state and local service providers and comprehensive rehabilitation centers and facilitated by the Council of State Administrators of Vocational Rehabilitation's cross-state National Employment Team. [Read the SHRM article.](#)

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The Employer Assistance and Resource Network on Disability Inclusion (EARN) is a resource for employers seeking to recruit, hire, retain and advance qualified employees with disabilities. It is funded by the U.S. Department of Labor's Office of Disability Employment Policy under a cooperative agreement with The Viscardi Center. For more information, visit AskEARN.org

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