



Ticket to Work and Reasonable Accommodations: Support on Your Journey to Employment

Date: Wednesday, July 27
Time: 3:00-4:30 pm ET

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- **For Q&A:** Please use the Q&A pod to submit any questions you have during the webinar and we will direct the questions accordingly during the Q&A portion.
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Agenda

Welcome and Introductions

Jayme Pendergraft, Ticket Program Manager

The Ticket to Work Program and Work Incentives

Katie Metz, National Disability Institute

The Job Accommodation Network

Melanie Whetzel and Sarah Small, Job Accommodation Network

Additional Resources

Presentation Team

Questions and Answers

Presentation Team

The Ticket To Work Program



Social Security Disability Benefit Programs



Social
Security
Disability
Insurance

Social Security Disability Benefit Programs



Supplemental
Security
Income

Social Security Disability Benefit Programs



Social
Security
Disability
Insurance



Supplemental
Security
Income

Why Choose Work?

- Earn more income
- Gain independence
- Meet new people
- Learn new skills



Starting the Journey

Only you can decide if work is the right choice for you.



What is the Ticket to Work Program?

Ticket to Work

- Is a **free** and **voluntary** Social Security program;
- Offers **career development** for people age 18 through 64 who receive Social Security disability benefits.



Taking the Next Step

- Gathering information and resources is key to planning your journey toward employment.
- Ticket to Work and Work Incentives can help make your journey a smooth one.



For More Information

Call the Ticket to Work Help Line:

- 1-866-968-7842 (V)
- 1-866-833-2967 (TTY)

Visit:

- www.choosework.net





Work Incentives

Work Incentives

Work Incentives are special rules that allow you to:

- Receive training for new skills
- Improve the skills you already have
- Pursue your education
- Try different jobs
- Start a career
- Gain confidence



What is the Job Accommodation Network?



What is the Job Accommodation Network (JAN)?

JAN

- Was established in 1983 as part of a **national, free service**;
- Specializes in **job accommodations** and the employment provisions of the Americans with Disabilities Act (ADA)
- Assists with the **interactive process**.
- Gives targeted **technical assistance**.



What is JAN?

JAN

- Provides **comprehensive resources**.
- **Maintains confidentiality**.
- **Communicates** via telephone, chat, text, TTY, relay, email, and social networks.
- Offers **live** and **archived training**.
- Works as **your partner**.



What is JAN?

JAN has

- Over **200** publications
- A **comprehensive website**
 - SOAR www.askjan.org/soar/
 - ADA Library
www.askjan.org/links/adalinks.htm
 - A to Z www.askjan.org/links/atoz.htm
 - JAN on Demand
www.askjan.org/JANonDemand.htm
 - JAN en Español
www.askjan.org/espanol/index.htm
 - JAN Updates www.askjan.org/new/index.htm
 - JAN Chat www.askjan.org

JAN
Job Accommodation Network

Using JAN

JAN can provide assistance with:

- Job accommodations
- American's With Disabilities Act/Rehabilitation Act
- Self-Employment

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Job Accommodation Network

Using JAN

JAN

- Has over **25 years** of service
- Experienced
- Free
- National
- Easy to use

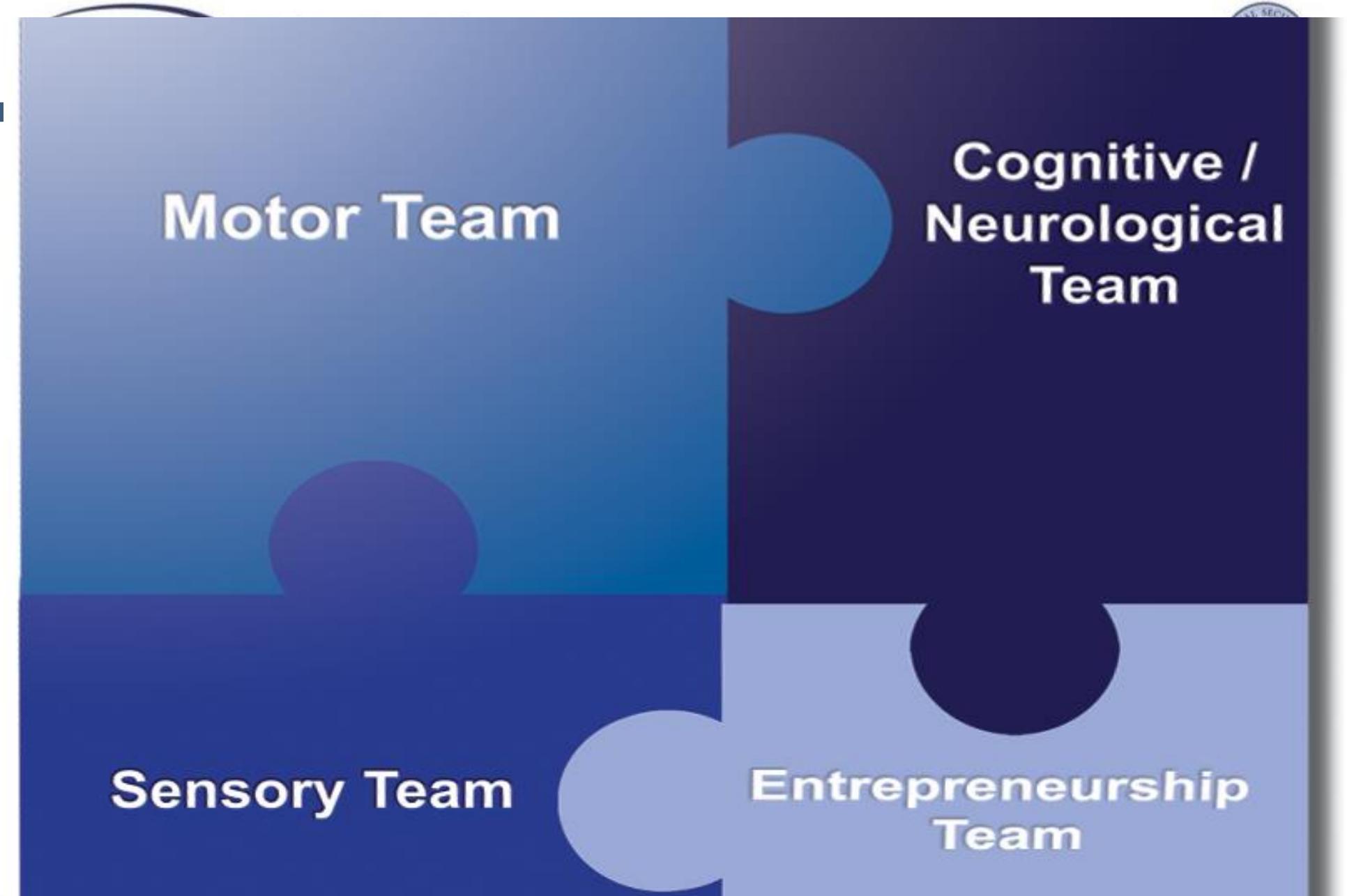


Using JAN

JAN assists

- Employers
- Individuals with Disabilities
- Service Providers
- Others

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Motor Team

**Cognitive /
Neurological
Team**

Sensory Team

**Entrepreneurship
Team**

ADA LIBRARY

PUBLICATIONS
AND RESOURCES

SEARCH
ACCOMMODATIONS
DATABASE

A-Z OF DISABILITIES
AND ACCOMMODATIONS

NEWS

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Hot Topics

How to Use this Site

JAN en Español Print this Page A A A Text Size

ASK JAN

If you have a question about workplace accommodations or the Americans with Disabilities Act (ADA) and related legislation, we can help.



MEET THOMAS

1 2 3 4 5 6 7 8

Connect with JAN

(800)526-7234 (Voice) (877)781-9403 (TTY)

- Email JAN
- Live Help
- Subscribe to Newsletters
- Link to Us
- Share Through Your Social Networks
- RSS Feed
- Newsletter
- Webcasts



FOR EMPLOYERS

- Private Employers
- Federal Employers
- State & Local Government



FOR INDIVIDUALS

- Employees
- Job Seekers
- Entrepreneurs



FOR OTHERS

- Rehabilitation & Medical Professionals
- Union Representatives
- Attorneys & Legal Representatives

About JAN ▾

Frequently Asked Questions ▾

Training ▾



A service of the Office of
Disability Employment Policy,
U.S. Department of Labor

What can
YOU do? The Campaign for
Disability Employment



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Talking about Your Disability

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Talking about Your Disability: Why Disclose?

You might think about telling an employer about your disability

- To ask for a job accommodation;
- To receive benefits or privileges of employment
- To explain an unusual circumstance

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Talking about Your Disability: How to Disclose

The individual must let the employer know:

- an adjustment or change at work is needed for a reason related to a medical condition

To request accommodation, an individual:

- may use "plain English"
- need not mention the ADA
- need not use the phrase "reasonable accommodation"



Talking about Your Disability: How to Disclose

Verbally or in writing, tell the . . .

- Employer
- Supervisor
- HR representative, or
- Other appropriate person



What is an Example of Disclosure?

An employee with a bipolar disorder is having difficulty sleeping and waking up and has been late three days in a row. She is not sure what to do, but doesn't want to get into disciplinary action.

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What is an Example of Disclosure? *Con't.*

The employee discloses and provides medical documentation. Since her work doesn't depend on or affect others, the employer found no hardship to flex her daily schedule as long as she gets her time in between the core business hours of 8:00 AM to 6:00 PM.

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OPTIONS: Job Accommodations

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Job Accommodation Network

Examples of Accommodations: Purchasing or Modifying Equipment or Products



Example 1 - Purchasing or Modifying Equipment or Products

An electrician's helper with an intellectual disability needed to attend periodic licensure trainings. He had difficulty taking effective notes and remembering information in the meetings.

Accommodation

The employee was provided an iPad with apps that would record the trainings. This enabled him to listen to the trainings as many times as he needed. He was also provided training on how to use the device and the apps.

Example 2 - Purchasing or Modifying Equipment or Products

A parts sorter in a distribution center had difficulty standing for his shift with only a thirty-minute lunch and short afternoon break. His work became sloppy in the afternoons due to his fatigue.

Accommodation

The employee was provided with both an anti-fatigue mat to help his back and legs and a stand/lean stool that allowed him the ability to work in an upright position while his weight rested on the padded seat.

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Examples of Accommodations: Job Restructuring



Example 1 - Job Restructuring

An employer required that all employees work overtime. An employee with Down syndrome and a heart condition asked to be excused from overtime because of fatigue and exacerbation of symptoms.

Accommodation

None. The employer denied the request stating that overtime is an essential function.

Example 2 - Job Restructuring

A member of a cleaning crew who has epilepsy is restricted from working on a ladder. He can perform all of the functions of his job except for the task of maintaining the overhead lighting fixtures.

Accommodation

The job tasks of a second crew member include cleaning a small kitchen in the employee's lounge, which is a task the first crew member can perform. The employer switched these specific tasks performed by the two crew members.

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Examples of Accommodations: Modifying Policies



Example - Modifying Policies

A file clerk with an anxiety disorder uses a service animal to help her deal with stress in the workplace.

Accommodation

The employer modified its “no animal” policy and allowed the service dog in the workplace.

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Examples of Accommodations: Providing Readers and Interpreters



Example 1 - Providing Readers and Interpreters

A job applicant for a dog warden position for city government had dyslexia and could not pass a required written test.

Accommodation

A reader was provided for testing.

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Examples of Accommodations: Reassignment



Example - Reassignment

A retired Army medic had difficulty managing stress in the workplace due to her PTSD. Her stress intolerance was intensified when she heard the emergency medical helicopter arrive and depart from the hospital where she worked as a nurse.

Accommodation

The nurse was reassigned to a vacant position on a unit that was far from the heli-pad so she rarely heard the helicopter. During times when the helicopter staff would practice maneuvers in her area she was allowed to work a flexible schedule.

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More Examples of Accommodations



More Examples - #1

A retail employee with an intellectual disability had difficulty remembering when to take his breaks and lunch, and when to return to his position.

Accommodation

Using a programmable watch, the job coach helped set the times for his lunch and breaks, and when it was time to return to work. The watch was set to vibrate so the employee knew exactly when it was time to leave for breaks and lunch and when to return to the sales floor.

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More Examples - #2

A bus garage employee who had difficulty reading, but had excellent listening comprehension skills, often missed instructions and important announcements that were sent via e-mail.

Accommodation

The employee was provided with screen-reading software that allowed him to listen to the e-mails that he received. His performance greatly improved, as well as his attendance at meetings and gatherings.

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JAN and Self-Employment



Overview: Self-Employment Team.

The JAN Self-Employment Team provides:



- Detailed intake process
- Individualized consulting and resource materials
- Local, state and national resources
- Ongoing electronic and telephone access and support – ***not case management***
- **JAN entrepreneurship website access**
- **For-profit, non-profit, customized self-employment, home-based business, microenterprise, and independent contracting**

Overview: Self-Employment Team *con't.*

The JAN Self-Employment Team can provide information on:

- Self-employment/small business programs for people with disabilities
- Idea development, discovery process, and feasibility
- Business planning
- Low-cost marketing strategies



Overview: Self-Employment Team *con't.*

The JAN Self-Employment Team can provide information on:

- Business legal structures
- Social Security benefits planning
- Financing options including asset development
- Health and business insurance
- Tax issues (including tax credits)
- Mentorship and coaching



Using JAN: Contact Information

Contact JAN

- By phone: (800) 526-7234 (V) or (877) 781-9403 (TTY)
- Online: www.askjan.org
- By Email: jan@askjan.org
- By text: (304) 526-8189
- By Skype: janconsultants



Additional Resources

Social Security is Hosting a Virtual Job Fair!

The job fair is sponsored by Social Security. The job fair will **connect** you with companies that work with the federal government and want to hire qualified, job-ready people with disabilities.

The job fair will include employment opportunities nationwide!

For more information about the Virtual Job Fair, contact vjf@choosework.net

Date: August 24, 2016
Time: 11 a.m. to 5 p.m. Eastern



Social Security is Hosting a Virtual Job Fair! *Cont.*

By participating in the fair, you can:

- Communicate with **job recruiters** online via chat forums and one-on-one messages
- **Ask questions** at virtual resource booths about
 - **Job accommodations**
 - **Social Security Work Incentives**
 - **Legal issues** that sometimes create barriers to work for people with disabilities.



Social Security is Hosting a Virtual Job Fair! *Cont.*

- The job fair is for **current Ticket to Work** participants.
- If you are **using your Ticket** to receive services from an EN or VR agency, and are **ready to work**, you should register for the fair.
- In order to participate, you will need to complete a **consent form** and give it to your EN or VR.
- Information on how to register and to find the consent form: <https://choosework.net/find-a-job/virtual-job-fairs/index.html>



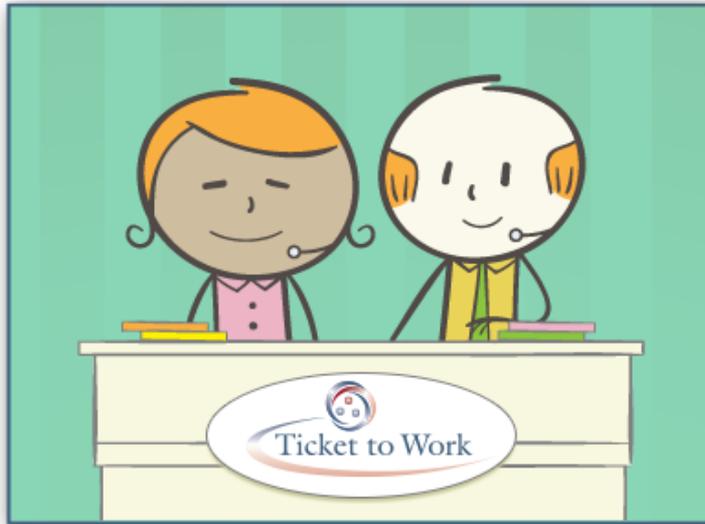
Find Help Tool

Visit: www.choosework.net/findhelp to search for the right service provider for you.

You can search by:

- ZIP code
- Services offered
- Disability types
- Languages spoken
- Provider type (EN, Workforce EN, VR, WIPA or PABSS)

For More Information



Call the Ticket to Work Help Line:

- 1-866-968-7842 (V)
- 1-866-833-2967 (TTY)

Visit:

- www.choosework.net

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