



**National Disability Employment
Awareness Month**

**AbleNet presents:
Good jobs for all with
Vocational Rehabilitation**

Sponsored by AbleNet, Oregon State Rehabilitation
Council, and Oregon Vocational Rehabilitation

October 29, 2024

Agenda

- General information
- ABLENET
- Oregon State Rehabilitation Council
- Vocational Rehabilitation
- **Presenters (sharing their stories)**
- Work Incentive Network (WIN)
- Questions and answers

Presenters:

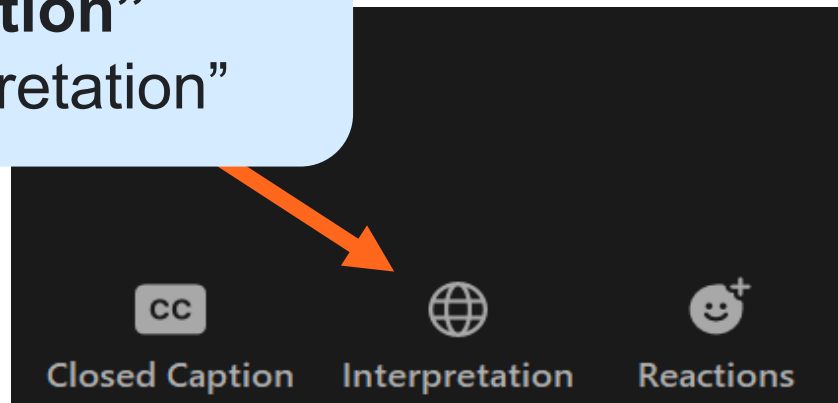
- Shelley Koenig
- Diane Navarrete
- Josh Killingsworth

Interpretación en español / Spanish interpretation

Oprima el botón marcado “Interpretation” (el globo) en la parte de abajo de la pantalla. Seleccione “Spanish”

Click the “Interpretation” (globe) button on the bottom of the screen. Select “Spanish.”

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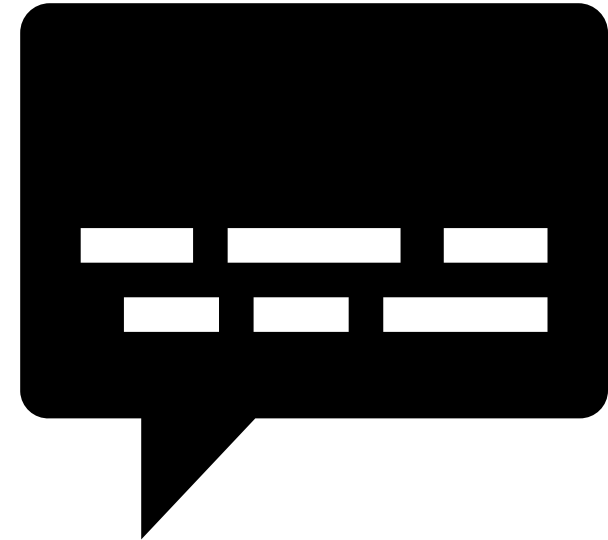


Clic “Spanish”
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Accessing captions

Click on the link in the chat to access the real-time caption livestream.



National Disability Awareness Month (NDEAM)

Thank you for helping us celebrate!

NDEAM confirms our commitment to ensuring workers with disabilities have **access to good jobs, every month of every year.**

That's the spirit behind this year's official theme:

“Access to Good Jobs for All.”

National Disability Employment Awareness Month (NDEAM)

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Mes Nacional de Concientización Sobre el Empleo de Personas con Discapacidades

NDEAM Key Messages

NDEAM Spotlights

31 Days of NDEAM

Past NDEAM Years

Year-Round Employer Strategies for Advancing Disability Inclusion

NDEAM 2024

Observed each October, during National Disability Employment Awareness Month, or “NDEAM,” we celebrate the value and talent workers with disabilities add to America’s workplaces and economy. NDEAM’s purpose is to confirm our commitment to ensuring disabled workers have access to good jobs, every month of every year. That’s the spirit behind this year’s official theme: “Access to Good Jobs for All.”

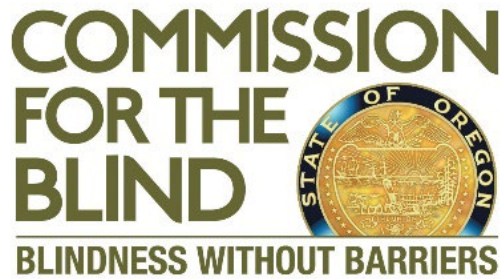
[Watch the NDEAM Animated Video to learn more](#) !



NDEAM webinar series presented by:



- Office of Developmental Disabilities Services
- Vocational Rehabilitation



OREGON
DEPARTMENT OF
EDUCATION

Oregon achieves . . . together!





An ODHS employee resource group (ERG)
for employees with disabilities and their allies

Advocating * Bridging * Learning * Empowering

Welcome to AbleNet! Who We Are

- 120+ ODHS and OHA employees and growing
- 73% identify as a person with a disability
- 16% identify as an ally of people with disabilities



What We Do

- Values, Mission, Purpose and Vision
- Accomplishments
- Future Goals and Recommendations



Values

- ODHS core values: Integrity, Respect and Service Equity
- Person-centered and trauma-informed lens
- Diversity, inclusion, fairness and social justice
- Recognizes that disability intersects with other facets of human experience and affects individuals uniquely





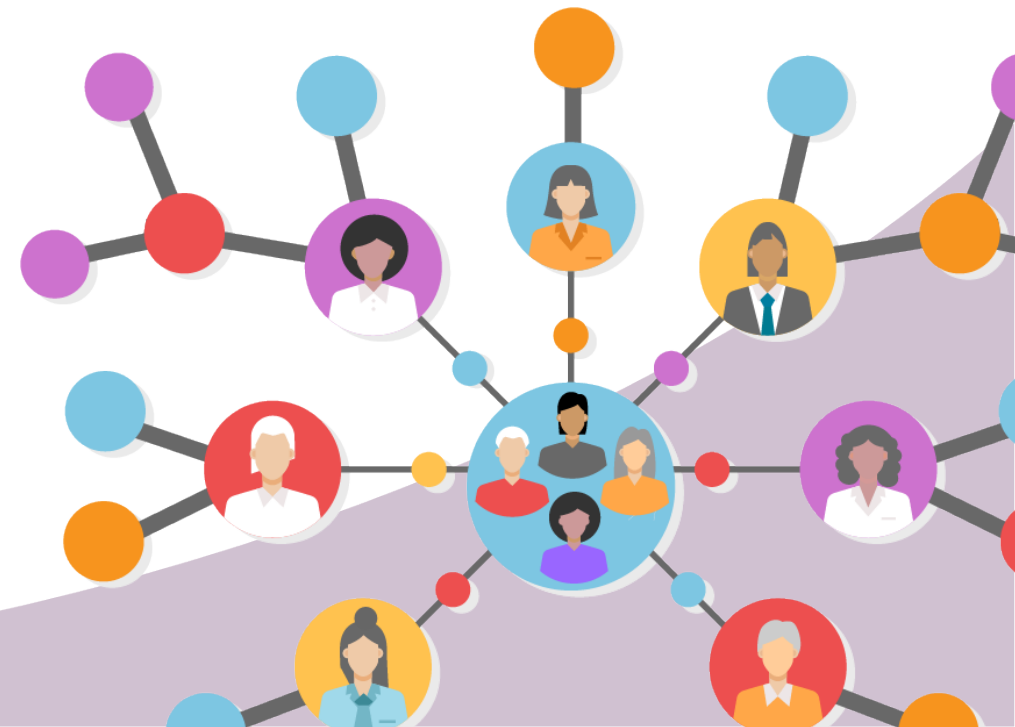
Mission

To strengthen awareness and acceptance of disability within the ODHS culture, and to facilitate a safe and comfortable environment that supports and accommodates employees with disabilities as well as the people with disabilities that we serve.



Purpose

To act as a forum to provide information, resources, discussion, networking, consultation, training, advocacy, and other assistance as needed or requested.



Vision

In addition to other aspects of identity, disability will be viewed as a natural part of human existence, and the talents and skills that people with disabilities contribute to our workplaces and communities will be acknowledged and appreciated.



Accomplishments, part 1

- Delivered quarterly DisABILIta Time Dialog sessions to engage in authentic facilitated conversation about disability and related topics with ODHS employees.



Accomplishments, part 2

Secured ODHS approval for:

- A centralized ADA accommodation budget
- ADA Certification for HR ADA staff
- Required training for managers on the ADA and Accommodation Process

Accomplishments, part 3

- Collaborated in the development of training for managers on the ADA and Accommodation Process
- Presented Executive Cabinet with short-term strategies and recommendations regarding workforce data access and equity
- Worked with HR and Facilities to develop Sensory Sensitive Workspaces

Accomplishments, part 4

- Collaborated in planning the ADA Celebration
- Participated in the hiring process for the ADA Program Coordinator and VR Deputy Director
- Served on a steering committee for the CW ADA Title 2 Coordinator
- Participated in developing CW ADA training on service delivery to people with disabilities

Accomplishments, part 5

- Consulted with SEIU re: Letter of Agreement for stewards to attend ADA Accommodation Process meetings and participated in developing related training for stewards
- Participated in the ERG Mentoring Program
- Consulted with employees re: ADA Accommodation Policy and Process.

Goals and Recommendations



- Make ADA Reasonable Accommodation Policy and Process easily accessible to all ODHS employees
- Provide ADA Title 1 Subject Matter Experts in all Districts
- Provide ADA Title 2 Coordinators for all Programs and Departments
- Create an independent ADA Unit

Goals and Recommendations, part 2



- Continue the work of the Workforce Data Workgroup to assure equity and inclusion for employees from protected classes
- Develop resources to assist in managing chronic illness and pain in the workplace
- Advocate with DAS to add an ADA Title 1 Coordinator position for the state

Oregon State Rehabilitation Council (SRC)

What is the SRC?

- The State Rehabilitation Council (SRC) is a partner to the Vocational Rehabilitation (VR) program.
- It is a group of people who work to make VR better. It is separate from VR.
- The SRC listens to VR participants about their VR experience. The SRC also works with VR to improve employment services for people with disabilities who are looking for work.

SRC engagement opportunities

- Participate in a listening session
- Complete the Consumer Satisfaction Survey
- Attend quarterly SRC meeting

About Vocational Rehabilitation

What is VR?

- We assist people with all kinds of disabilities find jobs that match their skills, interests and abilities.
- We can also help you keep your current job or advance in your career.
- You'll work with a VR counselor to set a job goal and work toward achieving it.



What services are available through VR?

- Career counseling – learning what kind of job is right for you
- Training, college programs and tuition assistance
- Learning how working will affect your benefits
- Tools and technology you need to work or attend school
- Help with your job search and getting ready for interviews
- One-on-one help at work (job coaching) for people with intellectual and development disabilities

These are just examples! Services are tailored to each individual's needs.



Who qualifies for VR?

Who qualifies?

There is no cost to find out if you qualify.

You may qualify if:

- You want to work, and
- You have a disability, and
- Your disability prevents you from getting or keeping a job.

Examples of disabilities

- **Intellectual or developmental disabilities** like autism, Down syndrome, cerebral palsy or difficulty learning
- **Mental health and psychological conditions** such as anxiety, depression and PTSD
- **Physical and neurological disabilities** such as Deaf or Hard of Hearing, low vision or blindness, cerebral palsy and amputation

Presenters

- **Shelley Koenig**
- **Diane Navarrete**
- **Josh Killingsworth**

Work Incentive Network (WIN)

The Work Incentives Network is a benefits planning service administered by Oregon Department of Human Services.

Who qualifies: Any Oregonian with a disability who wants to know how working will impact benefits including, but not limited to, Social Security benefits, Veterans' benefits, Medicare, and Medicaid.

Get services: Our [website](#) contains information about how to refer, training opportunities, and more. For questions about our program or services, please make a referral via our website, contact us at 1-800-661-2571, or email win.refer@odhs.oregon.gov

Resources

[AbleNet Employee Resource Group](#)

[Oregon Vocational Rehabilitation](#)

[State Rehabilitation Council](#)

[Work Incentive Network \(WIN\) – benefits counseling](#)

[Department of Labor, Office Disability Employment Policy – NDEAM](#)

[Oregon NDEAM 2024 events](#)