



Advocates for Children of New York

Protecting every child's right to learn



Unlocking Opportunities: Employment, Job Training, and ACCESS-VR Services

Presented by:

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Readiness Project
Advocates for Children

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What is Advocates for Children (AFC)?



AFC is an independent agency that protects the rights of all NYC students

Our Services:

- Helpline: **1-866-427-6033** (Mon-Thurs, 10am – 4pm)
- Guides and resources: www.advocatesforchildren.org
- Workshops and trainings
- Free legal services to low-income families



Today's Training



- Introduction
- Overview of Employment
 - Competitive, Customized, Supportive
- Employment Search & Placement Organizations/Programs
- ACCES-VR Employment Supports
- OPWDD Employment Supports
- Workplace Accommodations, Benefits Counseling, & Other Tips



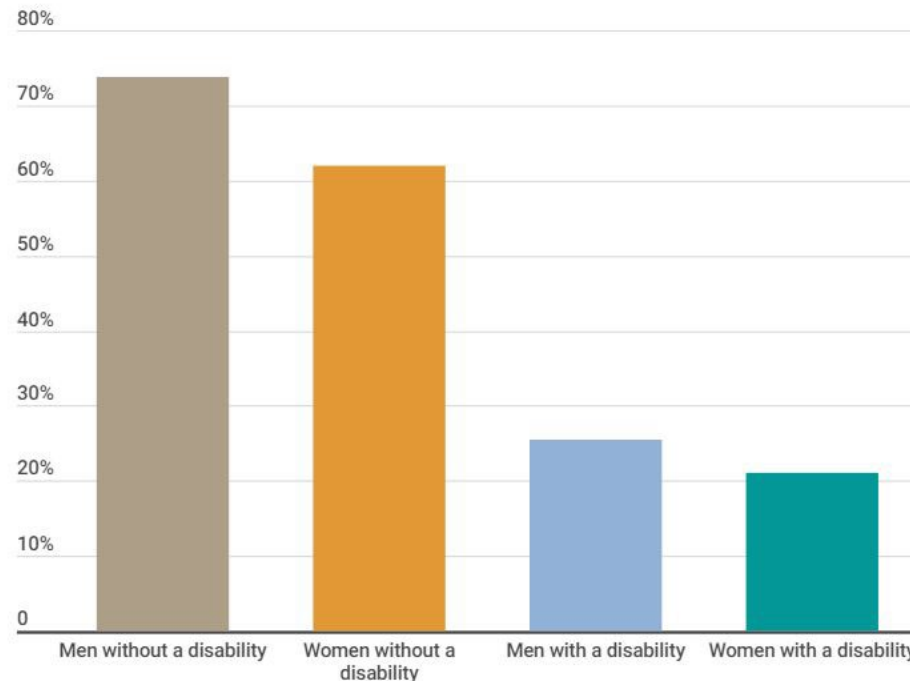
Disability and Employment (2022)



According to the Bureau of Labor Statistics data:

- In 2022, **disabled people (23% rate) generally were only about one-third as likely to be in the labor force compared to non-disabled people (65% rate).**
- Disabled women are slightly less likely to be in the labor force than disabled men.

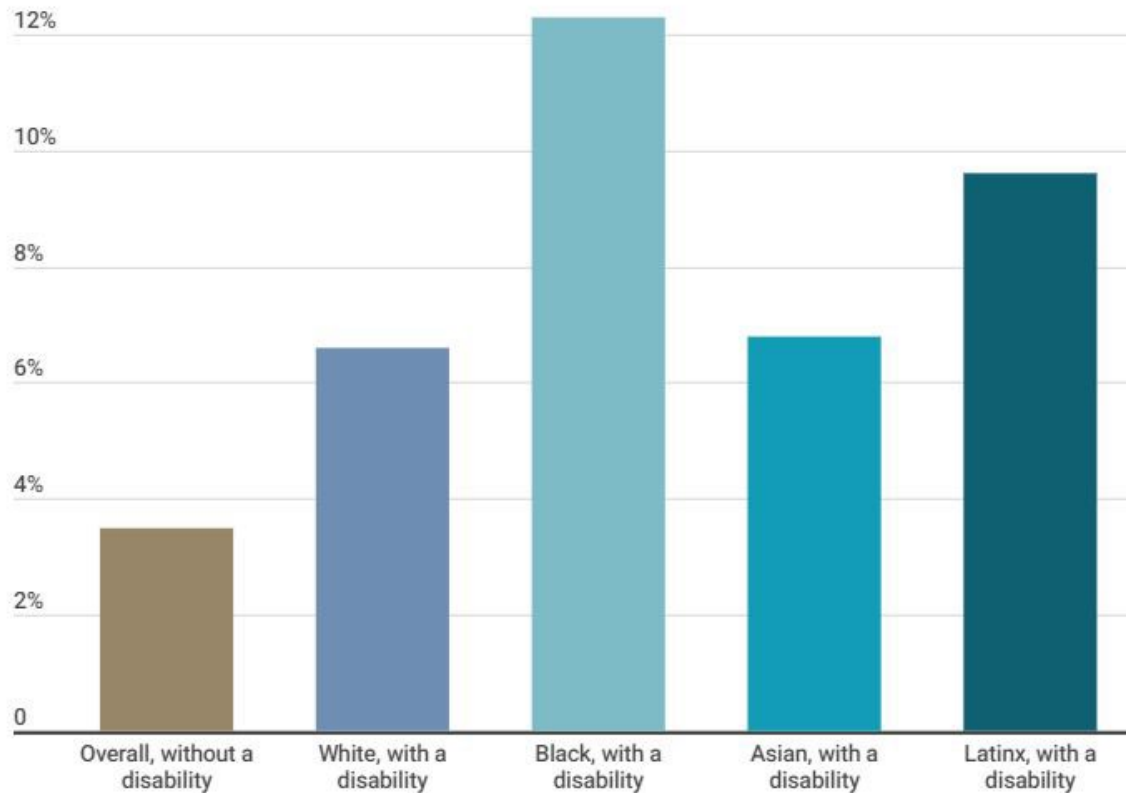
Labor Force Participation Rate by Gender and Disability



Disability and Employment (2022)



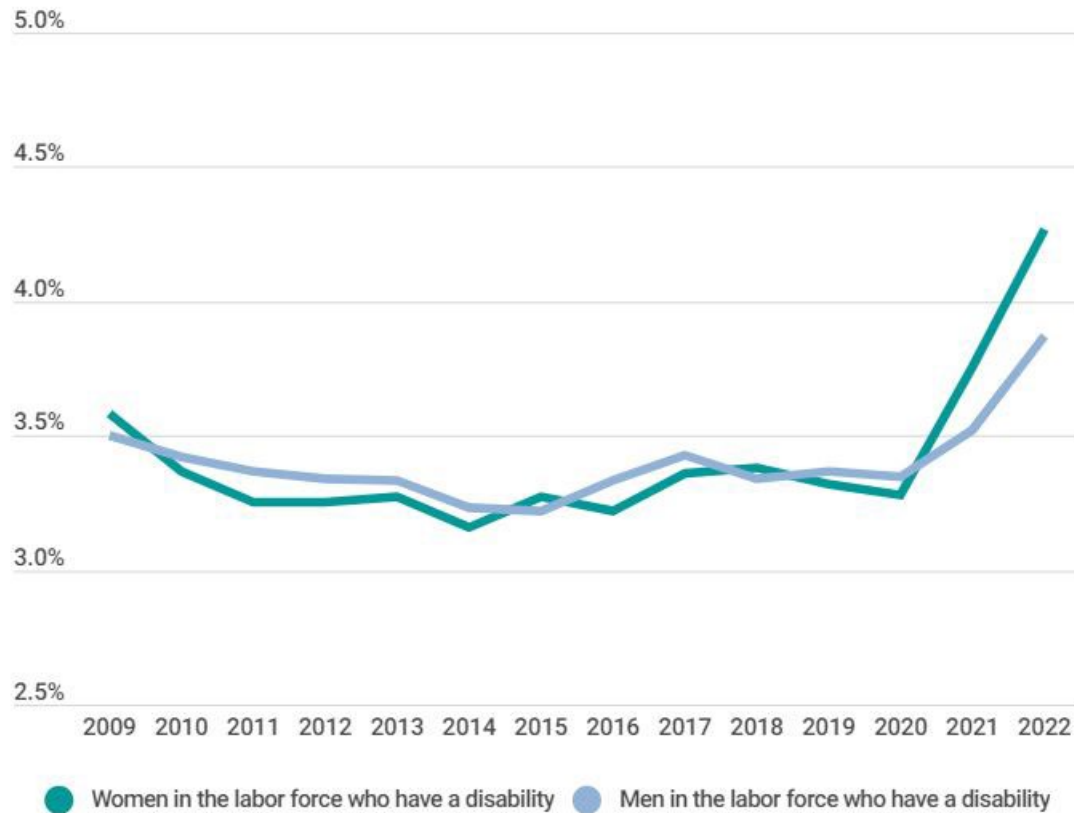
Unemployment Rate by Disability Status and Race



Disability and Employment (2022)



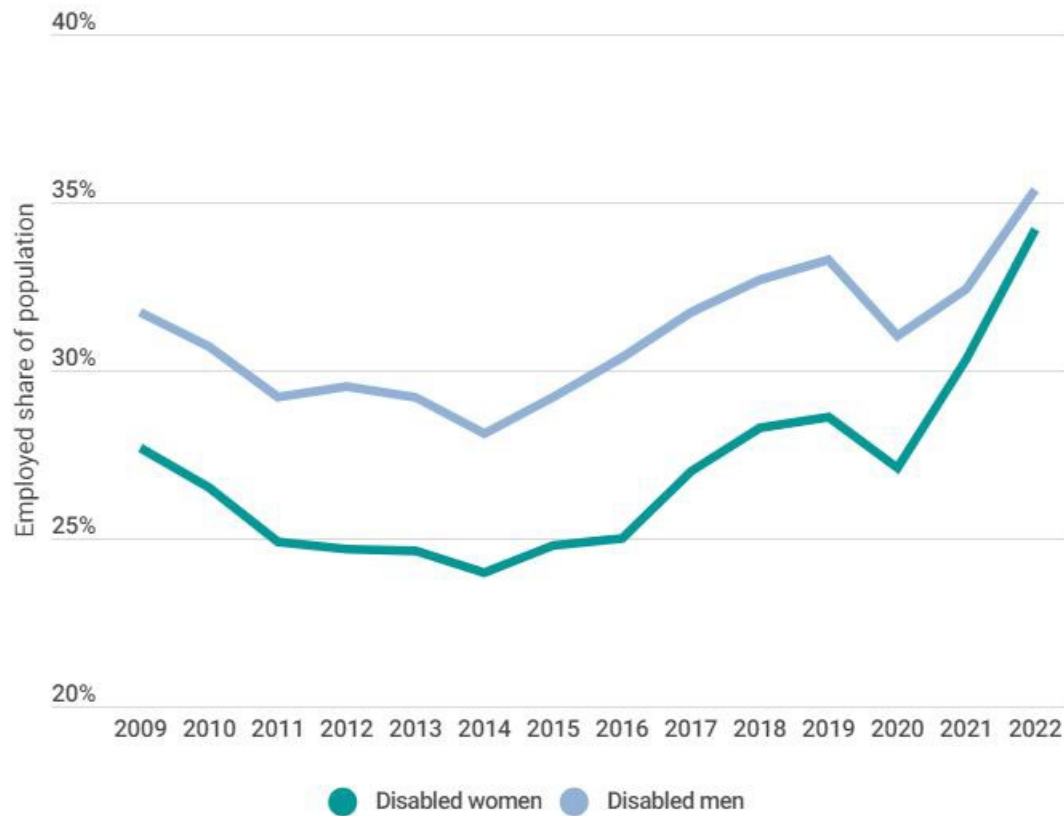
Disabled People a Growing Share of the Labor Force



Disability and Employment (2022)



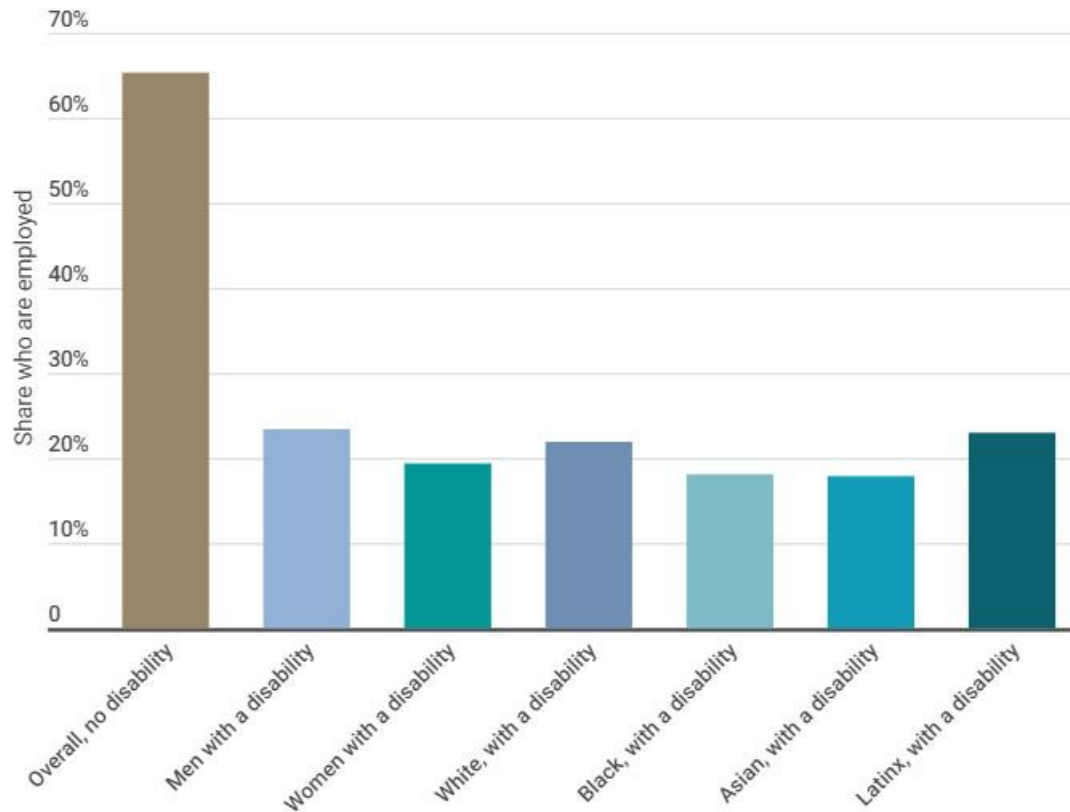
Employment Ticks Up for People with Disabilities



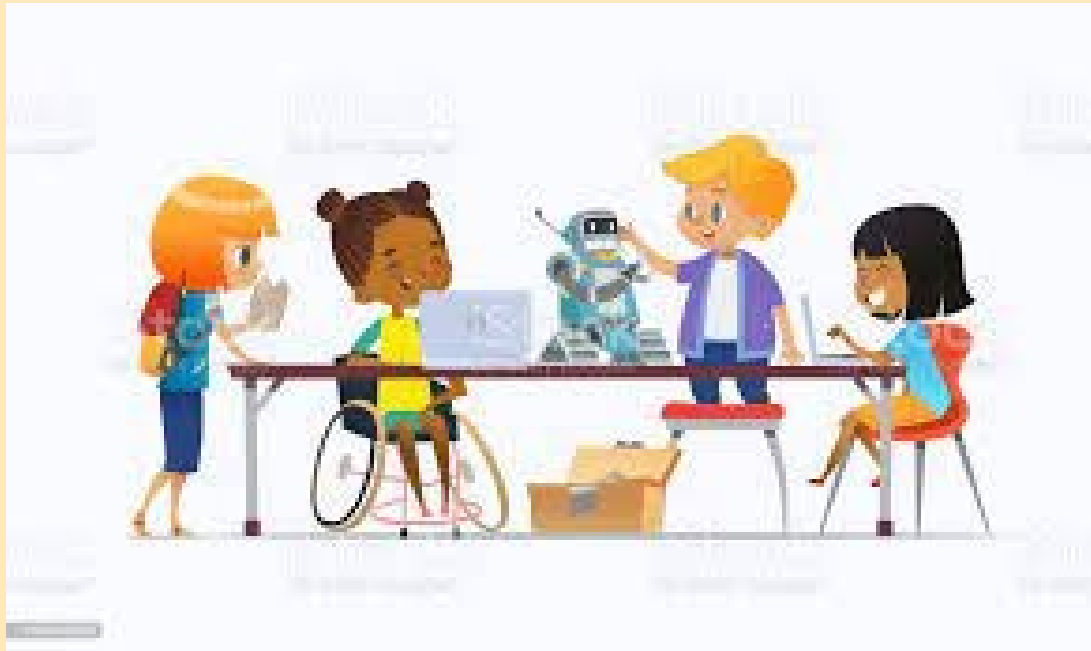
Disability and Employment (2022)



Large Employment Gaps for People With Disabilities



Making Employment Goals & Decisions



The Right Employment Goal For You



- Identify
 - Interest and passion
 - Strengths and challenges
 - Accommodation needs
 - Requirements
 - Job opportunities and landscape
 - Experience
- Develop HARD skills
- Work on SOFT skills
 - Communication, Teamwork, Positive Attitude, Adaptability, Problem-Solving, Taking Initiative
- Hands-on Experience
 - Responsibilities at home, internships, volunteering, community engagement
- Get to know what you like and do not like! Through hands on experience!
Assessments are not enough.

The Right Employment Goal For You



- Types of jobs:
 - Inside/outside
 - Moving/sitting
 - With people without people
 - Physical requirements
 - Sensory considerations - noise, textures, smells
 - Part-time or full-time
- Learn and explore
 - Job tours, job shadowing and visits to various workplaces
 - Internships and volunteering
- **SELF-ADVOCACY:** Be clear in what you want! Begin with the end in mind!
 - Set your path by creating goals and targets to reach your goal!
- Does the job goal match my skills and interests?
 - But it's such a good job! Don't force it...
 - What if "I want to be an X?" – Understand the steps and requirements

Competitive Employment





Competitive Employment Programs

- Competitive employment refers to traditional, mainstream jobs in the open labor market.
- Individuals with disabilities compete for and hold jobs alongside individuals without disabilities - earning at least minimum wage and getting the same workplace benefits

Bridges to Work

For young adults 17-24 with disabilities

Provide entry-level jobs and job coaching

Must have working papers

ACCES-VR & OPWDD not required

NYC: ATWORK

Run by Mayor's Office for People with Disabilities

Job readiness training

Connects to jobs and internships

ACCES-VR & OPWDD not required

CIDNY

Through Independent Living Centers

Vocational counseling

Job readiness & job placement

ACCES-VR & OPWDD may be required

Services may include:

- Job search & placement
- Job readiness training
- Coaching & supports
- Resume building
- Mock interviews
- Vocational counseling



Institute for Career Development (ICD)



Job certification programs for people with disabilities

Certifications: IT, custodial, building repair & human services

Funding through ACCES-VR

Career Services: Career Exploration and Assessment, Job Readiness Training, Pre-ETS

Work-readiness programs and Job placement

More information at <https://www.icdnyc.org/>



NYC:AT WORK Program



Facilitated by the Mayor's Office for People with Disabilities (MOPD).

For government and private sector employment. Connections with NYC gov agencies.

Self-driven, voluntary program offering guidance to improve employment chances, requiring active job search engagement from participants.

Eligibility includes having a documented disability, being 18 or older, residing in NYC, having career goals, and possessing basic job application and interviewing skills.

Offers career services, job readiness workshops, and support from a Relationship Manager; accommodations like ASL and Braille are available on request.

Enrollment: pre-screening questionnaire, phone screening, virtual orientation, and official enrollment, followed by participation in job readiness workshops.

More information at <https://www.nyc.gov/site/mopd/employment/nyc-at-work.page>



Partnership for Inclusive Internships (PII)



A public-private internship initiative by AHRC New York City

Participating agencies include NYC's Social Services, Parks, MTA, Housing, Administrative Services

Open to individuals 18 and older with a disability, with ACCES-VR case

Opportunities in data entry, clerical aide, accounting, architecture, human services, IT, research, and public policy

Disability supports including individualized support, weekly 1:1 check-ins with a coordinator, and networking events

Offers financial literacy, executive functioning, job readiness, mock interviews, soft skills training

Contact Hannah Millson, Program Director at hannah.millson@ahrcnyc.org



District 75 Specific Programs re Employment

Project Search

- For students with intellectual & developmental disabilities
- Internship for entire last year in high school
- Helps secure competitive employment

Paraprofessional & Teacher Aide Program

- 1-2 year training program
- Alternate Assessed > D75 Teacher Aide
- Standard Assessed > Paraprofessional

Food Internship Program

- For students 18+
- 11 week internship as lunch helper



Vocational Training & Employment: Co-Op Tech (DOE)



Half-day program for students enrolled in DOE high school or P2G program

Main site on 96th St in Manhattan; satellite sites in each borough

Teaches industry skills and prepares for certification exams

20+ Programs: culinary, electrical, health, IT, styling, automotive & construction

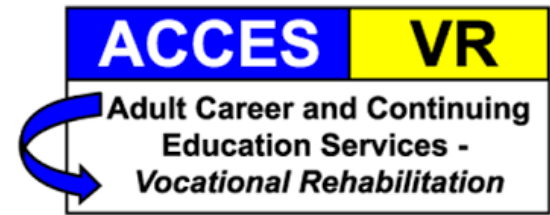
For ages 17+; HS graduates can also enroll up through age 21

Night program for young adults 22+

Call (212) 369-8800 ext. 1191 or visit <http://www.co-optech.org/>



ACCES-VR



- **Adult Career and Continuing Education Services- Vocational Rehabilitation**
 - A state agency that helps people with disabilities explore their job interests, find a job, and keep it.
 - Employment support through providers:
 - QSAC - [https://www.qsac.com/qsac-services/vocational-\(employment\)-services](https://www.qsac.com/qsac-services/vocational-(employment)-services)
 - JobPath - <https://www.jobpathnyc.org/resources/>
 - Sinergia - <https://www.sinergiany.org/services/access-vr>
 - Many others..



Eligibility



Must be at least 14

Have a disability

Most people with an IEP or 504 Plan qualify

US Citizen

or non-citizen with documents that allows them to work in US

Additional criteria:

- the disability creates a barrier to employment
- student can benefit from rehabilitation services
- vocational rehabilitation services are required to achieve employment



Additional Criteria & Info



- Eligibility – generally for services
 - Must be determined to be eligible to receive vocational rehabilitation services
- Eligibility – per service (after initial review) - **EMPLOYMENT/CAREER GOAL**
 - Must be approved for each service type
 - Based on assessments - additional information/assessments (ineligible or trial)
 - Related to and justified by **career goals**
 - Reasonable expectation of completion/benefit
- Presumed Eligibility – certain benefits like SSI
- Considerations
 - Already working (underemployed or another career goal)
 - Simultaneous services (e.g. while working or in college)
 - Residential setting (e.g. community, group home)
 - IQ threshold
 - Travel trained



Financial Need Criteria & Info



- Financial Need
 - Some services are based on you or your family's financial need
 - Income review and resources review (household)
 - Public benefits recipient (certain exemptions)
 - If you have income and/or assets you may be asked to contribute to the cost
 - Financial-based services vs Non-financial based services
 - One-time services (e.g. auto & home modifications)
- Comparable Benefits
 - Must apply for all available benefits that may reduce the cost of the service; eg. for college you will be asked to apply for financial aid including TAP and PELL



ACCES-VR vs OPWDD vs Others



- “Entitlement” vs Determined-To-Be-Eligible Programs
 - Entitlement – Special education, OPWDD, Medicaid, SSI, SNAP, VA benefits
 - Qualifying Eligibility – ACCES-VR
- Eligibility Criteria
 - ACCES-VR – broader disabilities, see slide above
 - OPWDD – Developmental disability, before age 22, permanent, etc
- Services Covered
 - OPWDD covers broader services including healthcare, personal services, day services, housing, etc
 - ACCES-VR only employment-focused services (still a long list)
- Work Environment & Wages
 - Integrated and competitive employment* (Supported employment is limited)
- How to choose ACCES-VR or OPWDD?
- You can get both ACCES-VR and OPWDD at the same time



ACCES-VR vs OPWDD



ACCES-VR Services

- Pre-ETS
- Tuition assistance
- College supports
- Competitive employment
- Vocational counseling
- Work-related expenses
- Transportation

OPWDD Services

- Supported employment
- Job coaching
- Internships
- Assistive technology
- E-modifications
- Job placement
- Evaluations & assessments

- Medicaid HCBS Services
- Medical services
- Therapeutic services
- Care coordination
- Community habilitation
- Day habilitation
- Residential programs
- Respite
- Home care
- Housing



Application Process



Get an application

Interview with a counselor

Turn in application

Create an IPE

Including disability documentation – preferably recent (within 2-3 years)



Documents to Bring

- Identification



- anything with a picture on it; a school ID would be fine

- Birth certificate

- Social Security card

- Diploma (if possible)



- School transcript

- IEP or 504 Plan

- Evaluations

- Disability documentation

- ACCES-VR Application

Mid-Sizes Transcript			
Student Information		School Information	
Full Name: John Doe	Student ID: 123456789	School Name: ABC High School	Address: 123 Main St, Anytown, NY 12345
Grade: 10	Enrollment Date: 09/01/2010	Principal: Mr. Smith	Phone: (555) 123-4567
Parent/Guardian: Mr. Doe	Parent Phone: (555) 987-6543	Parent Email: j.doe@abc.edu	Parent Address: 123 Main St, Anytown, NY 12345
Request Dates			
Request Type	Request Date	Request Status	Request Amount
Request 1	09/01/2010	Approved	\$100.00
Request 2	10/01/2010	Approved	\$100.00
Request 3	11/01/2010	Approved	\$100.00
Request 4	12/01/2010	Approved	\$100.00
Request 5	01/01/2011	Approved	\$100.00
Request 6	02/01/2011	Approved	\$100.00
Request 7	03/01/2011	Approved	\$100.00
Request 8	04/01/2011	Approved	\$100.00
Request 9	05/01/2011	Approved	\$100.00
Request 10	06/01/2011	Approved	\$100.00
Request 11	07/01/2011	Approved	\$100.00
Request 12	08/01/2011	Approved	\$100.00
Request 13	09/01/2011	Approved	\$100.00
Request 14	10/01/2011	Approved	\$100.00
Request 15	11/01/2011	Approved	\$100.00
Request 16	12/01/2011	Approved	\$100.00
Request 17	01/01/2012	Approved	\$100.00
Request 18	02/01/2012	Approved	\$100.00
Request 19	03/01/2012	Approved	\$100.00
Request 20	04/01/2012	Approved	\$100.00
Request 21	05/01/2012	Approved	\$100.00
Request 22	06/01/2012	Approved	\$100.00
Request 23	07/01/2012	Approved	\$100.00
Request 24	08/01/2012	Approved	\$100.00
Request 25	09/01/2012	Approved	\$100.00
Request 26	10/01/2012	Approved	\$100.00
Request 27	11/01/2012	Approved	\$100.00
Request 28	12/01/2012	Approved	\$100.00
Request 29	01/01/2013	Approved	\$100.00
Request 30	02/01/2013	Approved	\$100.00
Request 31	03/01/2013	Approved	\$100.00
Request 32	04/01/2013	Approved	\$100.00
Request 33	05/01/2013	Approved	\$100.00
Request 34	06/01/2013	Approved	\$100.00
Request 35	07/01/2013	Approved	\$100.00
Request 36	08/01/2013	Approved	\$100.00
Request 37	09/01/2013	Approved	\$100.00
Request 38	10/01/2013	Approved	\$100.00
Request 39	11/01/2013	Approved	\$100.00
Request 40	12/01/2013	Approved	\$100.00
Request 41	01/01/2014	Approved	\$100.00
Request 42	02/01/2014	Approved	\$100.00
Request 43	03/01/2014	Approved	\$100.00
Request 44	04/01/2014	Approved	\$100.00
Request 45	05/01/2014	Approved	\$100.00
Request 46	06/01/2014	Approved	\$100.00
Request 47	07/01/2014	Approved	\$100.00
Request 48	08/01/2014	Approved	\$100.00
Request 49	09/01/2014	Approved	\$100.00
Request 50	10/01/2014	Approved	\$100.00
Request 51	11/01/2014	Approved	\$100.00
Request 52	12/01/2014	Approved	\$100.00
Request 53	01/01/2015	Approved	\$100.00
Request 54	02/01/2015	Approved	\$100.00
Request 55	03/01/2015	Approved	\$100.00
Request 56	04/01/2015	Approved	\$100.00
Request 57	05/01/2015	Approved	\$100.00
Request 58	06/01/2015	Approved	\$100.00
Request 59	07/01/2015	Approved	\$100.00
Request 60	08/01/2015	Approved	\$100.00
Request 61	09/01/2015	Approved	\$100.00
Request 62	10/01/2015	Approved	\$100.00
Request 63	11/01/2015	Approved	\$100.00
Request 64	12/01/2015	Approved	\$100.00
Request 65	01/01/2016	Approved	\$100.00
Request 66	02/01/2016	Approved	\$100.00
Request 67	03/01/2016	Approved	\$100.00
Request 68	04/01/2016	Approved	\$100.00
Request 69	05/01/2016	Approved	\$100.00
Request 70	06/01/2016	Approved	\$100.00
Request 71	07/01/2016	Approved	\$100.00
Request 72	08/01/2016	Approved	\$100.00
Request 73	09/01/2016	Approved	\$100.00
Request 74	10/01/2016	Approved	\$100.00
Request 75	11/01/2016	Approved	\$100.00
Request 76	12/01/2016	Approved	\$100.00
Request 77	01/01/2017	Approved	\$100.00
Request 78	02/01/2017	Approved	\$100.00
Request 79	03/01/2017	Approved	\$100.00
Request 80	04/01/2017	Approved	\$100.00
Request 81	05/01/2017	Approved	\$100.00
Request 82	06/01/2017	Approved	\$100.00
Request 83	07/01/2017	Approved	\$100.00
Request 84	08/01/2017	Approved	\$100.00
Request 85	09/01/2017	Approved	\$100.00
Request 86	10/01/2017	Approved	\$100.00
Request 87	11/01/2017	Approved	\$100.00
Request 88	12/01/2017	Approved	\$100.00
Request 89	01/01/2018	Approved	\$100.00
Request 90	02/01/2018	Approved	\$100.00
Request 91	03/01/2018	Approved	\$100.00
Request 92	04/01/2018	Approved	\$100.00
Request 93	05/01/2018	Approved	\$100.00
Request 94	06/01/2018	Approved	\$100.00
Request 95	07/01/2018	Approved	\$100.00
Request 96	08/01/2018	Approved	\$100.00
Request 97	09/01/2018	Approved	\$100.00
Request 98	10/01/2018	Approved	\$100.00
Request 99	11/01/2018	Approved	\$100.00
Request 100	12/01/2018	Approved	\$100.00



Services available through ACCES-VR



During High School - Youth-Aged Services

- **Pre-ETS (Pre-Employment Transition Services)**
 - Community work experience
 - Career exploration assessment
 - Career counseling and guidance
 - Self-Advocacy skills
 - Work readiness training
 - Work-based learning opportunities & internships
- **Internships (paid)**
 - Public benefits counseling
 - Tests to identify your skills, interests, and challenges (e.g. vocational, psychological, or assistive technology evaluations)
 - can be done older as well



Services available through ACCES-VR



After High School Services (Ages ~18 to 25)

- Vocational counseling and guidance
- Job training at a vocational school, college, or on the job
- Job coaching (sometimes called “supported employment”)
 - OPWDD eligibility (prior to age 25)
 - Under certain conditions
- Coaching supports – at job or internship
- Help with transportation costs (including accessible transportation)
- Help with school, college & vocational training costs, like tuition, fees, or books
- Internships (paid)
- Funding for college supports, like note-takers or tutors
- Technology/equipment you may need to work
- Adaptive driver training
- Physical and mental restoration services
- Medical care for acute conditions arising during the program
- Modifications to homes, vehicles and worksites



Services available through ACCES-VR



Job Placement Services (Any Age)

- Community work experience
- Job search & placement
- Job readiness training
- Work-based coaching & supports
- Employment customization
- Extended job placement services
- **Work Try-Out & On the Job training**
- Occupational tools and equipment
- Occupational and business licenses



ACCES-VR Tips



Go into the meeting with some idea of what you want

- Even if you don't know the exact field you want, go with a list of general interests

Communication is **very** important

- The ACCES-VR counselor will not chase you. If you have questions or haven't heard from the counselor in a while, you should reach out – follow up & engage



Services & Approval Tips #1



Individualized based on applicant profile!

The more you share with your counselor, the more likely to receive the requested services – be specific

**MUST HAVE A CAREER GOAL IN MIND –
Must identify an occupational/job title**

FINANCIAL NEED REVIEW



Services & Approval Tips #2



APPLY EARLY – AT LEAST YEAR IN ADVANCE

Significant wait times and processing times

Services and payments are not retroactive

Assessments and/or progress toward work goal
can play important role

Must work with an approved ACCES-VR provider



Individualized Plan for Employment (IPE)



Written plan that lists your specific employment goal, outlines the services ACCES-VR will provide and the steps you need to take to achieve your employment goal

Can be written by Vocational Rehabilitation Counselor (VRC) with input from you, or you can write it

Should consider how your disability affects your ability to work, type of job, ability to do the job, and work history

Must be mutually agreed on (& signed by) you and the Vocational Rehabilitation Counselor (VRC)

IPE can be revised and updated

ACCES-VR Career Lunchtime Series



10/16/23 -
Hospitality/Food Service

11/13/23-
Manufacturing Occupations

12/11/23-
Health Care Careers

1/8/24
STEM Careers

2/19/24
Careers in Education

3/11/24
Human Service Occupations

4/15/24
Government Careers

5/13/24
Skilled Trade Careers

Zoom Lunchtime Series
12:00 PM - 1:00PM

*Geared towards students,
families, transition counselors,
school staff, service
coordinators and community
partners working with youth
and students with disabilities*

Contact: Julia Rood
Senior Counselor, Transition and
Youth Services
with any questions:
julia.rood@nysed.gov

YouTube Video Recordings:
[youtube.com/@JuliaRoodACCESVR](https://www.youtube.com/@JuliaRoodACCESVR)

zoom.us
Meeting ID: 474 838 0855

YouTube recordings:
<https://www.youtube.com/@JuliaRoodACCESVR>



Due Process & Appeal Rights



What if your IPE or requested service is not approved?

- You have the right to appeal the decision
- May request informal review, administrative review, mediation, or impartial hearing
- Request within 90 days of decision

Appealable Issues
(examples)

- Agreement on job goals
- Evaluation & assessments
- Denial of services
- IPE non-approval
- Employment placement



CAP Services



Clients should contact DRNY Client Assistance Program (CAP) Services if:

Turned down for VR services

Dissatisfied with the VR services you're receiving

Have questions about policies, procedures, services or programs

Case is closed and want to be reconsidered for services

Not sure about next steps

Disagreement on IPE or career goals

OPWDD & Supported Employment





OPWDD Programs

Office for
People With
Developmental
Disabilities



- OPWDD provides services to people of all ages with intellectual and developmental disabilities
- Employment and Pre-vocational services, including Supported Employment, through providers:
 - AHRC
 - ✦ <https://www.ahrcnyc.org/services/work/preparing/dycd-programs/advance-earn/>
 - ✦ <https://www.ahrcnyc.org/services/work/preparing/pathway-employment/>
 - Nicholas Center - <https://tncnewyork.org/vocational-support>
 - Goodwill - <https://goodwillnynj.org/people-with-disabilities/>
 - Birch Family Services - <https://birchfamilyservices.org/birch-family-services/employment-programs/new-frontier/>
 - ADAPT Community - <https://adaptcommunitynetwork.org/service-options/employment-services/>



Supported Employment Programs



- Competitive employment in an integrated setting with ongoing support services for individuals with significant disabilities.
- Approach designed to assist individuals with significant disabilities in finding and maintaining employment.
- Typically begins with working with the person to identify their interests and abilities, through different assessments.
- Ongoing support and accommodations to help them succeed in the workplace.
- May include **JOB COACHING**, assistance with skill development, on-the-job training, and ongoing support from job specialists or employment counselors.
- Provided through OPWDD (long term) and ACCES-VR (initial phase)

[ADAPT Community Network](#)

- Pre-employment & Supported Employment Services
- Must enroll in OPWDD

[Nicholas Center](#)

- For young people with ASD
- Include training programs, job coaching, employment assessments and career exploration



Supported Employment Programs

ADAPT Community Network

For young people with
a developmental
disability

Pre-employment &
Supported
Employment

Must enroll in ACCES-
VR and, if possible,
OPWDD

Nicholas Center

For young people with
ASD

Include training
programs, job
coaching, employment
assessments and
career exploration

Must enroll in ACCES-
VR and, if possible,
OPWDD



OPWDD Employment Supports



- **Employment Training and Supports:** Offers training to enhance strengths and mitigate employment barriers, including internships leading to permanent positions.
- **Supported Employment (SEMP):** Aims to facilitate successful employment in community settings through tailored support.
 - Services transition from ACCES-VR funded employment support to limited job coaching for job maintenance.
 - Supported Employment or SEMP is one of the HCBS waivers available to individuals with a disability.
 - SEMP can provide the supports you need to maintain a paid competitive job.
- **Employment Training Program (ETP):** Provides internships with the promise of permanent employment, covering wages during the learning period. ETP includes job readiness classes on various professional skills and offers extensive job development.
- **Prevocational Services:** Designed for individuals requiring additional skill development to succeed in employment. Focuses on enhancing vocational interests, strengths, and addressing employment barriers outside of specific job task training.



Customized Employment Programs



- Customized Employment is a process to achieve competitive integrated employment through matching the strengths/interests of an individual to the needs of an employer.
- Approach designed to assist individuals with disabilities in finding and maintaining employment.
- A form of supported employment.
- May include job coaching, assistance with skill development, on-the-job training, and LIMITED ongoing support from job specialists or employment counselors.

JobPath

- For NYC residents 18+ with a developmental disability
- Must enroll in ACCES-VR and, if possible, OPWDD
- Consortium of Customized Employment Providers
<https://www.jobpathnyc.org/cce/>



JobPath – Customized Employment



Job Path supports people with developmental disabilities, including autism, to find meaningful employment that matches their skills.

Offers services to NYC residents 18+ with a developmental disability.

Eligibility specifics for each service vary, with some requiring enrollment in ACCES-VR or OPWDD and having Medicaid.

Works with employers to match individuals -
<https://www.jobpathnyc.org/employment-partners/>

Job areas including Animal Care, Clerical Assistance, Computer/Data Entry, Childcare/Teacher Assistant, Food Service, Healthcare, Media, Maintenance Worker

Consortium for Customized Employment <https://www.jobpathnyc.org/cce/>

More info <https://www.jobpathnyc.org/>



OPWDD Community-Based Employment Programs (via Self-Direction or SEMP)



[Yes She Can](#)

- Retail training and employment program for young people with ASD
- Must identify as female or non-binary

[Invictus Bakery](#)

- Culinary arts and employment program for young people with ASD
- Classes and work readiness training, plus employment

[Tech Kids Unlimited](#)

- Computer science and technology skill-building programs for young people with ASD and related disabilities
- Workshops, classes, internships, summer programs, work experiences, employment

[Harvest Cafe](#)

- Food industry training program for people with developmental disabilities
- A program of AVSP OPWDD agency – via supported employment

[Spectrum Designs](#)

- Employment for individuals with autism and developmental disabilities.
- Offers vocational training and employment in apparel and merchandise.
- Services include screen printing, embroidery, digital and pad printing, and promotional products.

Invictus Bakery



- Offers Work Readiness and Job Training classes focused on creating tangible products for the culinary sector
- Technology partnership with Microsoft
- Bakers work towards certification as a master baker
- HIRE ME Employment Initiative
- Work duties
 - Baking and Cooking Jobs – HIRE ME shifts
 - Deliveries and Order Fulfillment
 - Commissioned Artwork
 - Social Media Content Curation
 - Inventory Management

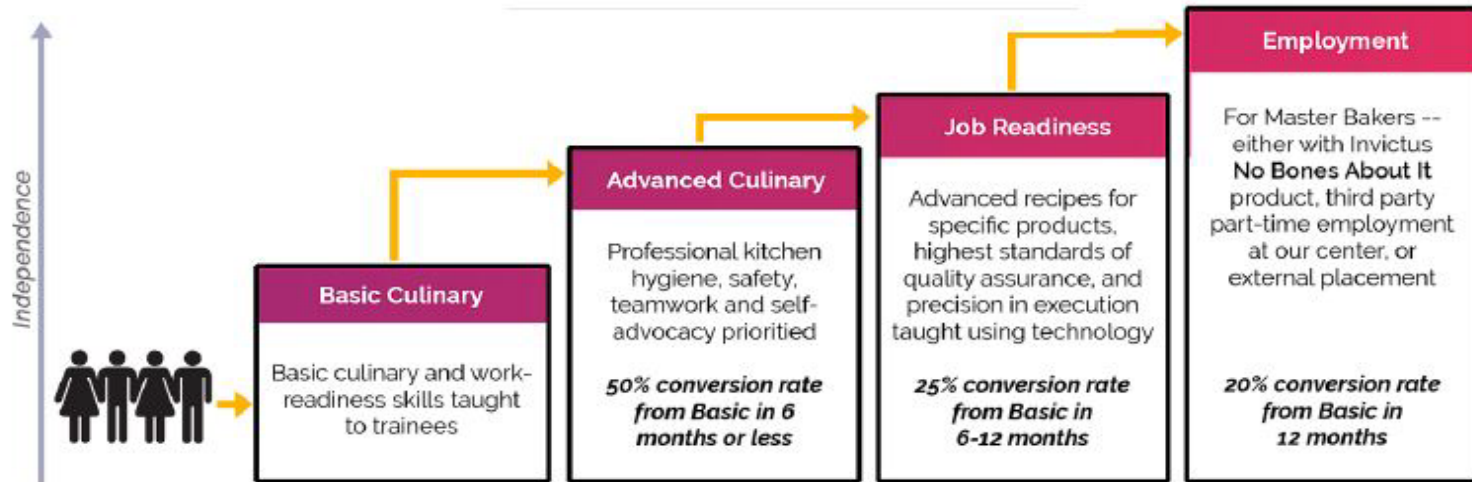
Invictus Bakery



Invictus Works

This is a work exposure course where we share the joys of the culinary arts with our Bakers. We envision a **world of inclusion** where every person is a **productive member of society** and has the capability to reach their full potential.

Progressive Model of Classes



Our courses target necessary skills and builds competencies in areas needed for employment.

Workplace Accommodations





Accommodations During Job Search and Workplace Accommodations



- Job Search Accommodations – Request during job applying process for interviews, materials, communication, timelines
- Once Employed
 - The employee is tasked with making a formal request
 - Employee should be aware of what they need to be successful
- Accommodations are mostly needed in the competitive employment arena
 - Disability supports and accommodations are usually integrated in supportive employment
- Common Job Accommodations
 - Assistive technology: Screen readers, voice recognition software, and input devices
 - Physical adjustments: Ramps, elevators, ergonomic furniture, and workspace modifications
 - Flexible work arrangements: telecommuting, flexible scheduling, and reduced schedule
 - Communication assistance: Sign language interpreters, captioning, and accessible documents.
 - Environmental considerations: Lighting, noise control, fragrance-free policies, and accessible facilities.

Self-disclosure considerations in the workplace



What is Self-disclosure

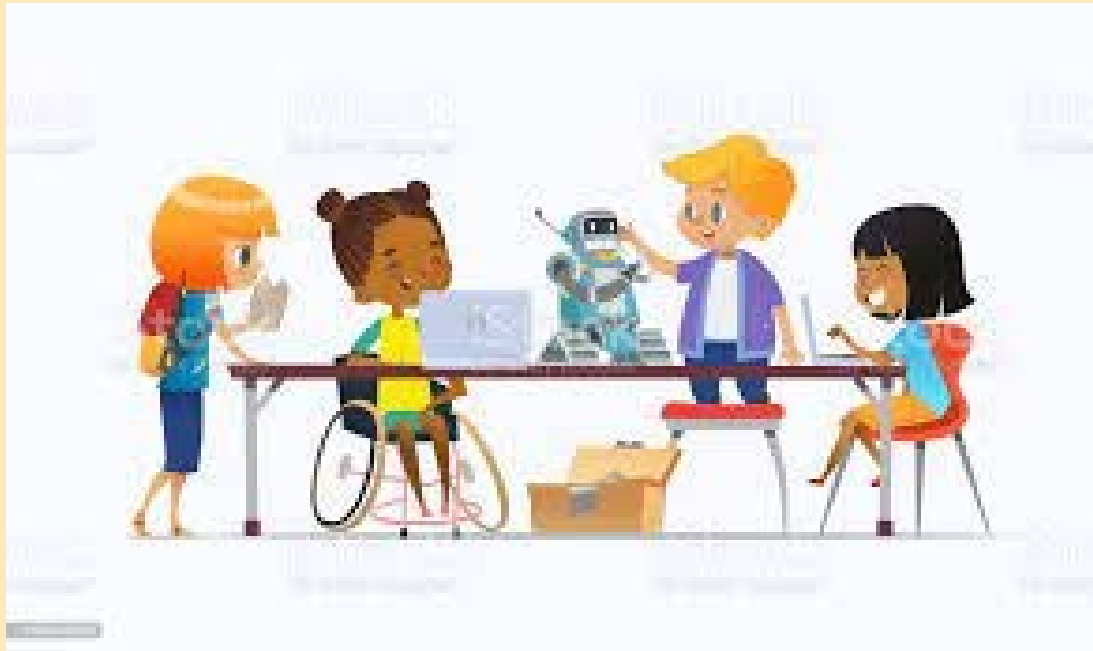
The cost of staying silent

Legal requirements vs. reality

How to have the conversation

Timing is everything

Benefits Planning & Work Incentives





Benefits Planning & Work Incentives



- Think about SSI, Medicaid, OPWDD, etc
 - Health services
 - Financial Assistance
- Benefits Counseling
 - Available through ACCES-VR
 - Various community organization providers
 - ✦ CIDNY – <https://www.cidny.org/peer-counseling/>
 - Resource - <https://workwithoutlimits.org/benefits-counseling/>
- Work Incentive Programs
 - **Medicaid Buy-In Program** allows working people with disabilities to earn more income without the risk of losing vital health care coverage.
 - **ABLE Account:** Individuals and families can contribute to ABLE accounts — tax-advantaged savings accounts that can fund disability expenses. ABLE accounts allow savings that will not count as a resource.



Benefits Planning & Work Incentives



- Work Incentive Programs – NYC & NYS Government
 - The Governor's Programs to Hire Individuals with Disabilities 55-b:
 - ✦ Positions through the appointment of qualified persons with disabilities, no exam.
 - NYC 55-a Program
 - ✦ Most NYC govt jobs require that candidates take and pass a competitive civil service exam before they can be hired. Section 55-a Program allows a qualified person with a certified mental or physical disability to be hired into competitive civil service positions without having to take an exam.
- Work Incentive Programs – Social Security
 - The SSA's Ticket to Work Program is a free and voluntary program that offers employment assistance to people ages 18 through 64 who have a disability and who receive Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI) benefits. SSA Specific Income Options
 - ✦ Plan to Achieve Self Sufficiency(PASS) Plan
 - ✦ Income Related Work Expense (IRWE)



Links & Resources



- AFC's Applying for ACCES-VR Guide https://www.advocatesforchildren.org/sites/default/files/library/applying_for_accesvr.pdf
- Pre-ETS & Transitions Services Update <https://www.acces.nysed.gov/vr/new-services-meet-wioa-requirements-vocational-rehabilitation>
- Pre-ETS Brochure <https://www.regents.nysed.gov/sites/regents/files/FB%20Monday%20-%20Pre-Employment%20Transition%20Services%20%28Pre-ETS%29.pdf>
- VR Services List <https://www.acces.nysed.gov/vr/vocational-rehabilitation-services>
- Transition Services Brochure <https://www.acces.nysed.gov/sites/acces/files/vr/guidetotransitionservices.pdf>
- ACCESS-VR Brochure <https://www.acces.nysed.gov/sites/acces/files/vr/basic.pdf>
- Due Process Rights <https://www.acces.nysed.gov/sites/acces/files/vr/due-process-brochure.pdf>
- Client Assistance Program (Disability Rights New York – DRNY) <https://www.acces.nysed.gov/sites/acces/files/vr/capbrochure.pdf>
- CONTACT LIST and Youth Transition Services <https://www.acces.nysed.gov/vr/student-and-youth-transition-services>
- Independent Living Centers (ILCs) <https://www.acces.nysed.gov/vr/independent-living-services-brochure>
- Financial Need Policy <https://www.acces.nysed.gov/vr/112500-financial-need-review-policy>



Thank you!



Give us Your Feedback!

55

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[Short survey!](#)



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