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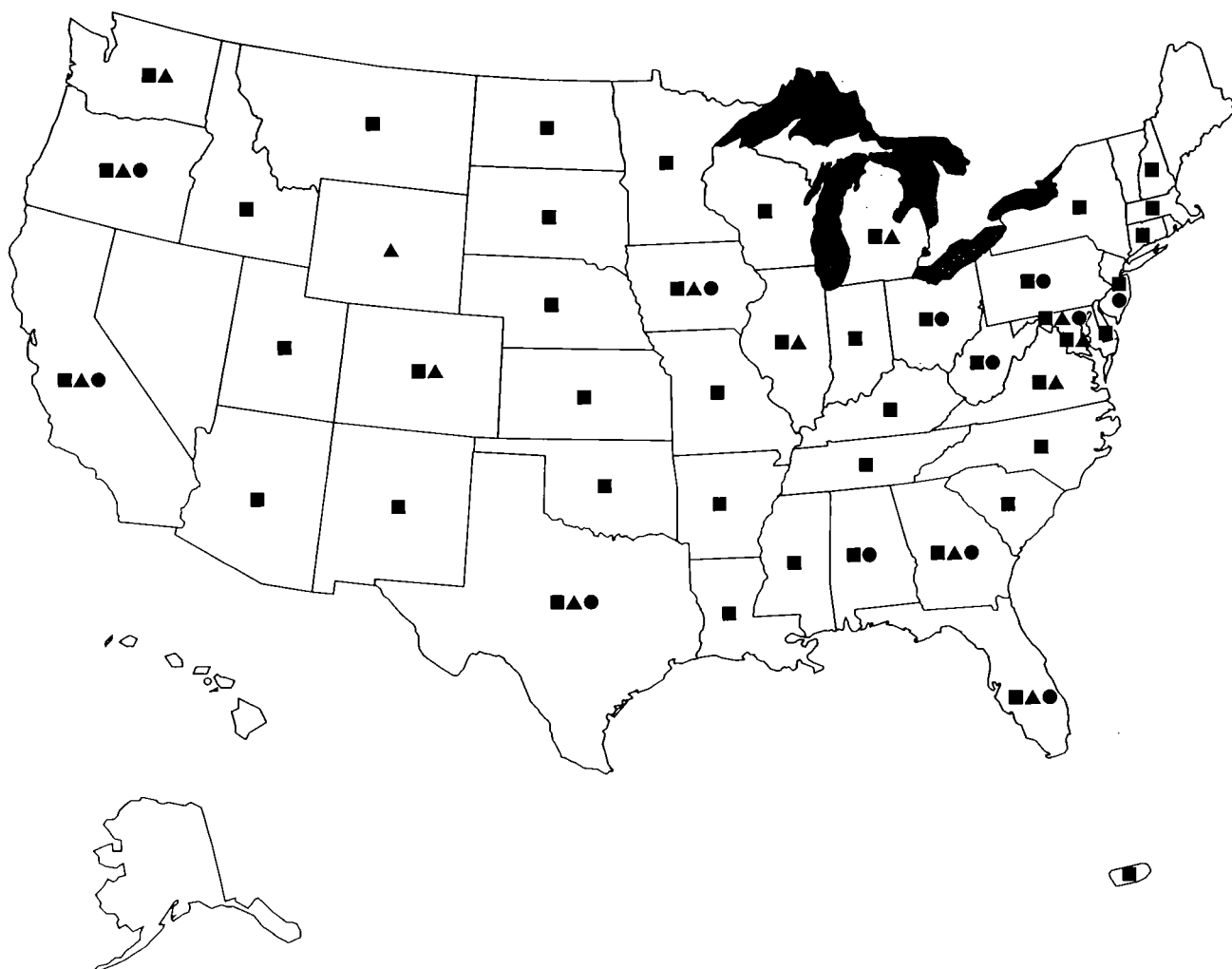
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REAL SOLUTIONS FOR REAL NEEDS: MAKING A DIFFERENCE IN THE WORKPLACE



PRESIDENT'S COMMITTEE ON EMPLOYMENT
OF PEOPLE WITH DISABILITIES

The President's Committee on Employment of People with Disabilities is a small, dynamic federal agency that harnesses the skills, energy and expertise of the business community, labor organizations and government agencies to bring people with disabilities into America's workforce. The President's Committee provides up-to-date, accurate information, technical assistance and leadership to employers and employees with disabilities as they turn possibilities for work into actualities for employment. The Committee further promotes the employability of people with disabilities by modeling innovative programs and disseminating information about successful programs. The President's Committee also informs the President on the progress and problems of maximizing employment opportunities for people with disabilities.

FISCAL YEAR 1998 IN NUMBERS

- 1,476,000 hits on the President's Committee's Job Accommodation Network (JAN) Web site
- 355,000 hits on the President's Committee's Web site
- 40,000+ "Opening Doors to Ability" education kits distributed nationwide
- 38,570 telephone queries received by JAN
- 20,056 people with disabilities were hired or kept a job using information from JAN
- 1,600 people attended conferences sponsored by the President's Committee
- 1,300 students with disabilities participated in 28 High School/High Tech programs
- 1,108 students with disabilities from 43 states, the District of Columbia and Puerto Rico participated in the Workforce Recruitment Program
- 376 employers involved in 14 state Business Leadership Networks
- 300+ members on the President's Committee
- 650+ governor's and mayor's representatives in every state and U. S. territory

**REAL SOLUTIONS FOR REAL NEEDS:
MAKING A DIFFERENCE IN THE WORKPLACE**

**ANNUAL REPORT
OF THE
PRESIDENT'S COMMITTEE ON EMPLOYMENT OF
PEOPLE WITH DISABILITIES**

FISCAL YEAR 1998

This report to the President, the Congress and the American public represents the work of the President's Committee during Fiscal Year 1998 (October 1, 1997–September 30, 1998). In its efforts to enhance and increase employment opportunities for qualified workers with disabilities, the Committee seeks to make a difference in the nation's workplaces by providing real solutions for the real needs of employers.

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"We must not rest until 100 percent of the nation's employers will hire a qualified person with a disability without reservations."

—CHAIRMAN TONY COELHO

THE CHAIRMAN'S PERSPECTIVE



Since its creation by President Truman more than 50 years ago, the President's Committee on Employment of People with Disabilities has focused solely on the removal of attitudinal and systemic barriers to employment for people with disabilities. We want all Americans to be judged by their ability and given an opportunity to be part of the country's workforce. With the support and assistance of our dedicated national network of partners—small businesses and large corporations; labor unions; civil rights, veterans and disability organizations; and federal, state and local governments—we have made significant progress, but we must do better. Our nation cannot compete in today's global economy if we continue to waste our human resources.

The nation's economy is currently providing the best opportunity in recent memory for showing employers that people with disabilities can be an important and productive part of the workforce. The general unemployment rate is the lowest in many years, and employers report having trouble finding qualified workers. Yet, the unemployment rate for the 30 million working age adults with disabilities remains almost 50 percent, and the rate for those with the most significant disabilities is 74 percent. At the same time, national polls reveal that the majority of working age people with disabilities want to work. The disparity between an employer's difficulty finding workers and the large numbers of unemployed people with disabilities stems from the unfounded fears by employers about hiring people with disabilities based on misinformation, myths and stereotypes.

The President's Committee is working aggressively to alleviate this waste of human potential. During Fiscal Year 1998, we have made significant progress identifying impediments to employment of people with disabilities and designing programs and partnerships to respond to them. Through public education, technical assistance, linking with new partners and demonstration projects, the President's Committee is providing real solutions to meet the real needs of employers and employees with disabilities.

As Chairman of the President's Committee, I am pleased to share a few of this year's highlights with you.

IMPORTANT NEW PARTNERSHIPS:

- Thomas J. Donohue, President and Chief Executive Officer of the U. S. Chamber of Commerce, agreed to serve as national Chief Executive Officer of the Business Leadership Network
- President Clinton appointed Linda Chavez-Thompson, Executive Vice President of the AFL-CIO, as a Vice Chair of the President's Committee, emphasizing the importance of the labor community to the Committee's work
- Expanding our new partnerships with minority organizations, I appointed Dr. Rolando Blackburn-Moreno, Executive Director of ASPIRA, an organization serving Hispanic youth, to the President's Committee's

Executive Board, where he joins John Johnson, Director of Programs for the NAACP. Robert Walters, National Urban League, serves as a member of the President's Committee's Subcommittee on Employee Disability Concerns.

KEY PROGRAMS:

- Through our popular new Internet feature, Job Links, companies and organizations can recruit qualified individuals with disabilities by requesting a link on the Committee's Web site to the employer's job postings. Job seekers with disabilities now have direct and immediate access to open jobs at more than 80 companies and organizations and employers have a viable new recruitment tool.
- The Workforce Recruitment Program experienced a 37 percent increase in placements, with 300 well-qualified students with disabilities receiving summer internships or permanent jobs.
- The High School/High Tech Program established 12 new sites, bringing the total number of programs in the country to 28. In 1998, more than 1,300 high school students with disabilities explored careers in technology at sites throughout the country, with a majority going on to post-secondary education and training leading to permanent employment.
- Our Job Accommodation Network (JAN) assisted more than 38,000 callers with questions related to the hiring, retaining, training, and promoting of people with disabilities. Fifty-two percent of employers who consulted JAN on a specific case report hiring or retaining the individual with a disability.

On March 13, 1998, President Clinton signed Executive Order 13078, establishing the National Task Force on Employment of Adults with Disabilities. The Task Force, led by Secretary of Labor Alexis M. Herman, with myself as Vice Chair, supports the mission of the President's Committee by creating a focal point for the development of a coordinated and aggressive national policy within the federal government to bring working-age individuals with disabilities into gainful employment at a rate close to that of the general population. The President's Committee, working closely with the National Council on Disability and other government agencies, spearheaded the drive for the creation of this important Task Force. Support for the Task Force will continue to be an important part of our effort in the future.

I would like to thank the hundreds of volunteers on the Committee and around the country for their unselfish contributions of time and energy to our important work. Together we are making a difference in the lives of people with disabilities who seek to join the nation's workforce. I ask everyone to join in our effort to achieve this goal. If you are an employer, make an effort to bring more people with disabilities into your workforce. If you are a person with a disability, continue to strive for your dreams and do not let anyone tell you that you cannot achieve them. And, if you are a person without a disability, consider being a mentor to a young person with a disability. Together we must continue to forge ahead in finding real solutions to the real problems that people with disabilities face as we take our rightful place in the world of work.



Tony Coelho
Chairman

"As we approach the 21st century, employers need to learn ... about the technological advances that continuously enhance the productivity of all workers, particularly those of us with disabilities."

—Chairman Tony Coelho

SOLVING THE NEED FOR INFORMATION

Fifty-one years of experience have taught the President's Committee that employers need information—information about people with disabilities and their employability, about job accommodations and about legal rights and responsibilities of both the employer and the employee. The Committee finds that many employers who have never hired persons with disabilities often have misconceptions or misinformation about them. Negative stereotypes are plentiful about the abilities of people with disabilities, costs associated with hiring them or the availability of assistive technology to enhance their productivity. The President's Committee responds to this real need by providing accurate and timely information through several channels.

BUSINESS LEADERSHIP NETWORK (BLN)



THE NEED

As employers become more receptive to hiring people with disabilities, they ask for useful information and for qualified applicants.

THE SOLUTION

The Business Leadership Network provides both information and access to qualified candidates through locally organized networks of employers who have been successful in hiring people with disabilities. They share their experiences with employers who have not yet included people with disabilities in their workforce. Each state network develops an

agenda responsive to local needs, but with several common elements—

- sharing of successful disability employment practices
- identification of qualified job applicants with disabilities
- a supportive, peer based environment
- recognition of exemplary disability employment practices
- partnerships with local sources of applicants and information.

FISCAL YEAR 1998 RESULTS

- Thomas J. Donohue, President and CEO of the U.S. Chamber of Commerce, was appointed chair of the national BLN Business Steering Group, which will provide guidance and assistance to states who are developing BLNs.
- Six new networks were organized: California, Illinois, District of Columbia, Virginia, Washington and Iowa. Thirteen states and the District of Columbia now have active networks.
- The Colorado BLN announced that it has assisted 250 people with disabilities to become employed in the three years of its existence. It also has provided education and training to more than 2,000 employer representatives and generated \$150,000 in corporate investment for new services and activities.

- Crestar Bank, lead company of the new Virginia BLN, announced the hiring of 42 people with disabilities.

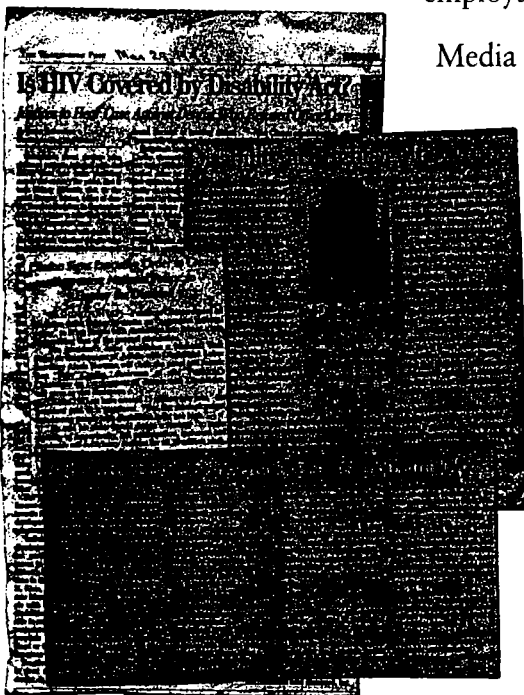
EDUCATION

THE NEED

People with disabilities have been hampered in their efforts to join the nation's workforce by myths, stereotypes and misinformation about their ability to work competitively.

THE SOLUTION

The Education program of the President's Committee continued its aggressive campaign in 1998 to provide accurate, timely information to employers, government agencies, people with disabilities and the general public about the employability of people with disabilities.



Media outreach

The President's Committee provided information on Committee programs and key issues relating to the employment of people with disabilities to more than 500 media outlets in Fiscal Year 1998. As a result, millions of people across the country read, saw or heard from the President's Committee and Chairman Coelho about—

- the Americans with Disabilities Act
- statistical data on people with disabilities
- types and costs of reasonable accommodations
- locating employers and persons with disabilities to interview
- identification of employment programs that serve people with disabilities
- barriers to employment for persons with disabilities.

Among the diverse national media who reported on the President's Committee's programs or other disability employment issues were—

- *New York Times*
- *60 Minutes*
- *National Public Radio*
- *CNN Financial News*
- *Working Women*
- *Black Enterprise Magazine*
- *The Wall Street Journal*.

Education Kit

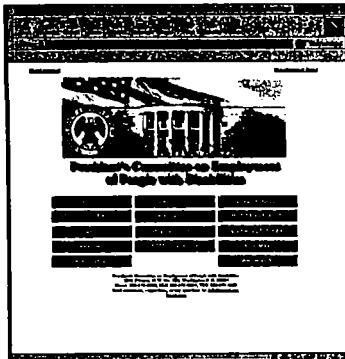
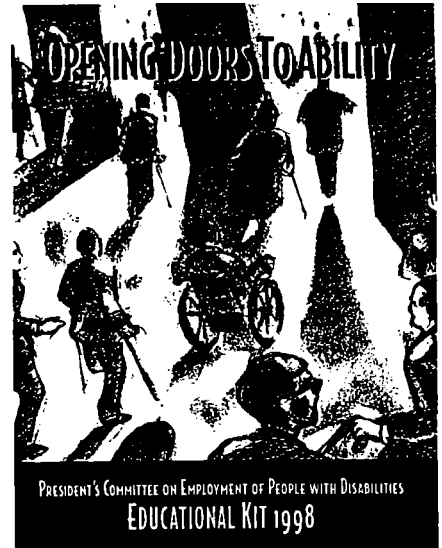
Each year the President's Committee publishes an Education Kit full of information about disability and employment. "Opening Doors to Ability," the 1998 theme, signifies the ultimate objective of the President's Committee: the removal of attitudinal and structural barriers to employment for all Americans who want an opportunity to contribute to our nation's workforce. After exhausting its supply of 40,000 kits within the first three months of publication, the Committee posted the kit on its Web site, where it could be downloaded. Prepared to support nationwide activities conducted for National Disability Awareness Month in October of each year, the kit was used year-round by employers, rehabilitation officials, labor unions, service providers and

others. For example—

- Mesa State College in Colorado used materials from the kit in an upper level course on disability employment law
- Rehabilitation Services Administration Region 10 used the materials to educate employers and job applicants at a job fair
- SAFECO Corporation used the kit to train its recruiters and managers.

Publications

The President's Committee has prepared more than 65 easy-to-read, fact-filled documents covering a wide spectrum of topics related to the employment of people with disabilities. A publications list and the documents can be ordered by telephone (202-376-6200), fax (202-376-6868) or E-mail (info@pcepd.gov). They can also be downloaded from the Committee's Web site (www.pcepd.gov).



The Internet

www.pcepd.gov

The President's Committee's award-winning WorldWideWeb site describes the agency's programs and activities and has links to other valuable resources on the Web that expand and supplement the Committee's information. Most of the Committee's publications, including the Education Kit, are available for downloading. In this, its second full year of operation, the Committee's Web site received more than 355,000 hits. The Job Links page, which leads job seekers with disabilities directly to job openings in organizations and companies, has been the most-visited page of the site since its launch in April 1998. By the end

of Fiscal Year 1998, 80 companies and organizations who are seeking to recruit and hire people with disabilities were listed on Job Links.

NATIONAL CONFERENCE AND JOB FAIR

"Tapping Worker Potential Through Technology" was the theme of the 1998 National Conference of the President's Committee, held May 6 and 7 in New Orleans, LA. The conference brought together more than 1,200 employers, personnel specialists, rehabilitation and job placement professionals, organized labor representatives, college career and disability services coordinators, veterans, consumers and advocates to discuss issues related to the employment of people with disabilities.

Technology issues were addressed in many of the workshops and in a major symposium featuring a discussion of the future of technology, and its implications for people with disabilities, by representatives from major technology organizations and agencies: AT&T, Oracle Corporation, United Technologies Corporation, the World Wide Web Consortium and the Federal Communications Commission.



Other workshops covered—

- Making the Federal Government a Model Employer
- Disability Employment Law
- White Collar Employment for Workers with Cognitive Disabilities
- Work site Accommodations
- Starting Your Own Business on the Internet
- The Americans with Disabilities Act and workers' compensation.

The conference also included—

- keynote speakers, including
 - Thomas J. Donohue, President and CEO, U.S. Chamber of Commerce;
 - Andrew L. Stern, President, Service Employees International Union;
 - Susan M. Daniels, Deputy Commissioner for Disability and Income Security Programs, Social Security Administration;
- an exhibit hall of more than 80 booths showcasing state-of-the-art technology, products and resources with potential to enhance workplace efficiency and productivity;
- an employment fair where 38 employers interviewed more than 500 job seekers with disabilities, resulting in at least 12 job offers.

PERSPECTIVES CONFERENCE

THE NEED

The Federal government must demonstrate leadership in the hiring and promoting of people with disabilities.

THE SOLUTION

The "Perspectives on Employment of People with Disabilities in the Federal Sector" annual conference provided more than 400 federal sector human services managers the information they need to fulfill their obligations in the recruitment, hiring, accommodation and advancement of individuals with disabilities in the federal workforce. The Fiscal Year 1998 conference, convened by the President's Committee, the Department of Defense and six other federal agencies, was held December 10-12, 1997, in Bethesda, MD.

Twenty-five workshops covered a wide range of topics including: reasonable accommodation in the workplace, availability and use of assistive technology, alternate dispute resolution, recent case law and a review of federal employment programs for hiring people with disabilities. Speakers included—

- Shirley Wilcher, Deputy Assistant Secretary, Office of Federal Contract Assistance, Department of Labor
- Isabelle Katz Pinzler, Acting Assistant Attorney General for Civil Rights, Department of Justice
- Fred Grandy, President and CEO, Goodwill Industries International
- William Paul, Retired, Executive Vice-President and Chairman of International Operations, United Technologies Corporation.

The following agencies joined the President's Committee and the Department of Defense as cosponsors of the conference—

- The National Council on Disability
- Department of Agriculture
- Department of Health and Human Services
- Department of State
- Department of Veterans Affairs
- Department of Labor.

"It's a win-win situation. Employers who know how to tap into the disability community get trained, dedicated workers and increased access to new markets. People with disabilities get the chance they deeply deserve to become independent and self-sufficient."

—Chairman Tony Coelho

SOLVING THE NEED TO FIND QUALIFIED WORKERS WITH DISABILITIES



Many employers report that they do not have qualified people with disabilities in their applicant pools, while at the same time, qualified people with disabilities are not able to find jobs. The President's Committee responds to the real need of employers to find qualified people with disabilities by providing access to people with disabilities eager to prove their worth in the workplace.

WORKFORCE RECRUITMENT PROGRAM

THE NEED

Students with disabilities often have difficulty finding summer employment while in school or full-time employment after graduation.

THE SOLUTION

The Workforce Recruitment Program (WRP), co-sponsored by the President's Committee and the U.S. Department of Defense, with 14 other cooperating federal agencies, connects public and private sector employers with highly motivated postsecondary students and recent graduates with disabilities. The WRP prepares students with disabilities for the workforce through work experience, and demonstrates to employers, through on-the-job experience, that people with disabilities can work successfully in a wide variety of jobs.

Participants are recruited from colleges and universities across the United States and Puerto Rico.

FISCAL YEAR 1998 RESULTS

- Three hundred students received paid internships or permanent jobs, many in professional or technical positions, a 37% increase over 1997.
- Students were placed in 12 federal agencies: the Departments of Defense, Agriculture, Veterans Affairs, Health and Human Services, Justice, State, Treasury and Labor; the Social Security Administration; the Environmental Protection Agency; the Export/Import Bank of the United States and the President's Committee on Employment of People with Disabilities.
- Private sector employers who hired students included Bear Stearns, Coopers and Lybrand, HBO, NationsBank, Simon and Schuster, Turner Broadcasting, Traveler's Group Inc., Irving Burton Associates, Turnpikes Appliance Service and the American Association for the Advancement of Science.

YOUTH LEADERSHIP FORUMS

"The Youth Leadership Forum not only taught me about my past, but it also showed me that there are realistic goals that are obtainable for people with disabilities."

—Rachel Wade, 1998 YLF participant

THE NEED

Young people with disabilities often have fewer opportunities than other youth to develop the leadership skills that will help them become good citizens and good employees.

THE SOLUTION

The Youth Leadership Forums (YLF) for Students with Disabilities is a unique career leadership training program which gives high school juniors and seniors with disabilities the opportunity to practice leadership, citizenship and personal growth skills. Future employers of forum participants get highly motivated, promotable employees with disabilities, and forum participants develop skills and gain knowledge that will enhance their careers.

Forum activities include—

- training about job readiness programs, civil rights, postsecondary education and assistive technology
- small discussion groups on leadership topics and career planning
- social, artistic, athletic and recreational activities
- development of "personal leadership plans" by each student
- tours of the state capital, including meetings with governors and other officials.

Program alumni return as forum faculty and staff to serve as role models and share their newfound knowledge.

FISCAL YEAR 1998 RESULTS

- Supported by funds from the Social Security Administration, the President's Committee taught 83 people from 39 states, the District of Columbia and Puerto Rico how to replicate the YLF model originally developed by the California Governor's Committee for Employment of Disabled Persons.
- The California Governor's Committee held its seventh annual YLF for approximately 50 delegates.
- The Puerto Rico Governor's Committee for Employment of People with Disabilities conducted its first YLF for 25 delegates.
- Twenty-four additional states have begun planning forums for 1999, 2000 and beyond.

HIGH SCHOOL/HIGH TECH

"A lot of people with disabilities who are intelligent might still let their disabilities overshadow them. [High School/High Tech] does not allow that. It opened so many doors for me."

—Libby Youmans, former High School/High Tech program participant, now a Program Analyst at Marshall Space Flight Center

THE NEED

Technology and science companies who want to hire people with disabilities have trouble finding qualified applicants. Students with disabilities are seldom encouraged to pursue technology and science careers.

THE SOLUTION

High School/High Tech is a rapidly expanding program that seeks to increase the number of people with disabilities who pursue careers in science, engineering and technology. High school students with disabilities participate in "hands on" enrichment activities, including high technology and scientific site visits, mentoring, shadowing, exposure to postsecondary educational resources and paid internships in scientific and technology-related fields. More than 90 percent of the participants in this program go on to higher education and careers in the sciences. This program has been particularly successful in serving minority youth with disabilities, with more than 40 percent of participating students being minorities.

FISCAL YEAR 1998 RESULTS

- Twelve communities—11 in Georgia and one in California—started High School/High Tech programs in collaboration with local school districts.
- Goodwill Industries formed a partnership with the President's Committee calling for local Goodwill agencies to become project operators.
- Student activities in 1998 included:
 - participating in a robotic design contest at Epcot Center, Disney World
 - witnessing two liftoffs at the Kennedy Space Flight Center
 - attending the Space Congress and meeting several astronauts.

National co-sponsors in 1998 were:

- American Association for the Advancement of Science
- National Alliance of Business
- Mitsubishi Electric America Foundation
- United Cerebral Palsy Association.

PROJECT EMPLOY

"By planting a few tangible examples of how the employment of people with disabilities can work in Prudential, we ended up with a full garden of employees in our workforce."

—Prudential Insurance executive Bruce Dalziel discussing the results of Prudential's decision to hire employees with cognitive impairments

THE NEED

People with mental retardation and other cognitive impairments are often stereotypically hired only for entry level, minimum wage jobs, most often in food, custodial and horticultural fields.

THE SOLUTION

Project EMPLOY is a multi-year initiative to increase the placement of people with cognitive impairments in jobs at above minimum wages, with benefits and promotional potential, by replicating successful programs identified by the President's Committee. Through local partners, the Committee will share information about the employment potential of people with cognitive impairments with employers using demonstrations, outreach, education and providing technical assistance.

SCHOLARSHIP PROGRAM

Three national businesses and a foundation supported scholastic excellence by generously funding 11 scholarships in 1998, four more than the year before. The 1998 scholarship winners were selected from among 183 candidates by a panel of President's Committee members. Students were evaluated on two essays, letters of recommendation and grade point averages.

Sprint
Sprint provided three \$2,500
scholarships for students pursuing
business or technical degrees.

Stephen Horne
Glastonbury, CT
Rensselaer Polytechnic Institute

Melanie Rose
Idaho Falls, ID
Southwest Baptist University

Mark Riccobono
Milwaukee, WI
University of Wisconsin

Nordstrom
Nordstrom funded five \$2,000
scholarships for students pursuing
business degrees.

Minda Dentler
Spokane, WA
Boston University

Stacy Rogers
Derby, KS
Wichita State University

David Wise
Mohnton, PA
Slippery Rock University

Noah Gordon
Manchester, MI
Michigan State University

Marcus Templeton
New Iberian, LA
Louisiana, State University

Nike
Nike sponsored one \$2,500
scholarship for a student pursuing a
degree in sports or recreation
management, marketing, medicine
or retailing sports or recreation
equipment.

Eli Abarbanel-Wolff
Washington, D.C.
Brown University

ELA Foundation
The ELA Foundation awarded two
fellowships of \$2,000 each for
women graduate students studying,
researching and writing on
disability policy in a graduate
program at an accredited college
or university in the United States.

Lorie Bowman
Getzville, NY
State University of New York at
Buffalo

Kimberly Floyd
Chapel Hill, NC
University of North Carolina at
Chapel Hill

FISCAL YEAR 1998 RESULTS

- A 15-minute video, "Discovering an Untapped Resource," was completed and distributed through employer associations. The video is being used to educate employers about the employment potential of people with cognitive disabilities.
- "White Collar Employment Opportunities for People with Cognitive Disabilities," a state of the art report, was completed and placed on the Committee's Web site. The report was based on President's Committee research conducted in Fiscal Year 1997 to identify existing programs which are placing persons with cognitive disabilities in "white collar" occupations.
- A description of the model programs of "white collar" and other non-traditional employment opportunities identified in the Fiscal Year 1997 research was completed and placed on the President's Committee's Web site. The programs identified were
The ARC of Delaware with Dupont Merck, Wilmington DE
Best Buddies Jobs, Miami FL
Community Services for Autistic Adults and Children, Rockville MD
Employment in Disability Agencies
Howard County Department of Recreation and Parks, MD
Iowa CEO Corporate Initiative
King County Government, Washington State
MBNA American Bank, N.A.
Our House, Inc. Employment Services, New Brunswick NJ
Options of Linn County, Iowa
Project Opportunity, San Francisco CA

Some companies that have successfully hired people with cognitive disabilities in jobs with career potential are—

Prudential Insurance
DuPont-Merck
MBNA America Bank
Schering-Plough
Wells Fargo Bank.

CULTURAL DIVERSITY INITIATIVE

THE NEED

Although the overall unemployment rate for people with disabilities is unacceptably high, the rates for minorities with disabilities are even higher. Minorities not only face compounded discrimination, but often must overcome cultural attitudes about disability within their own communities.

UNEMPLOYMENT STATISTICS

All people with disabilities—nearly 48 percent

African-Americans with disabilities—72.2 percent

African-Americans with severe disabilities—85.5 percent

Hispanics with disabilities—51.9 percent

Hispanics with severe disabilities—75.4 percent

Unemployment statistics regarding working-age individuals with disabilities as reported by the U.S. Census Bureau are shown in the accompanying chart.

THE SOLUTION

The Cultural Diversity Initiative, in cooperation with the U.S. Department of Education's Office of Special Education and Rehabilitation Services (OSERS), Howard University and national minority organizations, uses two strategies to improve the employment of minority persons with disabilities:

- training minority individuals with disabilities on disability employment issues, and
- working with organizations representing diverse minority communities, including African Americans, Hispanics, Asian Americans and Native Americans, to develop strategies for them to implement for reducing unemployment rates for minorities with disabilities.

FISCAL YEAR 1998 RESULTS

- Supported by funds from OSERS, the President's Committee conducted the second annual "New Leadership Development for Minorities with Disabilities" training session. Thirty-nine individuals with disabilities from minority backgrounds representing 21 states participated in the program.
- The NAACP established an Advisory Group on African Americans with Disabilities under the leadership of Richard A. Womack, Director of the AFL-CIO's Civil Rights Department and a member of the President's Committee's Executive Board.
- The Urban League of Nebraska established the National Clearinghouse on Minorities with Disabilities, which will make available to the 114 Urban League affiliates statistics and other information about the employment of minorities with disabilities.
- The Urban League of Nebraska, working with the University of Nebraska Medical Center and the National Family for Advancement of Minorities with Disabilities, trained other Midwestern League chapters about the unique needs of minority persons with disabilities.

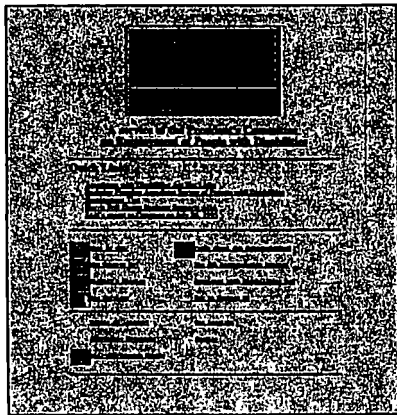
"As we approach the 21st century, employers need to learn ... about the technological advances that continuously enhance the productivity of all workers, particularly those of us with disabilities."

—Chairman Tony Coelho

SOLVING THE NEED FOR RESOURCES THROUGHOUT THE EMPLOYMENT CYCLE

People with disabilities who are seeking employment and employers who hire them sometimes need assistance locating accessible technology, developing reasonable accommodations or removing procedural and systemic barriers. In some cases, today's service delivery system is inadequate or not readily available to people with disabilities. The President's Committee provides both short-term and long-term solutions benefitting both employers and employees with disabilities.

JOB ACCOMMODATION NETWORK



THE NEED

For many people with disabilities, the only obstacle to full job performance is the lack of information about how to make modest adjustments to their work environment. Use of reasonable accommodations, such as adaptive equipment or modified work methods, is both low-cost and cost-effective.

THE SOLUTION

The President's Committee's Job Accommodation Network (JAN) is a dynamic, comprehensive, toll free counseling and information service which provides confidential consultations about job accommodations. Counselors draw upon a database of more than 200,000 real

accommodations provided for real people in real job situations. During Fiscal Year 1998, 97 percent of all callers found the information provided by the well-trained JAN counselors to be useful, and over half of the employers who called used the information from JAN to hire or keep an employee with a disability. JAN counselors also provide information about the employment provisions of the Americans with Disabilities Act.

JAN also operates an Internet site with information about reasonable accommodation for people with disabilities, relevant laws and links to other helpful sites.

JAN benefits everyone:

Employers

- hire, retain, and promote qualified employees with disabilities
- reduce workers' compensation and other insurance costs
- eliminate the cost of training new employees
- increase the worker's productivity,

Rehabilitation professionals

- facilitate placement of clients
- find local resources for workplace assessment
- discover resources for device manufacture and modification,

People with disabilities

- get new jobs or keep jobs
- get accommodation information for use during job interviews and on the job.

**REACHING THE
JOB ACCOMMODATION NETWORK**

Hours: 8:00 a.m. to 8:00 p.m., Monday through Thursday; 8:00 a.m. to 7:00 p.m. on Friday, Eastern Time

By phone: 1-800-526-7234 (Voice/TDD)
1-800-ADA-WORK (1-800-232-9675) (Voice/TDD)

e-mail: jan@jan.icdci.wvu.edu

JAN also provides information through a Web site:
www.jan.wvu.edu/english/homeus.htm

DISABLED VETERANS FORUMS

THE NEED

Although our nation has not fought a major war in almost 25 years, more than 20,000 disabled veterans return to civilian life each year. Unfortunately, their employment experience mirrors that of civilians with disabilities, with more than two out of three disabled veterans not working. They encounter systemic and attitudinal barriers similar to those faced by civilians with disabilities, but also face problems unique to veterans with disabilities.

THE SOLUTION

The President's Committee's Subcommittee on Disabled Veterans convenes public forums to hear first-hand from disabled veterans, veterans' service organizations and employers about current problems faced by disabled veterans who seek work.

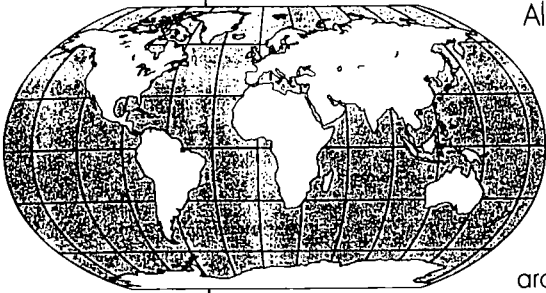
Recommendations responding to concerns raised at the forums are presented to policy makers and service providers in federal agencies serving veterans and to the Congress.

FISCAL YEAR 1998 RESULTS

- Forums were held in Sacramento, CA, and Los Angeles, CA.
- A report summarizing the results of those two forums, and three others held previously, was presented to the Veterans Affairs committees of the U.S. Senate and House of Representatives and to relevant federal agencies. The report contained recommendations that respond to issues raised at the forums.
- Issues identified included—
 - inadequate funding for programs
 - poor implementation of existing programs
 - poor enforcement of preference and priority provisions for disabled veterans
 - programs not meeting the needs of disabled veterans who are women, Native Americans, African Americans, Hispanics or homeless.

- Recommendations have resulted in—
- increased coordination between the Veteran's Administration and the Department of Labor for delivery of employment services
- Increased emphasis on the application of veterans' priorities for services through the new "one stop" employment centers being established across the country
- increased attention from veterans' organizations to the unique issues involving women and minorities with disabilities.

INTERNATIONAL ACTIVITIES



Although people with disabilities around the world are experiencing unemployment rates similar to ours, many nations are beginning to realize the value and importance of including all their citizens, including those with disabilities, in the economic development of their countries. The President's Committee has been pleased to contribute to international efforts to increase employment opportunities for people with disabilities around the world by:

1. training U.S. Department of State labor officers on policy and programs for employment of people with disabilities in the U.S.
2. hosting more than 40 visitors from foreign countries seeking information about United States employment policies and programs and
3. participating in two international conferences held in Washington, D.C.

Two activities in particular promise to have a direct effect on the employability of people with disabilities in Europe and Vietnam. The President's Committee worked with the U.S. Department of Labor to coordinate the United States' presentations for the "Harnessing the Information Society to Raise Employment Levels for People with Disabilities" conference scheduled for October 1998 in Madrid, Spain. Conference organizers planned to use case studies from around the world to examine the potential for improving employment possibilities for people with disabilities through the use of technology.

In addition, the President's Committee, working with U.S. Vietnam Assistance for the Handicapped, a private organization based in the United States, has developed a strong bond with Vietnamese government officials. These relationships resulted in the passage in 1998, by the National Assembly of Vietnam, of an ADA-inspired disability policy law. To ensure its successful implementation, the President's Committee helped secure funding from the U.S. Agency for International Development to establish a technical assistance office in Hanoi, Vietnam, to assist the Vietnamese government in the implementation of its new disability policies.

KEY TO MAP

■ WORKFORCE RECRUITMENT PROGRAM

Recruiters interviewed students with disabilities for the Workforce Recruitment Program at 135 colleges in these 46 states and territories in FY '98.

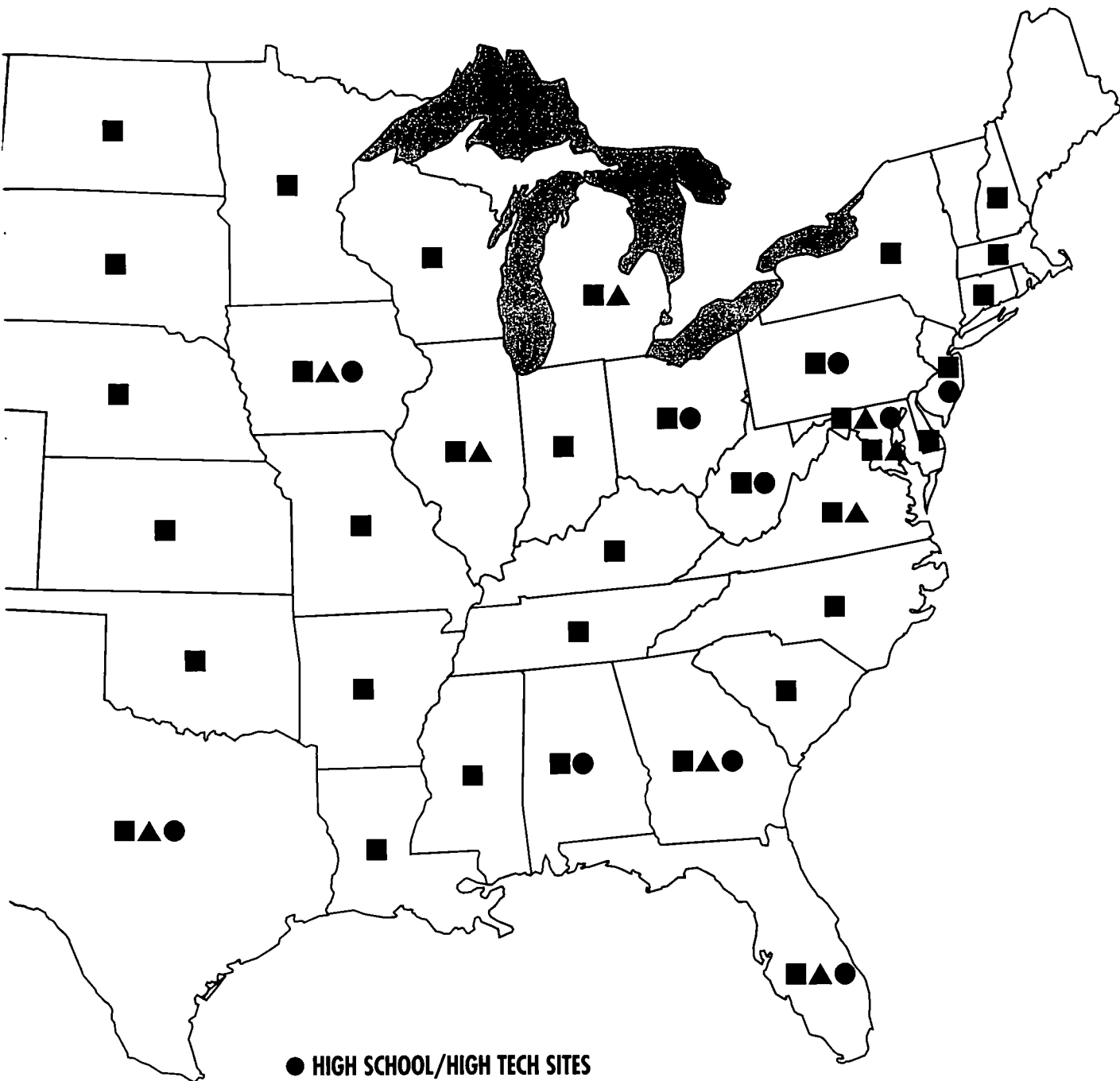
Alabama	Montana
Arizona	Nebraska
Arkansas	New Hampshire
California	New Jersey
Colorado	New Mexico
Connecticut	New York
Delaware	North Carolina
District of Columbia	North Dakota
Florida	Ohio
Georgia	Oklahoma
Idaho	Oregon
Illinois	Pennsylvania
Indiana	Puerto Rico
Iowa	South Carolina
Kansas	South Dakota
Kentucky	Tennessee
Louisiana	Texas
Maryland	Utah
Massachusetts	Virginia
Michigan	Washington
Minnesota	West Virginia
Mississippi	Wisconsin
Missouri	

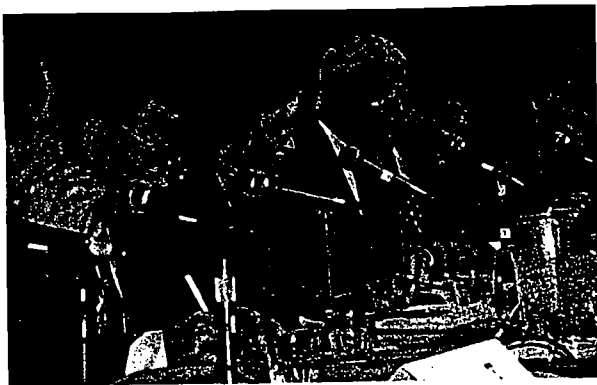
▲ BUSINESS LEADERSHIP NETWORK SITES

Business Leadership Networks were active in these 14 locations in FY '98.

California	Maryland
Colorado	Michigan
District of Columbia	Oregon
Florida	Texas
Georgia	Virginia
Illinois	Washington
Iowa	Wyoming







TECHNOLOGY INITIATIVE

THE NEED

The rapid development of new technologies in computer hardware, software, phone equipment and telecommunications services threatens to leave people with disabilities behind. Adaptive equipment that enabled people with disabilities to use yesterday's technology does not work with the new technologies. Manufacturers routinely design new products without considering

the needs of people with speech, vision, hearing, cognitive or other impairments.

THE SOLUTION

The Technology Initiative, a new program of the Committee, will promote innovative or best design and manufacturing practices by information technology and telecommunications companies, with a goal of making technology products and services accessible to the widest range of users, thereby improving employment opportunities for people with disabilities.

FISCAL YEAR 1998 RESULTS

The President's Committee supported the availability of accessible technology by:

- surveying disability accessibility development practices at telecommunications and information technology companies, such as Bell Atlantic, Microsoft, GTE, Oracle, AT&T, Motorola, Nokia and Pitney Bowes
- providing information and technical assistance to technology companies about Section 508 of the Rehabilitation Act of 1973, as amended, (a disability accessibility requirement imposed on federal procurement of information technology) and about Section 255 of the Telecommunications Act of 1996 (a disability access requirement for telecommunications equipment manufacturers and service providers)
- participating directly in critical federal regulatory and standards development such as—
 - the Electronic and Information Technology Access Advisory Committee of the U.S. Access Board, which is charged with developing standards for Section 508
 - the Federal Communications Commission Section 255 and ADA Telecommunications Relay Services rulemakings
 - the National Committee for Information Technology Standards study group on disability interface standards.

OUTREACH TO SMALL BUSINESS

"Hiring an individual that wants to be a part of your workforce and wants to be part of your dream is the dream of any employer, and that is what I have discovered in the workforce with people with disabilities."
—Philip Kosak, President of Carolina Fine Snacks

THE NEED

Many small and medium size businesses, the primary source of new jobs in our economy, do not include people with disabilities in their workforces.

THE SOLUTION

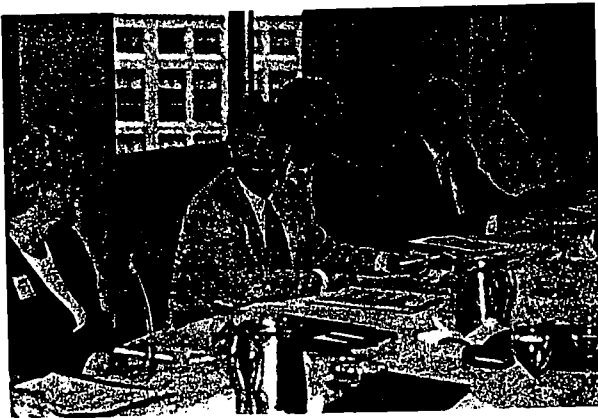
The Outreach to Small and Medium Business Project seeks to educate businesses about the benefits of hiring people with disabilities through trade associations and professional service organizations. Topics include:

- the Americans with Disabilities Act
- the benefits of hiring, retaining and promoting people with disabilities
- the availability of key resources, including the President's Committee.

FISCAL YEAR 1998 RESULTS

- The project produced "Surprising Answers," a videotape featuring members of the President's Committee's Employer Subcommittee speaking about hiring people with disabilities. The featured employers answer frequently asked questions about hiring and retaining employees with disabilities.
- A speaker's kit is being developed for use with the video. The package will be available in 1999.

PROMOTING SMALL BUSINESS AND SELF-EMPLOYMENT OPPORTUNITIES



THE NEED

Self-employment and small business opportunities for people with disabilities are often overlooked by government programs and by many people with disabilities as an avenue from the public rolls to self sufficiency. People with disabilities face the same financial, legal and resource acquisition problems experienced by all entrepreneurs; however, they must also address the many barriers to success created by their disabilities.

THE SOLUTION

The President's Committee is working with federal and state government agencies, private nonprofit service providers, financiers and organizations serving individuals with disabilities, to increase access and support for entrepreneurs with disabilities. With the recent growth of small business opportunities in general, improved assistive technologies and changes in the American workplace, the time is right to explore self-employment and small business options for people with disabilities.

FISCAL YEAR 1998 RESULTS

The second year of the Promoting Small Business and Self-Employment Opportunities project was devoted to gathering information about current resources available to entrepreneurs with disabilities and identifying the remaining obstacles they face, especially obstacles that are unique to an entrepreneur with a disability.

- The President's Committee convened a "Blue Ribbon Panel on Self-Employment, Small Business and Disability," 53 experts in facilitating self employment and small business ownership for people with disabilities, to discuss ways to increase opportunities for entrepreneurs with disabilities. The panel's recommendations will be published in 1999. Conducted by the World Institute on Disability under a contract with the President's Committee, the conference was co-sponsored by the Social Security

Administration, Association for Enterprise Opportunity, Levi Strauss Foundation, Wells Fargo Bank and UNUM Life Insurance.

- The President's Committee provided staff support for a Presidential Task Force workgroup on entrepreneurial issues. This workgroup used the information from the Blue Ribbon Panel as the basis for recommendations to the President included in the first interim Task Force report, "Re-Charting the Course."
- The Committee contracted with West Virginia University to establish the Small Business-Self-Employment Service, to be available in 1999. The service will be a source of comprehensive information about entrepreneurship for people with disabilities, including a World Wide Web page with links to other sites about entrepreneurship and a telephone counseling service.
- The President's Committee worked with the Small Business Administration to ensure inclusion of people with disabilities in their programs.

AWARDS

In 1998, the President's Committee honored two individuals who have made exceptional contributions to public awareness of empowerment and employment of people with disabilities.

Evan Kemp Entrepreneurship Award

Ted Henter
President, HenterJoyce, Inc.
St. Petersburg, FL

This award, named for the late Evan Kemp, former Equal Employment Opportunities Commission Chairman and disability rights leader, recognizes an individual with a disability who has displayed the exemplary skills, energy, leadership, initiative and courage necessary to establish and operate a successful business venture in the private sector. This award was presented to Mr. Henter, in the presence of Vice-President Albert Gore, as part of the Small Business Administration's award program during Small Business Week.

Justin Dart Achievement Award (Chairman's Award)

Catherine Kelly Baird
Executive Director, California Governor's Committee on Employment of People with Disabilities
Sacramento, CA

This award, named for the former President's Committee Chairman and disability rights leader, is given for distinguished national service in elevating the dignity, equality, independence, empowerment and employment of people with disabilities.

The mission of the President's Committee on Employment of People with Disabilities is to facilitate public and private efforts to enhance the employment of people with disabilities. The Chairman and Vice Chairs are appointed by the President of the United States. All other members are appointed by the Chairman. All members serve as volunteers, without compensation, to develop programs that have the potential to maximize employment opportunities for people with disabilities. The following individuals serve on the President's Committee.

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