

The Benefit of Federal Employment for People with Usher Syndrome

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Legal Disclaimer:

- Not being conducted in an official capacity
- All information in this presentation is publicly available knowledge

Quick About Me:

- 10 years of employment in the private sector
- Spent the last 3 years as an employee of the Department of Defense
- Married for 14 years with two children
- Diagnosed with Ushers 2A at age 28
- Loves Sports
- Nerd



What this presentation will cover:

- Know the Americans with Disabilities Act (ADA)
- The Schedule A Hiring Authority and USAJOBS.gov
- How the Workforce Recruitment Program benefits college students and recent graduates with disabilities
- Ability One and how non-profits can use it to employ the blind

Americans with Disabilities Act (ADA)

- www.ADA.gov
- The ADA is a civil rights legislation that prohibits discrimination and guarantees that people with disabilities have the same opportunities as everyone else to participate in the mainstream of American life -- to enjoy employment opportunities, to purchase goods and services, and to participate in State and local government programs and services.

Americans with Disabilities Act (ADA)

- Title I (Employment)
- Title II (State and Local Governments)
- Title III (Public Accommodations and Commercial Facilities)
- Use [ADA.gov](https://www.ada.gov) to File Complaints

Schedule A Hiring Authority

- The Schedule A Hiring Authority is for people with disabilities (Schedule A) is an exception to the traditional hiring process. Schedule A streamlines the hiring process for persons with disabilities and, in some instances, hiring officials may select solely from a list of qualified Schedule A applicants.
(www.eeoc.gov)

Schedule A Hiring Authority

- What you will need for a federal job opening:
 - Resume using a government resume (long form) style format
 - Documentation Required for that Vacancy
 - Schedule A Documentation

Schedule A Hiring Authority

- Schedule A documentation can simply be called a “Schedule A Letter” or “Proof of Disability Documentation”. This documentation simply lets the agency know that you are eligible to apply using Schedule A because you have an intellectual disability, severe physical disability, or psychiatric disability.

Schedule A Hiring Authority

- You can request this documentation from:
 - Your doctor
 - A licensed medical professional
 - A licensed rehabilitation professional
 - Any federal, state, District of Columbia, or US territory agency that issues or provides disability benefits

Schedule A Hiring Authority

- Approach 1: Apply through USAJOBS
 - Start by applying on USAJOBS.gov or the specific federal agency's web site.
 - Should be done as soon as you find a position for which you are interested in applying.

Schedule A Hiring Authority

- Approach 2: Apply directly with the agency using the Schedule A process
 - Most agencies have a Disability Program Manager (DPM) or Selective Placement Program Coordinator (SPPC) whose role is to help the agency recruit, hire, and accommodate people with disabilities.
 - <https://www.opm.gov/policy-data-oversight/disability-employment/selective-placement-program-coordinator-directory/>

Workforce Recruitment Program

- www.WRP.gov
- Department of Labor Office of Disability Employment Policy
- Gives current college students and recent Graduates with Disabilities a chance to be selected for internships and direct hire opportunities with Federal Government and Contractors that work with Federal Government

Workforce Recruitment Program

- Students apply on the WRP.gov site with the help of their disability counselor or student counselor at their university
- Sign ups start in late August
- Interview with a “Recruiter” who is federal employee volunteering their time
- Recruiters will give the student a point score and enter them into the WRP Database that remains open for one year

AbilityOne

- www.AbilityOne.gov
- National Industries for the Blind and SourceAmerica also assist this program
- Provides employment opportunities to more than 45,000 people who are blind or have significant disabilities, the AbilityOne Program is among the nation's largest providers of jobs for people who are blind or have significant disabilities.

AbilityOne

- Uses the purchasing power of the federal government to buy products and services from participating, community-based nonprofit agencies nationwide
- Dedicated to training and employing individuals who are blind or have significant disabilities
- Transition skills learned through AbilityOne into other public and private sector jobs

Questions?