



RAISE The Standard Newsletter **Raising the Standard for Young Adults with Disabilities**

Technical Assistance and Resources for RSA-funded
Parent Training and Information Centers

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NATIONAL DISABILITY EMPLOYMENT MONTH **Empowering All - Perception and Attitudes Matter**

“There is no greater disability in society than the inability to see a person as more.”

***~ Robert M. Hensel,
Poet and Disability Activist***

October is National Disability Employment Awareness Month (NDEAM). It's a great time to raise awareness about disability issues and to celebrate the important contributions of people with disabilities. The theme for 2018 is "America's Workforce: Empowering All."

One of the most significant hurdles facing people with disabilities in acquiring work is not their disability itself, but the inability of people to see them as individuals, with rich lives, experience, and **abilities** first. Research suggests that society's attitude towards people with disabilities is "the" major barrier to their access to employment.

Overcoming this disconnect and bridging perceptions is crucial to

both improving the employment outlook for people with disabilities and creating welcoming communities in which they can live and work.

PERSPECTIVE



How we view people with disabilities often obscures our expectations of their abilities, and thus the opportunities available to them. Comedian Stella Young's poignant, and funny, TED Talk highlights how the objectification of people with disabilities is hindering. "I really want to live in a world where disability is not the exception, but the norm. Disability doesn't make you exceptional but questioning what you think about it does."

[Watch Stella's TEDx Talk now >>](#)

MAKING YOUR POINT

DONNA SHIFLET

POST RADIATION PLEXOPATHY



We love the series of videos produced by the Universal Design Project Changing the Perception of Disability. People's voices are important to help others understand how they want to be seen and understood, and why living in a welcoming community matters.

[View the Design Project's How People Want to Be Seen video >>](#)

RESOURCES

RESOURCES FOR EMPLOYERS

This month, we are including many resources for readers to share with employers. Here are our favorites:



The Job Accommodation Network (JAN) provides a range of training resources on its [Multimedia Training Microsite](#) for employers to help them effectively include people with disabilities.

[Visit the JAN Multimedia Training Microsite now >>](#)



This simple PSA from the [What Can You Do Campaign](#) helps us to define people not by their disability, but by the sum of their many life roles.

[View the "Who I Am" video now >>](#)

Employers can develop company policies to ensure they capture and convey their commitment to and measure their successful inclusion of people with disabilities.

We like this US Department of Labor publication, [Business Strategies that Work: A Framework for Disability Inclusion](#). It provides a useful pathway for employers to develop a business-wide framework for creating and supporting an inclusive business culture and recruiting, hiring, retaining, and advancing qualified individuals with disabilities.

[View the Framework for Disability Inclusion now >>](#)

RESOURCES FOR PROSPECTIVE EMPLOYEES

Bridges to Work helps more than a thousand young people each year, most of whom are transitioning out of high school special education into the workplace. This program helps them find jobs with an employer in need of qualified, entry-level applicants.

[Visit Bridges online now >>](#)

Enable America works to help people with disabilities find jobs. The site has a jobs board of openings from all over the country to which companies are able to post and job seekers can apply for.

[Visit Enable America online now >>](#)

[AbilityLinks](#) is a nationwide, web-based community where qualified job seekers with disabilities and inclusive employers meet and gain access to valuable networking opportunities. They offer online virtual job fairs for individuals searching for work to connect with employers.

[Visit AbilityLinks online now >>](#)

[The Workforce Recruitment Program \(WRP\)](#) is a recruitment and referral program that connects federal sector employers nationwide with highly motivated college students and recent graduates with disabilities, who are eager to prove their abilities in the workplace through summer or permanent jobs.

[Visit WRP online now >>](#)

A CLOSER LOOK

The US Department of Labor's Bureau of Labor Statistics 2017 Current Population Survey, released in June 2018, reveals that the unemployment rate for people with disabilities and those without disabilities in the U.S. declined slightly from 2016. However, people with disabilities are still *much* less likely to be employed than those without a disability.



Only 18.7 percent of people with disabilities were employed, versus 65.7 percent of persons with no disability. More alarming was the number of people with disabilities who are considered by the Bureau of Labor Statistics' measures to be "Not in the Labor Force." 79.4 percent of people with disabilities, and 31.4 percent of those without disabilities, were considered to be "Not in the Labor Force".

Here are some highlights from the 2017 Survey:

- Nearly half of all persons with a disability were age 65 and over, three times larger than those with no disability.
- Across all age groups, the employment-population ratios were much lower for persons with a disability than for those with no disability.
- Unemployment rates for persons with a disability were higher than for persons without a disability across all educational attainment groups.
- In 2017, 32 percent of workers with a disability were employed

part-time, compared with 17 percent for those with no disability.

- Employed persons with a disability were more likely to be self-employed than those with no disability.

[View the 2017 Current Population Survey data for Persons with a Disability now >>](#)

TOOLS THAT WORK

The Job Accommodation Network has a wealth of resources for people with disabilities who want to work. JAN's Dos and Don'ts of Looking for a Job is a great place to start.



Also, JAN's Finding a Job That's Right for You page provides a four-step process with information, tools, and resources that can be used to find the right job.

[JAN's Dos and Don'ts of Looking for a Job >>](#)

[JAN's Finding a Job that's Right for You >>](#)



Our friends at the Regional Center for Independent Living (RCIL) in New York made this fun video, *Get the Job ... Keep the Job!* on seeking work for young people. This student production contrasts the right way — and the wrong way — to apply for a job in person, interview for a job, ask for reasonable accommodations, and keep a job.

[View RCIL's Get the Job ... Keep the Job! video now >>](#)

Monster.com offers some great interview tips for people with disabilities. They describe the preparation needed, the attitudes you need to bring to the interview, and effective approaches to the interviewer's attitudes about disability.

- **Go in with Confidence:** If you don't project the belief that you can do the job, no one else will believe it.
- **Listen Carefully:** Make sure you answer the question you're asked and not something you thought you would be asked. Also, in your listening, you may pick up cues about the kind of answer the interviewer wants. It's OK to pause before you answer. It's better to give a well-thought-out response than to sound glib and off-track.
- **Be Upbeat and Cheerful:** Be humorous if appropriate.
- **Don't Show Anger; Educate When You Hear Biased Statements:** The interviewer may be ignorant about your disability. Although you may hear statements or sense attitudes that shock you, stay cool in the interview. What you hear or feel may convince you that this is not a place you want to work. But you have an opportunity to give information and change ideas about your disability. If you have examples that disprove the stated or implied concern, discuss them briefly and, if possible, tie them into the job description you would have.
- **Learn from the Experience:** If you're successful, congratulations! If you're not offered this job, talk about the process with someone whose opinion you value. See what you can learn about doing even better the next time around. For every job opening, there are many applicants and only one gets the job. It may or may not be your disability that cost you this particular position. Keep trying. Eventually, the right job will find you.

Like these tips but want more?

[View Monster.com's Interview Tips for People with Disabilities >>](#)

We love this video from IncludeNYC, *10 Job Interview Tips For (and By) Young People with Disabilities*.

[View IncludeNYC's Interview Tips video now >>](#)

UPCOMING EVENTS

29th Annual Conference: National Federation of Families for Children's Mental Health

November 1- 3, 2018 - Hyatt Regency, 1200 Louisiana Street, Houston, Texas

<https://www.ffcmh.org/conference>



Harkin International Disability Employment Summit

November 15-16, 2018 – Washington, DC

Renaissance Hotel, 999 9th Street NW, Washington D.C.

<https://www.harkinsummit.org/>

2018 TASH Conference

November 28-30 - Marriott Portland Downtown Waterfront 1401 SW Naito Pkwy, Portland, OR 97201

<https://2018tashconference.sched.com/info>

IN CASE YOU MISSED IT...

Did you see our 2018 Spotlight highlighting the work of our RAISE Center Partners?

[Check it out >>](#)

RAISE THE STANDARD

Collaboration • Empowerment • Capacity-building

RAISE The Standard newsletter identifies and shares resources that the Rehabilitation Services Administration Parent Training and Information Centers (RSA-PTI) can use and share with families.

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ABOUT RAISE

RAISE, the National Resources for Access, Independence, Self-Advocacy and Employment is a user-centered technical assistance center that understands the needs and assets of the RSA-PTIs, coordinates efforts with the Technical Assistance provided by PTI centers and involves RSA-PTIs as key advisors and partners in all product and service development and delivery.

RAISE is funded by the US Department of Education to provide technical assistance to, and coordination of, the 7 PTI centers (RSA-PTIs). It represents collaboration between the nation's two Parent Technical Assistance Centers (PTAC) and the seven Regional PTACs.



[Find your Parent Technical Assistance Center \(PTAC\)](#)