Tapping into Talent: Communicating Respectfully and Effectively with People with Disabilities

Introduction

It has been estimated that there will be approximately 10 million more jobs than there are people to fill them in the coming years. Employer hiring practices will have to move from merely maintaining a skilled workforce to active recruiting and training new employees, often from non-traditional sources. Employers will be challenged to ensure loyalty in their workforce as well, as the younger generation of workers will change jobs more frequently than the older workers they are replacing. In this atmosphere, people with disabilities will become a valuable resource for employers. This seven-module program will provide an overview of the benefits of hiring people with disabilities.

This training presentation is based on one of a series of nine essential trainings developed and offered by the Disability and Business Technical Assistance Center (DBTAC-Northeast) at Cornell University in cooperation with the DBTAC Northwest at the University of Washington.

Goals & Objectives

Module 1: It’s About Ability

- Understand that employers can have high expectations of people with disabilities in the workforce
- Believe that people with disabilities can make valuable contributions to the workplace
- Question employer expectations and preconceived notions about the limitations of people with disabilities

Module 2: Your Concerns and Dilemmas

- Identify the most pressing concerns, dilemmas or challenges in employing people with disabilities

Module 3: Preparing for the Workforce of Tomorrow

- Understand how upcoming population, employment, and disability trends could impact employers
- Believe that providing a disability-friendly workplace is good for business
- Develop skills to promote the business case for hiring, accommodating, and promoting people with disabilities
Module 4: The ADA & Employment: An Overview
- Understand the overall employment provisions of the ADA
- Apply the ADA to employment practices

Module 5: About Hiring
- Understand how to be effective and legally compliant in hiring people with disabilities
- Believe in the business case for hiring people with disabilities
- Intend to hire more people with disabilities

Module 6: About Reasonable Accommodation
- Understand the legal and practical principles of reasonable accommodation
- Believe that providing reasonable accommodation is good for business
- Provide more effective reasonable accommodations for employees with disabilities

Module 7: Your Concerns and Dilemmas
- Expand the range of options in addressing concerns, dilemmas, or challenges in employing people with disabilities

All Available Trainings

Program 1: Disability Awareness: Understanding the ADA
Program 2: Getting Hired and Moving Ahead in a Job When Working with a Disability
Program 3: Tapping into Talent
Program 4: Serving Customers with Disabilities
Program 5: About Hidden Disabilities
Program 6: Reaching Individuals with Disabilities: Accessibility in Federal, State, and Municipal Entities
Program 7: Reaching Individuals with Disabilities: Accessibility in Private or Commercial Business
Program 8: Accessible Technology in the Workplace
Program 9: Accessible Web Sites: Everyone Benefits

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