



HELP YOURSELF!

A guide to helpful electronic and print materials regarding the employment of people with disabilities.



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Materials contained in this document reflect only a small percentage of available literature on the subject of "employment". Most print and video materials are available through local resources including Networks for Training and Development, Inc.

**“Man’s mind, once stretched by a new idea, never regains
its original dimensions.”**

(Oliver Wendell Holmes, US author and physician, 1809 – 1894)

As Employment Mentors, we are challenged to continuously seek resources, tools, and experiences that support creating employment opportunities for all. This guide is intended to support an exchange of information, best practices, ideas, and standards of excellence that facilitate expanded employment opportunities for individuals with disabilities in and around Philadelphia.

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SECTION 1: Articles and Books

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SECTION 2: Videos, DVD's, CD's, and Audiotapes

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- Untitled Presenter, *Video Case Studies for ETS Manual: Ralph, Richard, Carol, James, Nancy, Lisa, David, Kevin and Mike*.
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- Untitled Presenter, *BARC Job Sites: Dishwashing, Buffing Floors, Cart Retrieval at Toys R' Us*.

SECTION 3: Websites

Local Websites

- www.mycitymyplace.com Resource directory for people with disabilities, family and professionals
- www.pchc.org Philadelphia Coordinated Health Care
- <http://www.socialsecurity.gov/work/ServiceProviders/PADirectory.html>
- <http://www.dli.state.pa.us/landi/cwp/view.asp?a=128&Q=168255&landiPNAVCTR=|908|1112|#1375>
- www.disabilityresources.org/PENNSYLVANIA.html This is the DRM Regional Resource Directory specifically for Pennsylvania.
- www.pepservices.org Programs Employing People provides support to adults and children with developmental disabilities in the Philadelphia Region through a vast array of programs and services.
- www.kidstogether.org This site is designed to provide helpful information and resources to enhance the quality of life for children and adults with disabilities, and communities as a whole. A non-member agency of United Way of Southeastern PA.
- www.upenn.edu/careerservices/disability/disabilitynet.html Internet resources for persons with disabilities in the area of career services with a focus on National and ADA resources.
- www.ucpphila.org The United Cerebral Palsy Association for Philadelphia and vicinity.
- www.accessiblepa.state.pa.us An innovative, online resource provided by the State of Pennsylvania to provide a convenient location for anyone seeking information about services and programs for people with disabilities. (web site still in development)
- www.temple.edu/disability/index.html Temple University's Disability Resources and Services site includes information on scholarship and internships, adaptive computer services, testing and reading services and other student and faculty resources.
- www.nichcy.org/stateshe/pa.htm The National Information Center for Children and Youth with Disabilities web site lists organizations and agencies (primarily on the state-level) that address disability-related issues in Pennsylvania.
- www.inventpa.com Invent PA serves as the home page for the Pennsylvania Department of Community and Economic Development. This site provides general information about doing business and working in Pennsylvania.
- www.pacareerlink.state.pa.us Team Pennsylvania CareerLink is a cooperative effort to provide one-stop delivery of career services to job seekers, employers and other interested individuals. Employers can submit job orders and job seekers can enroll with an on-line resume among other services.
- www.bestplacestoworkinpa.com The best places to work in Pennsylvania listed by location, size, industry etc.
- www.teampa.com The Team Pennsylvania Foundation- Business Resource Network (BRN) web site is a collaborative tool providing comprehensive access to state, local and regional information for making decisions about location, expansion and workforce development in Pennsylvania.
- <http://philadelphia.citysearch.com/> This is a city guide which allows you to search all activities and interests in and around the city, like restaurants, shopping & entertainment. You can search for a business by name and type.
- www.philly123.com/index.php3 This site lists all businesses around Philadelphia by category. Each category is then broken out by name, neighborhood/section of the city, phone and

directions. You can narrow your search again by putting in either neighborhood, zip code or surrounding university.**SITE PROBLEMS**

- www.yellowpages.com This site can be used to locate businesses by name, type and location.
- www.pennsylvania.com/philadelphia.html A guide to Philadelphia links, classifieds, and hotels.
- www.wowworks.com/wowcity/pacity.htm A guide to Pennsylvania web sites.
- www.gpcc.com Greater Philadelphia Chamber of Commerce
- www.centercityphila.org Center City District of Philadelphia
- www.phila.gov The web site for the City of Philadelphia.
- www.pcvb.org The Philadelphia Convention and Visitor's Bureau web site.
- www.greaterphilly.com Philadelphia's Link Directory for professionals, businesses, and organizations divided by type of business or organization.
- www.philly.com This site has a section called careerbuilder with information on finding jobs, local resources and employer resources. (Connects to the Philadelphia Inquirer, Daily New and Channel 6, ABC)
- www.phillyfriend.com A web travel guide.
- www.phillyneighborhoods.org A guide to Philadelphia neighborhoods with links to city and state services and community organizations and services for all aspects of life in Philadelphia. Categories include the areas of education, housing, jobs, recreation, transportation and human services etc.
- www.philaplanning.org PCPC Philadelphia City Planning Commission
- www.film.org The Greater Philadelphia film office.
- www.mcphilly.com This is an online resource for the Philadelphia region McDonalds and includes a job section.
- www.dli.state.pa.us This is the site for the Pennsylvania Department of Labor and Industry.
- www.pachamber.org Pennsylvania Chamber of Business and Industry web site which sponsors sites such as:
 - www.nationjob.com/pennsylvania The Nation Job Network web site has tools for job searches and postings.
 - www.nemw.org/pa.htm Pennsylvania State Economic Profile
 - www.lmi.state.pa.us LMI is the labor market information source. This site is sponsored by the Center for Workforce Information and Analysis. Here you will find PALMIDS, which is Pennsylvania Labor Market Information Database System. Their information is available by phone, fax or mail. There are also links to career-related web sites and related Pennsylvania pages and Federal agencies.
- www.dli.state.pa.us This is a site for the Pennsylvania Department of Labor and Industry
- www.pennsylvaniajobs.com This web site lets you search jobs by category and area and post your resume.
- www.greenthumbpa.org Greenthumb is a national private non-profit corporation, which provides training and employment opportunities for mature and disadvantaged workers (e.g. low-income seniors).
- www.pavisnet.com/philadelphia This is Pennsylvania's Visitors Network and has a listing of Pennsylvania search engines and links in many areas including work, recreation, upcoming events etc.

Philadelphia Chambers of Commerce:
Chamber of Commerce, Philadelphia
200 South Broad Street

Philadelphia, PA 19102
(215) 790-3638

GR Philadelphia Chambers of Commerce
Philadelphia, PA 19102
(215) 545-1234

Northeast Philadelphia Chamber of Commerce
8601 Roosevelt Boulevard
Philadelphia, PA 19152
(215) 332-3400

Northern Liberties Neighbors Association
733 North 2nd Street
Philadelphia, PA 19123
(215) 627-6562

Philadelphia Hispanic Chamber of Commerce, Inc.
2749 North 5th Street
Philadelphia, PA 19133
(215) 425-7422

- www.accessiblepa.state.pa.us
- <http://www.thearc.org/NetCommunity/Page.aspx?&pid=327>

National Websites

- www.nichcy.org
- www.aamr.org
- www.tash.org
- www.worksupport.com
- www.newhorizons.org/spneeds/front_spneeds.html
- www.familyvillage.wisc.edu/index.html (Family Village: A Global Community of Disability Related Resources)
- <http://alliance.unh.edu/websites.html> (CHANCE Websites for People with Disabilities)
- <http://ici.umn.edu/default.html> (Institute on Community Integration –University of Minnesota)
- www.dimagine.com Imagine-Finding new stories for People who experience disabilities
- www.inclusion.com Inclusion Press
- www.capacityworks.com Capacity Works
- www.autismlivingworking.org ALAW
- www.autcom.org AUTCOM
- <http://suedweb.syr.edu/thefci/> Syracuse University Facilitated Communications Institute
- <http://ruralinstitute.umt.edu/>
- <http://www.disabilityresources.org/EMPLOYMENT.html>

- http://www.uniteforsight.org/free_health_coverage.php
- <http://www.caregiversmarketplace.com/FrameSetup.asp>
- <http://www.childrenwithspecialneeds.com/carseats.html>
- <http://www.kidstogether.org/at.htm>
- <http://www.disableddealer.com/>
- <http://www.autismspeaks.org/>
- <http://www.neighborheart.org/grants.asp>
- <http://www.ttac.odu.edu/articles/minigrant.html>
- <http://www.wpic.org/brochures.htm>
- <http://www.washington.edu/doit/Brochures/DRR/>
- www.disabilityresources.org The Disability Resources Monthly (DRM) guide to disability resources on the internet. www.qualitymall.org QualityMall.org is a web site showcasing the best ideas, programs, information, products and supports in person-centered services for people with developmental disabilities. It uses the theme of a shopping mall to help connect visitors to the leading-edge products and services available.
- www.dimenet.com/ Dimenet is a national computer networking system that provides access for communications and information sharing among individuals involved in the disability rights and independent living movements.
- www.virtualcil.com/ The Virtual Center for Independent Living has information, news, tools needed to operate a center for independent living and resources that you would find if you visited your local center for independent living.
- www.trninc.com/index.html This site is for the Training Resource Network, Inc. which has books, products and training resources for supported employment, person-centered planning and self-determination for people with disabilities.
- <http://janweb.icdi.wvu.edu/> JAN, Job Accommodation Network, is a service of the U.S. Dept. of Labor, Office of Disability Employment Policy. It is an international, toll-free consulting service that provides information about job accommodations, disability legislation and employability of people with disabilities along with information about the ADA.
- www.jan.wvu.edu/soar/index.html SOAR, Searchable Online Accommodation Resource, is a project of JAN. This system is designed to let users explore various accommodation options for persons with disabilities in the work setting. The site is broken down by type of disability.
- www.adaproject.org/ The ADA Project website provides the most current and comprehensive information available about the Americans With Disabilities Act. ADA Project services include technical assistance, current news/resources, publications and training.
- www.adainfo.org/ The ADA Information Center for the Mid-Atlantic Region is one of ten regional centers established to provide training, information, and technical assistance on the ADA to businesses, consumers, and state and local governments.
- www.access-board.gov/evac.htm This page at the site of the U.S. Access Board includes information on architectural design standards that may be relevant to issues of emergency evacuation. It also features links to a variety of other resources, such as information on evacuation and emergency alarm products, planning tips for people with various disabilities, and organizations that offer preparedness and relief services.
- www.aamr.org The American Association on Mental Retardation web site has news, information, trends and issues in the MR field with a listing of resources from the Internet of organizations that work with AAMR

- www.earnworks.com The Department of Labor created the Employer Assistance Referral Network (EARN) to assist employers in locating potential employees with disabilities in their own geographic area and to provide technical assistance to employers.
- Disability: Dispelling the Myths, developed by the Center for Workforce Preparation (now the Institute for a Competitive Workforce) at the U.S. Chamber of Commerce
<http://www.usbln.com/tools/DispellingMyths.pdf>
- *Disability Employment 101*, developed by the Center for Workforce Preparation, U.S. Chamber of Commerce, and the Office of Special Education and Rehabilitative Services, U.S. Department of Education (October 2004)
See <http://www.uschamber.com/icw/strategies/disabilities/default.htm>
- *Employer Incentives for Hiring Individuals with Disabilities*, published by the Society for Human Resource Management (April 2003)
<http://www.vabl.org/downloads/Modified%20SHRM%20Report.pdf>
- *Fast Facts: Business Tax Credits and Deductions for Employment of People with Disabilities*, a joint publication of the U.S. Chamber of Commerce and Virginia Commonwealth University, Rehabilitation Research & Training Center on Workplace Supports (revised 2007)
<http://www.worksupport.com/research/viewContent.cfm/55>
- *Fast Facts on Recruiting from Nontraditional Sources of Labor*, a joint publication of the U.S. Chamber of Commerce and Virginia Commonwealth University, Rehabilitation Research & Training Center on Workplace Supports (April 2000)
<http://www.worksupport.com/research/viewContent.cfm/76>
- *The Realities of Hiring Individuals with Disabilities*, developed by the Department of Labor, Office of Disability Employment Policy; U.S. Business Leadership Network; Jobs Accommodation Network; and Virginia Commonwealth University, Rehabilitation Research & Training Center on Workplace Supports and Job Retention (June 2005)
<http://www.worksupport.com/research/viewContent.cfm/589>
- *Reasonable Accommodations & The Americans with Disabilities Act*, a joint publication of the U.S. Chamber of Commerce & Virginia Commonwealth University, Rehabilitation Research & Training Center on Workplace Supports (June 2006)
<http://www.worksupport.com/research/viewContent.cfm/77>
- *National Business and Disability Council*
201 I.U. Willets Road
Albertson, New York 11507
Telephone: (516) 465-1516

A resource for employers seeking to integrate people with disabilities into the workplace and companies seeking to reach them in the consumer marketplace. Services include an information hotline for member and non-member companies.

<http://www.business-disability.com/>

- *National Business Services Alliance (NBSA)*
As part of its Disability Employment Institute, NBSA offers two free disability courses for employers. The courses - one for executives and another for managers - address myths about workers with disabilities; explore concerns about hiring, training and dismissal; and also provide practical advice on procedures such as developing company-wide disabilities standards. Visit

<http://www.nbsalliance.com/nbsa/national-dei.html/aip=2335dtpzQwtW-cNYYGp,J1rLaXRuF602qmY1>.

- *National Industry Liaison Group (NILGNILG)*, in partnership with the U.S. Department of Labor's Office of Federal Contract Compliance and the U.S. Equal Employment Opportunity Commission, is an employer association focused on affirmative action and equal employment opportunity. Local Industry Liaison Groups (ILGs) are comprised of small, mid-size and large federal contractors and other employers. The NILG website includes detailed best practice descriptions and contact information for ILGs.
<http://nationalilg.com/main.html>; for ILG contact information, visit http://www.nationalilg.org/region_maps.html
- *Society for Human Resource Management*
1800 Duke Street Alexandria, VA 22314
Telephone: (800) 283-SHRMTTY/TDD: (703) 548-6999 <http://www.shrm.org/>; for information on workplace diversity issues, visit <http://www.shrm.org/diversity/>
- *US Business Leadership Network (USBLN)*
The USBLN is the national business organization representing BLN chapters in 32 states and more than 5000 employers using a business-to-business strategy to promote the business imperative of including people with disabilities in the workforce.
<http://www.usbln.org/default.aspx>; for information on USBLN chapters and state contacts, visit <http://www.usbln.org/chapters/chapters.aspx>
- *U.S. Chamber of Commerce, Institute for a Competitive Workforce* (formerly the Center for Workforce Preparation)
1615 H Street NW
Washington, DC 20062
Telephone: 202-463-5525
The Institute for a Competitive Workforce promotes effective educational and workforce development strategies and models, and supports chambers of commerce and businesses nationwide in meeting workforce needs.
<http://www.uschamber.com/icw/default>; for resources and case studies on the employment of individuals with disabilities, visit <http://www.uschamber.com/icw/strategies/disabilities/default.htm>

Training

- www.networksfortraining.org
- <http://www.trninc.com/>
- <http://www.t-tap.org/>

Job Development

- <http://www.jobaccess.org/>
- <http://career-advice.monster.com/diversity-inclusion/home.aspx>

- <http://www.disabledperson.com/recruitability.asp>
- WWW.GRIFFINHAMMIS.COM
- www.employmentspot.com This web site allows you to search jobs by type and region along with giving job search tips. Disability employment resource links are listed.
- Business Case for Inclusion of People with Disabilities in the Competitive Workplace and Consumer Base, developed by the Oregon Business Leadership Network (January 2005)
<http://www.obln.org/BUScase.htm>
- Disability: Dispelling the Myths, developed by the Center for Workforce Preparation (now the Institute for a Competitive Workforce) at the U.S. Chamber of Commerce
<http://www.usbln.com/tools/DispellingMyths.pdf>
- www.hgac.org
- <http://www.dol.gov/odep/pubs/ek00/small.htm>
- <http://www.diversityworld.com/Disability/selfempl.htm>
- <http://www.wid.org/resources/self-employment-entrepreneurship>
- www.jan.wvu.edu/soar/index.html

Youth in Transition

- <http://drnpa.org/publications/employment---transition-to-employment-program--tep->
- <http://www.acf.hhs.gov/programs/add/>

Career Planning

- www.jan.wvu.edu/soar/index.html

Government

- <http://www.cms.gov>
- <http://www.census.gov/hhes/www/disability/disability.html>
- <http://www.cdc.gov/nchs/fastats/>
- http://www.cdc.gov/nchs/about/major/nhis_dis/nhis_dis.htm
- <http://unstats.un.org/unsd/disability/>
- <http://www.gladnet.org>
- <http://www.pa.gov/portal/server.pt>
- <http://www.ftc.gov/bcp/conline/edcams/infosecurity/index.html>
- <http://www.ssa.gov/>
- <http://www.ssa.gov/work/index.html>
- <http://www.socialsecurity.gov/disabilityresearch/wi/pass.htm>
- <http://www.socialsecurity.gov/locator>
- <http://firstgov.gov/>
- <http://www.ncd.gov/>
- <http://www.usdoj.gov/crt/ada/adahom1.htm>
- <http://thomas.loc.gov/>
- <http://www.dol.gov/>

- <http://www.dol.gov/odep/>
- http://www.dol.gov/esa/owcp_org.htm
- <http://www.fedworld.gov/>
- <http://www.disabilityinfo.gov/digov-public/public/DisplayPage.do?parentFolderId=500>
- <http://www.whitehouse.gov/>
- <http://www.senate.gov/>
- <http://www.house.gov/>
- <http://www.va.gov/>
- <http://www.hud.gov/>
- <http://www.fns.usda.gov/fns/>
- <http://www.gpo.gov/>
- <http://www.workworld.org/ptfead.html>
- <http://www.access-board.gov/>
- <http://www.doleta.gov/usworkforce/wia.cfm>
- <http://www.amsa.org/>
- <http://www.workworld.org/WWHome.html>
- www.dpw.state.pa.us
- www.ed.gov/offices/OSERS/IDEA/index.html
- <http://www.paworkforce.state.pa.us/paworkforce/site/default.asp>
- www.compass.state.pa.us (Medical Assistance for Workers with Disabilities)
- www.newpa.com (family savings account)
- www.onestops.info
- www.pacareerlink.state.pa.us
- <http://www.socialsecurity.gov/redbook> (Comprehensive information on Social Security's work incentives)
- <http://www.socialsecurity.gov/work/ServiceProviders/WIPADirectory.html>
- <http://www.eeoc.gov/facts/ada18html>
- <http://www.eeoc.gov/>
- <http://www.socialsecurity.gov/work/ServiceProviders/PADirectory.html>
- www.ssa.gov/work The Social Security Administration's Office of Employment Support Programs web site provides information and resources for employers, beneficiaries, service providers, advocates and youths with disabilities. Also available is a link (under Resources Toolkit) to the Red Book on Employment Support. The Red Book is a summary guide to Employment Support available to People with Disabilities under the Social Security Disability Insurance and Supplemental Security Income Programs.
- www.disabilitydirect.gov A site created by the Presidential Task Force on Employment of Adults with Disabilities to provide one-stop online access to resources, services, and information available throughout the Federal government.
- www.passplan.org/Learn/default.htm This site explains the requirements for a Plan for Achieving Self-Support (PASS) including likely candidates for a PASS, approval requirements and examples of possible PASS expenditures.
- www.yourtickettowork.com/ This site explains the Ticket To Work Program from both the holder's and the provider's (Employment Network's) perspective. This is the Maximus website that administers the program for the SSA.

- <http://mchbhrtw.org/ssawork/> This is the SSA work site, at The Institute for Child Health Policy, that explains social security work incentives for people with disabilities, through web links, narratives, videos and available to order, CD Rom and videos.
- www.bea.doc.gov This is the site for the Bureau of Economic Analysis which is sponsored by the United States Department of Commerce.
- www.census.gov/ The United States Census Bureau web page has the 2000 Census Report which can be searched by state and county information.
- States are at the forefront of implementing initiatives to increase employment among persons with disabilities. As such, states have developed innovative materials that can provide ideas to and serve as models for other state and local efforts to work with business. For more examples of state materials, visit CWD at <http://cwd.aphsa.org/statetostate/outreach.asp>.

California

“I Can Work” pamphlet, http://www.chiip.org/pdf/i_can_work_final1.pdf

Public Assistance Services at Work pamphlet http://www.chiip.org/pdf/PAS_at_Work_Final.pdf

Florida

- *Disability Employment Practices: A Resource Guide for Recruiting, Hiring, and Employing People with Disabilities*, a guide for employers produced by The Able Trust (also known as the Florida Governor's Alliance for the Employment of Citizens with Disabilities) <http://www.abletrust.org/fbln/doc/DisabilityHiringGuide.pdf>. For more employer resources including guides and toolkits, visit http://www.abletrust.org/fbln/resources/employ_rsrc.shtml

Hawaii

- Hire Abilities Hawaii, visit <http://www.hireabilitieshawaii.org/Home/tabid/54/Default.aspx>

Louisiana

- Louisiana Job Fairs: Information for Employers http://cwd.aphsa.org/center_initiatives/docs/Employer_Information-2005.pdf

Maryland

- Fact Sheets for Businesses. Topics include:
 - Accommodations
 - The Business Case - Hiring Individuals with Disabilities
 - Disability Employment Law
 - Quick Tips: Job Seekers & Employees with Disabilities
 - Resources for Reasonable Accommodation Requests
 - Tax Incentives/Credits
 - Workforce Solutions: Finding Job Seekers with Disabilities<http://www.mdworkforcepromise.org/businesses.html>
- Hot Topics for Business:
 - Mental Health and the Workplace
 - Talent Outside Traditional Groups: Individuals with Disabilities & Older Workers
 - Diversity in the Workplace<http://www.mdworkforcepromise.org/businesses.html>

Massachusetts

- *Tax Incentives for Business* fact sheet, CommonHealth Employment Connection
<http://cwd.aphsa.org/statetostate/docs/State%20Outreach%20Activities/Massachusetts/MA,%20Business%20Tax%20Incentives.pdf>
- *Small Business Tax Credit: Disabled Access Credit*, CommonHealth Employment Conn.
<http://cwd.aphsa.org/statetostate/docs/State%20Outreach%20Activities/Massachusetts/MA,%20Small%20Business%20Tax%20Credit%20Factsheet.pdf>

North Carolina

- Employer materials published by N.C. Vocational Rehabilitation include:
 - Accommodating Employees with Disabilities
 - Communication Tips
 - Employer Services
 - Dispelling Myths about People with Disabilities
 - Interviewing and the ADA<http://dvr.dhhs.state.nc.us/DVR/pubs/publications.htm>

North Dakota

- *Communicating Effectively with People Who Have a Disability*, prepared by the North Dakota Center for Persons with Disabilities
<http://cwd.aphsa.org/statetostate/docs/State%20Outreach%20Activities/North%20Dakota/ND,%20Communicating%20Effectively%20Guide.pdf>
- *Resources for Employing People with Disabilities* (employer guide), prepared by the North Dakota Center for Persons with Disabilities (2004)
<http://cwd.aphsa.org/statetostate/docs/State%20Outreach%20Activities/North%20Dakota/ND,%20Employer%20Handbook.pdf>

Rhode Island

- *Leveraging an Untapped Resource: A Tool Kit for Hiring Rhode Islanders with Disabilities*, Rhodes to Independence <http://www.rhodesindependence.org/employer.html>

Utah

- Employer brochure
<http://cwd.aphsa.org/statetostate/docs/State%20Outreach%20Activities/Utah/UT,%20Employer%20Brochure,%20July%202006.pdf>
- *Diverse Perspective: People with Disabilities Fulfilling Your Business Goals*, developed by the U.S. Department of Labor's Office of Disability Employment Policy
<http://www.dol.gov/odep/pubs/fact/diverse.htm>
- *Employers and the ADA: Myths and Facts*, developed by the U.S. Department of Labor's Office of Disability Employment Policy
<http://www.dol.gov/odep/pubs/fact/ada.htm>
- *Investing in People: Job Accommodation Situations and Solutions*, by the U.S. Department of Labor's Office of Disability Employment Policy
<http://www.dol.gov/odep/pubs/misc/invest.htm>
- *The Job Accommodation Process: Steps to Collaborative Solutions*, by the U.S. Department of Labor's Office of Disability Employment Policy

- Human Resource Professionals and the Employment of People with Disabilities: A Business Perspective, from Employers' Views of Workplace Supports: Virginia Commonwealth University Charter Business Roundtable's National Study of Employers' Experiences with Workers with Disabilities (Study Guide) <http://www.worksupport.com/documents/chapter221.pdf>
- Employers' Views of Workplace Supports: VCU Charter Business Roundtable's National Study of Employers' Experiences with Workers with Disabilities: A Study Guide for HR Managers Monograph, by Darlene Unger, John Kregel, Paul Wehman and Valerie Brooke; May 2002, <http://www.worksupport.com/resources/viewContent.cfm/162>
- Employment and Individuals with Disabilities: A Guide for Businesses, prepared by the Fredrick Works Project and its partners (May 2003) <http://www.mdworkforcepromise.org/docs/Resource%20Guide/Business%20Guide.pdf>
- Public/Private Partnerships: A Model for Success Monograph, published by VCU Rehabilitation Research and Training Center on Workplace Supports and Job Retention (February 2004) http://www.worksupport.com/documents/public_private_partnerships.pdf
- Using Workplace Personal Assistance to Improve Recruiting and Retention, a joint publication of the Center for Workers with Disabilities, APHSA, and the Center for Disabilities and Development, University of Iowa http://cwwd.aphsa.org/publications/docs/workplace_personal_assistance.pdf
- Workplace Technologies for People with Disabilities: A Guide for People with Disabilities, Businesses & Vocational Service Professionals, developed by the Illinois Assistive Technology Program (revised June 2005) <http://www.iltech.org/workplace%20technologies.pdf>
- ADA and IT Technical Assistance Centers (also known as Disability and Business Technical Assistance Centers, DBTACs) Regional centers provide information, training, and technical assistance to employers, people with disabilities, and other entities with responsibilities under the ADA. The centers act as a "one-stop" resource on ADA issues in employment, public accommodations, and other issues.
Telephone: 1-800-949-4232 (V/TTY) For information and regional contacts, visit <http://www.dbtac.vcu.edu/>.
- Employmentincentives.com Provides information on federal and state incentives for hiring and retaining workers with disabilities. <http://www.employmentincentives.com/>
- ForEmployers.com A project of the Institute for Community Inclusion that provides solutions and information that address human resource issues as they relate to workers with disabilities. Areas covered include hiring, accommodations, legal issues, health care, and success stories. <http://www.foremployers.com/index.php>
- National Center on Workforce and Disability/Adult (NCWD)
NCWD provides training, technical assistance, policy analysis, and information to improve access for all in the workforce development system.
Telephone: 1-888-886-9898 (voice/TTY) <http://www.onestops.info/>; for resources on marketing and outreach to employers and job seekers with disabilities, visit http://www.onestops.info/category.php?cat_id=7
- VCU Rehabilitation Research and Training Center on Workplace Supports and Job Retention
1314 West Main Street
P.O. Box 842011

Richmond, Virginia 23284-2011

Telephone: (804) 828-1851

TTY: (804) 828-2494

The Virginia Commonwealth University RRTC on Workplace Supports and Job Retention studies those supports that are most effective for assisting individuals with disabilities maintain employment and advance their careers. The website contains a wealth of resources for individuals, providers, and employers on topics such as employer partnerships and job development and marketing. <http://www.worksupport.com/>

- http://cwd.aphsa.org/center_initiatives/working_with_businesses.asp. For more information, contact Nanette Relave at nrelave@aphsa.org or 202-682-0100.
- ADA & IT Information Center for the Mid-Atlantic Region: www.adainfo.org
- American Association of People with Disabilities: www.aapd-dc.org
- Americans with Disabilities Act: A Primer for Small Business: www.eeoc.gov/ada/adahandbook.html
- Association for Persons in Supported Employment: www.apse.org
- Center for Workforce Preparation (CWP): www.uschamber.com/cwp
- Communicating with People with Disabilities: www.dol.gov/odep/pubs/fact/comucate.htm
- DisabilityInfo.gov: www.disabilityinfo.gov
- Disability and Business Technical Assistance Centers (DBTACs): www.adata.org/dbtac.html
- Eastern Shore Business Leadership Network (ESBLN): www.esbln.org/employer_resources.asp
- Manpower Inc.: www.manpower.com
- Office of Disability Employment Policy (ODEP): www.dol.gov/odep
- Office of Special Education and Rehabilitative Services (OSERS): www.ed.gov/OSERS
- PreemploymentInquiries: www.dol.gov/dol/allcfr/oasam/title_29/part_32/29cfr32.15.htm
- Rehabilitation Services Administration (RSA): www.ed.gov/OSERS/RSA
- SunTrust Banks, Inc.: www.suntrust.com/common/AboutST/about_suntrust.asp
- Society for Human Resource Management (SHRM): www.shrm.org
- U.S. Business Leadership Network (BLN): www.usbln.com
- U.S. Department of Labor (DOL): www.dol.gov
- Virginia Commonwealth University Rehabilitation Research and Training Center on Workplace Supports (VCU RRTC): www.worksupport.com
- FirstGov www.firstgov.com U.S. Small Business Administration www.sba.gov Association of Small Business Development Centers
- Senior Corps of Retired Executives (SCORE) www.score.org
- Rural Institute Pass Plans on-line www.passplan.org
- U.S. Dept of Labor www.dol.gov
- U.S. Dept. of Education www.ed.gov
- Job Accommodation Network www.jan.wvu.edu
- Virginia Commonwealth University Research & Training Center www.worksupport.org
- The Abilities Fund www.abilitiesfund.org

Networks for Training and Development, Inc. conducted their first Employment Mentors' Course in 2008. Members of this inaugural Course include:

Marsha Fleet, KenCrest Services

Robin Hayles, Social Security Administration

Lonna Henryhand, Partnerships for Community Supports

Jean Hofmann, Community Integrated Services

Ra'Vel Hutchinson, St. John's Community Services

Chmaika Mills, Consortium

Joe Murphy, Networks for Training and Development, Inc.

Pamela Nabried-Abdullah, Horizon House

LaShelle Porter, KenCCID

Kym Rosario, COMHAR

Jessica Stover, Networks for Training and Development, Inc.

Leslie Thompson, Family Member

The following are some thoughts and testimonials from these Employment Mentors who, through dedication and hard work, have broadened their horizons to explore further ways to help more individuals needing assistance with employment.

"I feel...the Mentor' Group is broadening perspectives of all support personnel in areas of employment support services."

*"Employment Mentors ---
Captures the Imagination, Realizes the Possibilities to Employment."*

"Initially I thought I was going to be part of another wonderful training.... I have to say that this is now one of my best experiences in the field. I was overwhelmed in the beginning because of what our trainers set as our objectives. However, the group received a quality training packed with energetic instructors, dynamic team members, and unlimited resources. It's not often in this field you get to work directly with awesome believers like Cary Griffin and Bill Stillman. Also this Course offered my heart total confirmation. We all know that there's a high turnover in this field. It is my firm belief that each of us should renew our commitment to champion services for people with disabilities.

Thank you so much Networks for sponsoring the drive. "

"As a Supports Coordinator my experience in the Employment Mentors' Course was very educational. I recommend all professionals, family, and friends should participate in the Course. I have learned resources to help my individuals with finding employment."

"I would recommend the Networks for Training and Development, Inc. Employment Mentors' Course to professionals, advocates, and consumers interested in bridging the gap between individuals with disabilities and gainful employment. This Course explores the history of employment services and advances innovative ideas for creating competitive employment opportunities for individuals with disabilities."

"From not having prior experience in the social service field, this Course has increased my knowledge of gaining employment for people with mild to harsh mental or physical challenges. Here we took a deeper look into Discovery, Customized Employment as well as why a need of 'Breaking from our Traditional Techniques of Job Developing' is needed. We brainstormed and role-played a variety of well constructed scenarios which enabled us to use our creativity as advocates. Throughout our Course we have met many speakers whom all share the same ambition on improving and motivating the lives of others for the better. I have seen proof that neither technology nor individuals have limited boundaries.

*We can't believe, we have to know that
No one is incompetent
No thought is too far-fetched,
Nothing is intangible and everything is possible."*

*"What we call results are beginnings."
--- Ralph Waldo Emerson*

*"I thought I knew all the things I needed to know....
Now I know that I didn't know much. Now I know more."*

*"This Course has not only made me rethink my approach to employment,
but all the services we provide."*

*"Being a part of the Employment Mentors' Course has been a phenomenal experience – not just from the information & knowledge gained, but also really seeing, hearing, and even feeling employment is for everyone. As a result of this Course, my eyes have been opened & my senses awakened. I fully know and now really understand, employment is not for some but for all.
Everyone can work!"*

*"I've been in the field of employment for a number of years and the Employment Mentors' Course is a long time coming. I feel this experience serves to broaden perspectives for advocates, families, care providers, support personnel, individuals, and employers in grasping an understanding of the vast supports needed to enhance a person's quality of life through competitive employment.
Thanks, Networks for Training and Development, Inc. Great job!"*

"I found the Employment Mentors' Course to be a platform for various agencies to learn from each other's ideas and practices about obtaining competitive employment for individuals with life challenges."