ROUGHLY EDITED FILE

NATIONAL TRENDS IN DISABILITY EMPLOYMENT

LUNCH & LEARN WEBCAST

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>> We are waiting on the captioner. The CART captioner. So if you could bear with us for a few minutes.

>> Karen, do we have an ETA for the CART Person?

>> They actually were set up on time but have a connection problem and how to get a replacement person. So, it's a little bit hard but we do have the email and fingers crossed --

>> Okay. One thing we could do some alternative if they do not show up is to page through the PowerPoint and read the slide exactly as is. For accessibility purposes it is appropriate.

So for all the participants that are on, please bear with us.

>> If you just joined us -- we have had quite a few people join recently -- as it says in the chat function the captioner is having technical difficulties. We hope to start soon. Also there's some good news to report so please feel free to stick around.

>> Hey Farris took away my screen share. Boo! Bring back control. I was adding this thing.

Thank you Farris.

>> [Recording] This webinar --

>> Oh no! That's not what I want to do.

>> ANDREW: You can see how bad a typist I am. That's okay.

Okay. I think we probably should make a call. And say that -- let's see -- let's see -- right. So we may end up making the call to move forward without the captioner Which is not optimal of course. So what we can do is make the captioned video available online. So, -- in any event, can you hear the background music? Can you hear my son? Some people are asking questions. PowerPoint, closed captions. We are in the process of creating using Zoom's automatic captioning. Okay. Alright.

We're going to move on I think, some people have been putting on suggestions in the Q&A, if you can hear the music let me know and I will tell my son to stop. So why don't we go ahead and begin. I apologize, the video will be available with captioning at nTIDE. Yes, you can hear the music. Okay. Thank you Justin, hold on. Let me tell my son.

>> Hey Adam! They can hear the music online; I need for you to stop for a while.

My son is a composer sometimes. Thank you very much for your patience. Let's get on with nTIDE. I'm going to cue up the start slide. Cue slide show from the beginning. Here we go.

>> [Slide show] Hi and welcome everybody to the National Trends in Disability Employment or nTIDE. Lunch and Learn Series. Just a few housekeeping items before we begin. This up in our is being recorded. We will post an archive of each webinar is my on our website at www.researchondisability.or g/nTIDE. This site will also provide copies of the presentations, the speakers bios, all transcript and other valuable resources.

As an attendee of this webinar you are a viewer. To ask questions of the speakers click on the Q&A box on your woman the screen and type your questions into the box. Speakers will review these questions and provide answers during the last section of the webinar. Some questions may be answer directly in the Q&A box.

if you have any questions following this recording this contact us at disability.statistics.unh.edu or toll free at 866-538-9521 for more information. Thanks for joining us and enjoy today's webinar.

>> ANDREW: Hello everybody. Think it for your patience oh five. We may be going over a little bit late so please be aware that we could potentially go a little further. After -- so we're going to set up his new captioning but I'm going to skip on and you can also view the full -- eventually we'll have a full running transcript on the sidebar but that captioning process is not available yet . So I apologize for that.

So today's nTIDE is brought to you by the University of New Hampshire, Kessler Foundation and the Association of University Centers on Disability. We do this every first Friday of every month when the official employment rates are posted by the Bureau of Labor Statistics.

This is part of the research and training we set up on the employment policy measurements, which is funded by NIDILRR which is our funding agency.

So we have four parts, we are going to have the numbers with me and Elaine Katz, from Kessler Foundation. Denise Rozell is going to give her updates for nTIDE news. And the third part we'll have guest speakers, Jack Fanous and Justin Constantine and then Q&A all at the end. x

So the nTIDE Report take it away Elaine.

>> ELAINE: Thank you Andrea. So our monthly report, nTIDE Report is a press release and info graphic looks at the employment numbers issued by the US Bureau of labor statistics on a disability lens reporting on the job and employment situation the first Friday of each month known as jobs Friday.

The nTIDE Report is compiled from the date issued by the US Bureau of labor statistics, current publishing survey or CPS, and it is the official source of the unemployment rate used in the news. It is the official source of the unemployed rate that is used in the news; statistics include civilians age 16-64 not living in institutions in this information has been available on the CPS since 2008, That's the year the six disability questions were added to many of the federal surveys.

Since our data is not seasonally adjusted we compare data the same data as last year rather than on a month-to-month comparison. Andrew?

>> ANDREW:

>> Andrew you're muted.

>> ANDREW: Thank you. Sorry. So here's what we've been looking at over the last two years with nTIDE -- these numbers go back to the mid point of the great recession; job loss (indiscernible) The Bureau of labor statistics started putting out these statistics and you can see the decline for both people without disabilities and a rise for both, and although you can see that people without disabilities were slower to recover from the great recession and we really never came back to the top, about one percentage point away before Covid hit we were at 31.7% of the population With disabilities were employed so this is a percentage that are working. It's not -- it's related to the unemployment rate that it is not the unemployment rate. So you can see that the gap between people with and without disabilities has been pretty long-standing. Almost double people with disabilities, employment to population ratio, percentage working is about half.

Next slide.

So, you start seeing the dive for both people with and without disabilities. Now, one thing to keep in mind is that the graph is a little offset so the 63.3% is below the 31 -- because I have to squish the graph so they appear in the same chart but they both follow the same portions so we're not fudging around with the numbers.

In April, -- it's April now -- there's the decline from 31.7% for people with disabilities to 26.3%. So this kind of retreats back to where we were at the bottom of the fallout of the great recession. People without disabilities really dove really much further percentagewise; and employment population ratio of 63.2% is really very dramatic and quite a distance from where that population was at previously.

So a bit of a drumroll. We've seen some good news for people with and without disabilities there's been a slight increase in May, hard to keep track of the months but people with disabilities went up from 26.3% to 27.7%. People without disabilities went up from 63.2% up to 65.2%. So percentagewise, percentage point wise, this is relatively a similar percentage that both populations are starting to rebound. So this is really great news, people are engaging, there's still a long way to go to get back to the levels we saw in March.

One of the big concerns that I personally have as an economist is when we look at the great recession there was this lag in the recovery of people without disabilities and we really did not start seeing an improvement until the economy reached full employment in 2017, when we started to see -- I always forget if you guess can see my mouse -- Let me know you can see the mouse jibbling back and forth -- yes, you can, good.

So the 2016, 17, 18, 19, was when the economy was going well with employment. The concern is that people with disabilities will take much longer to recover.

Some of the thoughts about why that might be our that people with disabilities are either age into a job or they work with service providers, vocation rotation to craft jobs, to customized jobs in those customized jobs are hard to replace after a recession when the whole economy goes south and people start losing jobs with and without disabilities, and customized jobs may be hard to rebuild afterwards.

With that, that's all I'm going to say for today; we are planning to have a Covid-related webcast on the 19th where we will go a bit more into the percentage of people with disabilities on layoff or furloughed versus having lost their job permanently. And so we'll be dealing more with that in about two weeks.

So now I'm going to turn it over to Denise. Go ahead and take it away Denise.

>> DENISE: Terrific, thanks Andrew. At least of my screen it looks like CART has joined us. Okay.

>> ANDREW: Looks like Ferris took back over and started to put CART back in.

>> DENISE: Perhaps -- I'll start talking and I'm sure you'll get to my slides eventually. Let's talk first about federal policy and what is going on in the federal policy world around employment and around right now Covid which leads to everything else right now. So that the city a couple of things.

First is yes -- everything going on in this country right now we all know what that is, racial justice, Covid, is sucking all the air out of Washington, DC. Let's say that's truth.

Congress we'll be focusing on those two things for a significant future. Let's talk Covid. What's relevant today, let's talk Covid. There have been three and a half Covid bills passed by Congress and they are trying to talk about a fourth bill in the house passed their version known as the Heroes' Act on May 15th, and it has all kinds of good things that this was not a bipartisan bill; it is kind of everything that the Democrats wished for this felt they needed to put in to build is in the bill. Going into the Senate that is not a bill likely to pass the Senate so the question becomes what is the Senate going to look at a fourth Covid bill? Quite frankly I have no idea; particularly given the good jobs numbers this morning that may actually postpone when the Senate will look at a fourth jobs bill because if it looks like the economy is beginning to move again, they may decide they don't need Covid relief or they don't need a stimulus to get the economy going. Just don't know.

I saw a quote the other day that said that perhaps the earliest they might pick it up his July but truly we do not know and things to bear in mind for the folks on this call, the things that most folks would disabilities as saying need to be in Covid 4 particularly because it relates to the issues we are talking about -- unemployment -- the previous Covid bills have not had anything specifically targeted to home and community services funding so the ask is for a significant amount of money targeted to those funds, to that home and community based services specifically. That clearly affects Medicaid, clearly affects employment and a whole bunch of things that we care about.

The (indiscernible) Continues to be important, that is something in the Heroes Act and we hope it ends up in the Senate bill; increase in SNAP and Meals on Wheels funding and expand eligibility to include people with disabilities. Some states are doing that but it has not been done federally and I think we talked about IDEA Waivers once before. There is still some talk about trying to waive some of the special education laws. Particularly around maintenance of effort now. All of those things are important for Covid 4 but when or if it will happen I have no clue.

Next slide Québec things are going on as of the last couple of months as I discussed with you guys, there are a lot of things to share -- most around Covid. Although this month a lot appears to be around teleworking access from home so from the employment point of view that is a lot of what is going on.

There's a recorded webinar available -- and all of this is in my slides -- you can download it and are links are to talk about in my slides, but I want to point out to you is the ADA at work, considerations for Covid-19, a recorded webinar done by the Northeast ADA Center, and the mid-Atlantic ADA Center with the Department of Labor colleagues, the employer assistance resource network on disability inclusion, what's interesting about it is it's holding employers look at how they balance the CDC guidelines with the EEOC guidance on ADA.

Obviously just because it is Covid that doesn't mean ADA goes away; doesn't mean Olmstead and the Supreme Court decision goes away. It means all those things have to be juxtaposed to what we know in Covid and CDC. So this is a really nice webinar about how to balance those things, making sure that the implications of economic on disability-related inquiries, about when you have a disability, the medical examinations piece. Requirements for reasonable accommodations for telework; interpreting "direct threat" in the time of Covid.

And what this really means is ADA trumps a bunch of these things; if somebody says you are a direct threat to be here in the workplace, ADA as language around that and that applies. It's a really nice webinar. . Next slide.

Again, series of things around the new workplace, Teleworking in the future, the future of work podcast . These are from our partners at PEAT, partnership unemployment and accessible technology, again Department of Labor. So that our three new ones, the new list is on making the virtual workers accessible. This is specifically resources -- this is something we know how to do and if you have reading disability community newsletters and updates we know how to do this. We as a disability community have been asking for a lot of these modifications for ages. We know it.

There are resources and tips to help employers understand the dissolved accessibility for employees with disabilities, looking ahead at the upcoming workplace technology trends affecting people with disabilities (indiscernible) .

That's the newest one. There's to others that are relatively new; eliminating algorithmic bias in hiring employment. This is an interesting podcast because it is from an HR company talking about bias and what employers can do and there is one about using virtual reality which is also interesting. Whoever has the mouse, -- thank you -- it's covering up the screen.

The next one is also from PEAT, telework and accessibility. There is a whole page on the PEAT website about telework access ability and again talking about accessibility Digital Communications, talking about hosting meetings and presentations and specifically how to pick an accessible meeting platform.

I don't know about you but every meeting I'm going to these days -- first of all hour-long meetings are all on zoom but beyond that, there's also a lot of conferences that have been changing to virtual. So this is how to pick them accessible meeting platform.

Staff training and resources for employees and resources for recruiting and hiring. This is a really nice one as we move forward in this new age we seem to be in. Next slide.

I've got another one on remote workplace specifically for individuals who are deaf, heart of hearing or deafblind. This is that of one of the NIDILRR centers, one of the rehab and engineering resource centers. And it was developed totally in collaboration with every deaf, hard of hearing, deafblind group you can think of. And it looks at -- for employers and employees, targeted to both -- how do you work remotely during Covid? What does remote communication access look like? For the deaf, hard of hearing, deafblind communities. What you need to know about accessible remote work meetings? What are the key accessibility features you need to look for? Videoconferencing platforms since we had some problems today we probably can look at that too.

Next slide. This is a really good one for a specific population.

This is another one -- this is from our friends at Mathematica Center for studying policy. It is an upcoming webinar on vulnerable populations in a pandemic labor market and I literally put the quote because I thought it was interesting. This is how they are advertising it. " Emerging evidence suggests that certain populations have suffer disproportionately from sudden job loss and the changing labor market -- including workers with low income, those that are older, have health conditions or disabilities or are from minority backgrounds. Individuals in this groups are also at increased health risk from the novel Coronavirus." They're looking at this -- Mathematica always has great data and they're having a webinar so I invite you to listen in. Next slide.

Again these are all kind of together right now. This what I thought it was interesting given what who some of our speakers are today. It is from the Center for us as the technology act need assistance and there is a series of briefs they have done and what they are doing is they are highlighting one state program at a time, something interesting that is going on in that state AT program -- this is the tech program -- and the no one out some Kansas, active duty to agriculture, engaging veterans in farming and gardening specifically looking at transitioning veterans and active-duty soldiers to civilian life be a opportunities in agriculture and in Kansas you can imagine that is exactly very relevant. And the one from Arkansas before that, a warehouse on wheels where they are taking stuff on mobile units to drive around communities and share assistive tech. Let me try them, see what it's about, demos, and there's even some (indiscernible) They are giving away. and they will be adding more as months go by. I thought this was an interesting one too. Next slide.

Again, on special populations this is in the new JVIB, Journal of visual impairment and blindness and it is specifically about looking at VR data, about people with visual impairments so they took three states and looked across state variations to VR clientele and services. What are the longitudinal labor market outcomes -- maybe this is the one with it took all the states, maybe it is a different one where they took only three -- because I don't have that on my slide. And basically -- no surprise again -- the long-term labor market analysis was consistent with VR services having no implement outcome but a positive earnings effect so I'll leave that to you guys who are data interested folks -- there's my three states -- to look at that and how it compares to other populations but this is specific around people with visual impairments. Next slide.

I think -- yes! This is the one from our partners at Kessler Foundation --

>> Yeah!

>> [Laughter]

>> DENISE: Thanks Andrew. And Andrew as on the call too, everybody. It was a great call. The 2020 Kessler Foundation national employment and disability survey recent college graduates, there was a webinar that has already happened which you can watch and the link is right there on the perspectives unemployment and college graduates with disabilities. It was a really good call.

And then there is another one on June 24th where there will be young adults with disabilities talking about their college to work experiences; I definitely want to be on that too. As many of you know I work with college folks residents with intellectual disabilities and I think that listening to students is always a great way to find out what is going on in the world particularly when you are looking at a post-ADA world.

The students I was on in the call -- similar to this, not this -- but students with intellectual disabilities a couple of weeks ago -- I guess good news for us -- they don't understand the pre-ADA world, because they are post-ADA. They have a whole different viewpoint about what his ability discrimination means and what they are entitled to basically and demanding what they are entitled to (indiscernible) so I'm looking forward to this one coming up on June 24th. Next slide.

We're seeing all kinds of virtual events - this one is a virtual event with a film screening and discussion. "Hearts of Grass" is a movie and we screened it at the AUCD (sounds like) conference last year, but you'll have access to the film for a week and then they will do a panel discussion about it. Hearts of Grass is all about a small business that does high-tech local food production and employment of people with disabilities in a very integrated and inclusive way. It is sponsored by the world Institute on disability inclusion and AAIDD. And again, I think this is good to be interesting because you can watch a movie at any time to doing that week and then I believe the panel discussion will include some of the folks working with that as well as some of the folks who are printed the company and is a good film. I really do. Next slide.

This one just popped up. So apparently there is a funding opportunity for disability research by graduate students. Apparently it was closed and now it has been reopened again and it closes this time June 19th, $10,000 stipend to all levels of grad students, Masters, doctorate, postgrad, looking at some kind of innovative approach or fresh perspective on work we have on disability issues. It is funded out of Social Security Administration which is interesting, and there was an informational interview way back in January but they give us a link so you can watch it. Apparently the application period Closed and they will reopen it and I thought this was fascinating and for those of you on the call who either teach or are grad students, $10,000 is $10,000, go look at it and see what you think. Next one, last slide.

I would not be and AUCD employee if I did not take a moment of personal privilege to say that the AUCD call for proposals for conference which is going to be held in December has reopened for a week. It was supposed to close today. To have extended it for one week. There's all kinds of things you can include employment be one of those, all kinds of things. It's targeted -- we want proposals from everybody, from students as self advocates, family leaders, clinicians, researchers. There are 25 topics listed, put in a proposal. We would love it and the fact that it has been extended a week and I can talk about it today making really excited. I think that is my last slide and I get to introduce the speakers.

We are lucky to have Jack Fanous and Justin Constantine join us today in they both made it their mission to help veterans, including those with disabilities transition to civilian life. Jack is a CEO and cofounder of GI Go Fund, a Great Idea -- Foundation and home to the Jackson Drysdale veterans center, a unique incubating space for veteran entrepreneurs. Jack is also CEO and cofounder of Job Path, apply from the connection veterans and employers and includes resources for matching skills with civilian jobs, and job creation and training as well as a job board with thousands of postings.

Justin is a retired Marine Lieutenant Colonel and the chief develop an officer at Job Path which is a growing list of major corporate clients in more than 200,000 active users and today Jack and Justin will share with you how the far-reaching effects of the Covid-19 pandemic is dramatically increased the need for services they provide and how they and veterans they serve are adapting to radical changes in the economy. This dynamic pair is opted to forgo slides and they will share the perspectives through a joint dialogue and the only other thing I would add is that this is the first of what we think will be a three-month series around Covid-19; we bought some of the other things we had planned so we could do a series for you guys with speakers talking about the effects of Covid-19 on employment and on various populations. I'm going to turn off my Mike and screen and toss it to Jack and Justin. Welcome.

>> JACK: Thank you for that wonderful introduction and a very happy to be here, Justin is here with us as well. It's a great honor to be a part of this event and to be asked to speak here especially by Kessler Foundation; Kessler has founded the nonprofit I founded 15 years ago several times and help us develop a lot of the programs and institutions that veterans in the state of new jersey and not across the tri-state area and really veterans nationally have relied on and it was through the support of the Kessler Foundation and this community that has helped us build those programs over the last 50 years and to be here now as part of the entire report which I've been following for quite sometimes a great honor so I wanted to make sure I thanked everyone for the opportunity.

Justin did you want to introduce yourself?

>> JUSTIN: Sure. Very quickly, thank you for the one introduction; As Denise mentioned, I'm a Marine Lieutenant Colonel, Retired, I was injured in the war in Iraq, I was shot in the head and only survived thanks to the courage and bravery of the Navy and the corpsmen and the Marines around me and I've been a person with disabilities since 2006, getting back to work was a big part of my recovery so I'm very active with veteran employment answer them I've broadened the (indiscernible) To focus on providing resources to other people with disabilities and formerly incarcerated people as well and it is an honor to be on the program today.

>> JACK: Thank you Justin. As a quick background, Justin is a veteran; I'm not a veteran and started this nonprofit years ago after one of my best friends was killed in Iraq. I was civilian and he and I for both seniors at Rutgers University in New Jersey of September eleventh; Seth give up a shot to go to law school and joined the Army instead and unfortunately was killed a few years later and was that of screens that brought us to starting this nonprofit into serving veterans and it was through those experiences and partnering with Elaine and the entire team at Kessler and others that helps us grow and understand what it is that veterans face whether it be during an economic downturn were generally when it came to consistently and home and what were some of the challenges these veterans faced and how can we help them through that?

The services that we have created over the years as a highlighted, the Jackson Drysdale Veterans training center and incubator was something most recently funded by Kessler, Prudential, Panasonic and a lot of great partners that have helped us build out New Jersey's first incubator for the state of new jersey for veterans and a training center -- a virtual training center and in person for veterans that has been able to provide a lot of resources specifically over the last three months. We were very busy in helping veterans with their businesses and helping veterans train for work prior to Covid-19 but after Covid-19 is a matter of fact is the unblemished rate exploded in the we see some positive numbers we still see that it is significantly higher than it was than it was in February. As we're seeing a lot of the need coming our way we are getting requests from veterans and oregano basis to help the file disability claims when they may not a been thinking about disability kicks in the past but now filing a disability claim with the VA can help you provide you some type of financial compensation on a basis where there might not be for unemployment.

That is one of the things we do with veterans honor databases in addition to helping them look for Québec will this try to help them connect with those types of resources that are out there whether it be -- Benefits available for veterans so connecting veterans with those types of resources is always a great opportunity and fall back for anybody who worship veterans. Is a lot of opportunities out there on the federal site that you can connect veterans with help them compensate their loss of income.

But on the income side we have seen almost a 500 percent increase in the number of veterans requesting whether services from us, unemployment related services or financial assistance. We have been writing resumes at a clip that is significantly higher than it was over the years passed because veterans are coming to us with such considerable needs and in the center we are able to provide veterans resources and how to write resumes and tell the story about what they did in the military and how that story translates to a civilian job.

When the things we have been focusing on over the last several months is that maybe he came out of the military and you were a truck driver in the military but you'll came home and went into finance and that finance position may be gone let's fall back on your military screens let's see if you can leverage what you did in the military for a job if you lost your job and finance and that is what we're seeing across the board. That type of resiliency where veterans have extra skills or additional skills than what they may be doing in the workforce that they can fall back on. So if you're in finance or maybe you lost a position or maybe you had a restaurant and you restaurant is closed, you can fall back and get your CDL as a truck driver and go to work at Amazon or one of these companies making a good living and fill the gap and those are some of the types of things we do for our veterans so really connecting those dots and making sure veterans understand where they fit in the workplace and what this skill sets are in helping them identify job-training opportunities to train them in person at the center or provide them with resources to file for unemployment, write a resume to help them get back on their feet. And Justin, one of the things that the center does that I would love for you to talk about is that as an incubator we help veterans and small businesses build and grow their businesses and from our perspective a small business is really a job at the end of the day. You are self-employed. Some of the other companies that we help build and incubate within the incubator space are also self-employed for setting a business is essentially sitting a job as well and honestly we are able to help some of those businesses with EIDL and some of the other federal programs like PPP filing and all of those things, really connecting with resources and opportunities and maybe you can talk about some of the things you have been working on, pivoting as a small business owner and some of the things you have done over the last several months.

>> JUSTIN: Thank you Jack; as an administrative note, I believe close captioning is now live for you viewers so that is something you want to see you should be able to see that click on that. When you look at me, I hope you see the over a million folks in Iraq, Afghanistan, many of us were injured in one way or another -- (indiscernible) I am an entrepreneur and a lot of veterans are entrepreneurs. I'm a motivational speaker. Yes, I'm going to help businesses develop -- (indiscernible) -- but I started my own business back in 2013 as a motivational and inspirational speaker. That has changed dramatically in the last four months since Covid; typically companies hire me and talk about leadership and overcoming adversity and strive even in the face of change. We have a great time and I go home but of course, there are no live events so I've had to pivot and create new content focusing on virtual presentations and how do I do that and that includes being created because it is not the same. It's not just changing (indiscernible) and talking to a camera. There's a different dynamic in play. I've had to rework that and spend time on that.

What I see (indiscernible) with veteran entrepreneurs, disabled veterans and veterans without disabilities is they have to re-create and (indiscernible) Small businesses out there and large ones and think about the second to be different for quite some time. Covid-19 is going to cast a long shadow on business going forward in some of the changes will be permanent. How can we provide excellent content in a different way? For me I don't mind because I was traveling around crazy -- Platinum on American airlines -- and I was home -- I have the time to take the stress out of my life and focus on learning from others and connecting with real experts in the field that I want to focus on, pivoting more to positivity and work life balance and really having a life well lived and presenting that type of content with technology from my home O I (indiscernible) but overall having to do that.

>> JACK: That is a lot of pivoting you have to do; I remember we talked about this when it first happened and you did not even blink, you move to that. That is one of the things I want to highlight, the resiliency that veterans bring to the table whether as an employee or an interpreter in some of the other businesses in our space and incubator, the Jackson Drysdale center is a boxing gym called Iron Bound Boxing. (sounds like). You can imagine, nobody is going to (indiscernible) Doing boxing in a boxing gym, Marine Corps veteran Mike Stedman but he immediately pivoted and is based in Newark, New Jersey, and started providing virtual, at-home boxing training for inner-city youth that have been adopted by the city of Newark within the first week and they are funding it for him now.

Another one of the businesses now is creating PPE -- shifted the manufacturing and it shows the resiliency of the veteran community and how they respond to these types of problems. Even in the employment numbers and job numbers today you see it, the employment rate ticked back up for everybody but significantly more for veterans and that story can be told in many different ways but ultimately you can boil it down to the resiliency of the veteran community and that is what we see every single day at the Jackson Drysdale center, we see veterans fighting everyday either to train up and find a job or start their own businesses and there's no quit and that is something I'm very proud to see everyday, I've seen that millions of times in TV shows and commercials and movies, how they advertise veterans but I get to see it in real life every single day and it is definitely inspiring.

You know, and to that exact point maybe we can talk about the initiative we launched in New York City. So the city of New York came to us looking for a response to Covid-19, obviously they had a huge an apartment number for veterans; and they needed an immediate work force develop until that they could deploy and they came to GI Go Fund for a version of our tool that we created in New York City and maybe you can talk about that, Empire vets.

>> JUSTIN: This is very exciting, talking about resilience for a moment because so many veterans have an entrepreneurial mindset. Whether they have their business on not, in the material we believe in push your responsibility (indiscernible) At the lowest level, and when I was (indiscernible) I was a captain and promoted to major, I was very a comfortable pushing responsibility to my Sergeant and corporals and let them figure out, not tell them how to do it -- To let them figure that out and they did it in ways I probably would never would've thought of and I think that is part of the recent we’re doing so well right now because more and more employers recognize that in the face of Covid-19, who better than veterans with a disability or not and am talking about physical wounds and the invisible wounds of war as well. And we've developed a platform in the training center with a particular chapter on invisible wounds of war to help them understand that a little better and it is an exciting content and being able to use that. It's really focused on New York City and outlined in New Jersey, greater New York City area but really whole region. It's exciting because it brings together companies, nonprofit organizations, educational institutions and also government agencies that do anything around employment and transition in the military and we are creating a forum to bring people together (indiscernible) -- we have created a platform thanks to a generous donation from the Kaiser family foundation, companies can now post all their jobs for free and search our database, 20,000 veterans in the space, in that region to come fill those positions which doesn't exist anywhere else in the country. The GI Go Fund benefits from the Kessler Foundation was able to rise from the services and things have come full circle for us and it is exciting. I am one of the cochairmen but the other people in the leadership committee recruit people from many Fortune 100 and 500 companies in the state. And the Department of veterans services in New York City -- Commissioner -- is very excited about it a lot of good coming out of this and we love to see the collaboration, trying to bring in more people on board which is a critical and if anyone is on the call who is an employer in this area we would love to include you as well.

>> JACK: And it's an incredible resource as you mentioned, you are getting employers the opportunity to connect with veteran; when we talk about Covid-19 that it will cast a shadow, that shadow is cast across the types of jobs that are being hired for too, not just the loss of jobs. There is a shift in the types of jobs. We are not hiring for me to positions anymore but we are hiring emergency management positions and we are hiring consultation positions and you are right, where better to go into a veteran who is trained to do those types of roles under duress and giving employers that opportunity but also on the flipside serving as a workforce development tool for the veterans of the city of New York and the digital tool provides a way to build resumes digitally online and it provides job-training digitally Online, over 250 classes and you can connect with mentors they are the only online in the city saw value in creating a virtual workforce of elemental that they can provide to everyone other veterans and the city of New York and it has been incredibly successful already. We have had several new companies already signed up to be part of the initiative and that is one of the cool initiatives that we bring forward when it comes to veterans services. We are always trained to think about how do we do it more modern? So we can reach the younger veteran. How do we reach the veteran who is 27 years old or 28? Asking him to fax his form down to the VA office isn't going to work; he's probably never seen a fax machine or know how to use it, right? So you know we need to constantly develop things that can reach that population and honestly the more you can create tools online that can help people the more relevant you will be moving forward and I think that is one of the things that has been exciting, providing that level of service to veterans during this Covid-19 responses city stepped up and the -- Family foundation stepped up, so many stepped up and said hey, we need an immediate response and we're happy to play a role in that.

>>> ANDREW: We have a couple of questions coming in from the audience. We have about five minutes left, not sure you can stay on if we have more questions. Are you able to connect with youth? And if so, what ages?

>> JACK: Certainly we are able to connect with youth as far as volunteers at GI Go Fund; we regularly have young children who volunteer with us as part of our programs if that is what the question is. We have a lot of volunteer programs. We also have a great program nationally, a fundraising program called Jeans for Troops which is a program we run with public schools around the country, close to 5000 but schools and recently up as a patent this program. It is a dressed-down date to help honor our military but also we provide the teachers with curriculum to talk about the real meaning of memorial day are Veterans Day depending on which data are doing this event so we connect the children in that way when the youth in that way that also have a lot of volunteers, and we have a program in Newark, New Jersey called Stand Down for homeless veterans. It is a one-day event in which they come in and they get mental health care, they get physical healthcare and other types of checkups and are provided with food and clothing in that event usually has between 500-600 homeless veterans at the event. It requires a lot of volunteers.

>> JUSTIN: We can't help youth with disabilities. And we are going to be a full diversity inclusion platform; we've expanded our tools to help people with disabilities and a great ownership with the (indiscernible) Center and incarcerated people need a lot of the tools as well. How to create resumes; youth with disability is not something we embrace it but it is on the horizon; we have to (indiscernible) but we appreciate the interest.

>> JACK: I apologize for misunderstanding the question. And Justin, we have a relationship we are building with (indiscernible) and they're launching something very exciting and accessible. But we have also have those conversations with different groups like NYSID and several of their nonprofits that focus specifically on youth with disability so potentially come up forward there will be opportunities in which we will be providing those types of resources for those demographics.

>> ANDREW: Someone asked, who is a speaker on the right? Zoom is different for everybody depending on when they come in so will Justin waive your hand? And Jack when you waive your hand? That's Jack. Someone asked, are they using accommodations to help veterans do work? Meaning -- I'm interpreting this as working with employers to design accommodations -- Working directly with the employer or acting as an intermediary with employers.

>> JACK: we certainly have created several training programs help employers understand exactly what it is, the types of issues veterans facing exactly how to handle that and we also work directly with employers to understand what some of the challenges they may have when it comes to the top several so when we are connecting them with a veteran it is a type of veterans in looking for but ultimately when they are hiring a veteran they understand that this veteran has certain issues that they need -- accessibility issues that they need to address and we'll work directly with the employer assuming the employer is willing to work with us. Is not always guarantee that the employer is open to working with us in the fishes but a lot of the times if the employer is local to the New York, New Jersey area we have a great relationship with them -- Johnson & Johnson is one that comes to mind that we had great expense with an PSEG New Jersey as well but ultimately work with employers on educating them on some of the challenges veterans bring, we provide that type of e-learning education training in nuclear having that director ocean ship we can interject and work directly with the employer.

>> JUSTIN: We also have 250 training courses on our platform for all users, they're completely free. (indiscernible) PowerPoint and voiceover, so veterans and disabled veterans need to upskill, whether Microsoft or running PowerPoint or leadership they can take those on our platform and get a certificate to help build a resume and make a resume more comfortable.

>> ANDREW: The last question I would ask is, to give a sense of the range of things you do, can you talk about kind of the range of disabilities that -- because I can think of hearing loss, traumatic brain injury, mobility conditions, can you get a sense of the variation of folks your work with?

>> JACK: you touched on a few there; Veterans who are amputees, multiple amputees, those who have TBI and PTSD. The number one disability I deal with in the veteran space is PTSD; a lot of veterans have posttraumatic stress disorder diagnosis as part of the disability frame so that is one of the top, the number one that we deal with especially in my office, in my organization. Justin, if there is another one you can think of -- but we may be dealing with the people who have lost a limb or two or have dramatic brain injury or some type of mental health issue along with PTSD.

>> ANDREW: That's great. I think we're but it close to the end of the time; if people do have further questions for Jack or Justin, feel free to contact them directly to actually. I don't know Faris if we have slides. You can send questions and answers to us and you can call us toll-free so there is a bunch of different ways that you can engage folks. I want to thank Justin and Jack for coming today. It was nice, you are one of our first back-and-forth presenters with PowerPoint which is nice.

>> JACK: Cool, glad it worked out.

>> ANDREW: It's a great way to keep people engaged in seminars and with that I will say thank you to you two and let you guys say goodbye.

>> JACK: Thanks everybody.

>> JUSTIN: Thank you all.

>> JACK: Have a great day.

>> ANDREW: Bye-bye everybody. We'll see you next month. Actually on the 15th, the middle Friday.

>> [End of webinar]