



# nTIDE Lunch & Learn Webinar Series

Kessler Foundation, AUCD,  
University of New Hampshire Institute on Disability  
Season 7, Episode 8  
Date: August 5, 2022





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# Up Front Matters

- This webinar is being recorded. We will post an archive of along side the Monthly nTIDE broadcast on our webinar, each month, on our website at [www.researchondisability.org/nTIDE](http://www.researchondisability.org/nTIDE). This site will also provide copies of the presentations, the speakers' bios, full transcripts, 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 webinar 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 answered directly in the Q & A box.

# Up Front Matters

- If you have any questions following this recording, please contact us at [disability.statistics@unh.edu](mailto:disability.statistics@unh.edu), or toll free at 866-538-9521 for more information. Thanks for joining us. Enjoy today's webinar!

# Welcome

**Andrew Houtenville**  
University of New Hampshire

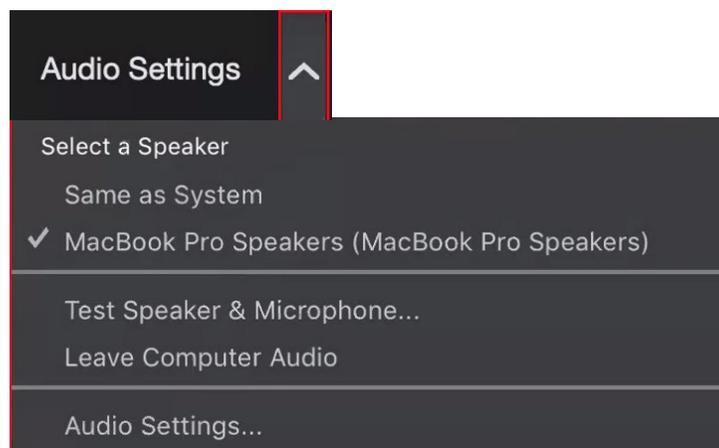
# ASL Interpreter

- We recommend using a computer or laptop (not a phone or tablet), if you want to see the gallery of speakers and the interpreter.

# Zoom Tips

- Zoom Tip #1: Sound

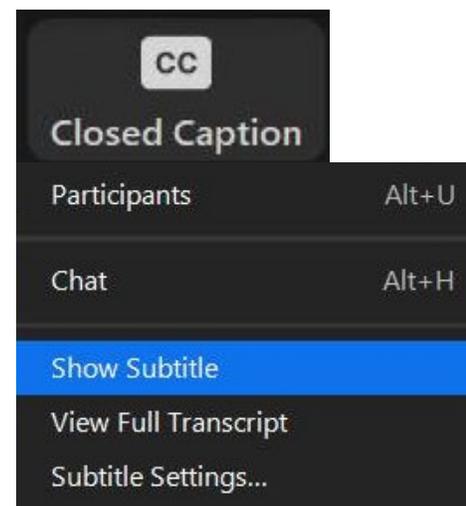
- To select the speaker you want to use for today's webinar, click on the **up arrow** next to **Audio Settings**, and then select one of the options.



*Your screen may look a bit different*

- Zoom Tip #2: Close Captioning

Click on **Closed Caption**, and then select **Show Subtitle** for subtitles, or select **View Full Transcript** to get a running transcript of the captions.



# 2022 Annual Disability Statistics Conference

The *State of the Science on Disability Statistics Conference* is October 6-7, 2022. in Washington DC and Online.

Register at ... <https://DisabilityCompendium.org/event>



# About nTIDE Lunch & Learn

- Occurs at noon Eastern-time on the first Friday day of each month, with the release of the nTIDE Report.
- A joint effort of the University of New Hampshire, Kessler Foundation, and the Association of University Centers on Disabilities (AUCD).

# Today's Program

- Part 1: nTIDE Report ... “The Numbers”
  - John O’Neill, Kessler Foundation
  - Andrew Houtenville, University of New Hampshire
- Part 2: nTIDE News
  - Denise Rozell, Association of University Centers on Disabilities (AUCD)
- Part 3: Guest Speakers
  - Meg O’Connell, Global Disability Inclusion
  - Wendi Safstrom, Society for Human Resource Management Foundation
- Part 4: Q&A

# Part 1: The nTIDE Report

**John O'Neill**  
Kessler Foundation

# The Monthly nTIDE Report

- The monthly nTIDE Report is a press release and infographic, looking at the latest employment statistics.
- Uses data from the “jobs report” released by the U.S. Bureau of Labor Statistics, on the 1<sup>st</sup> Friday of each month.

# Source of the Data

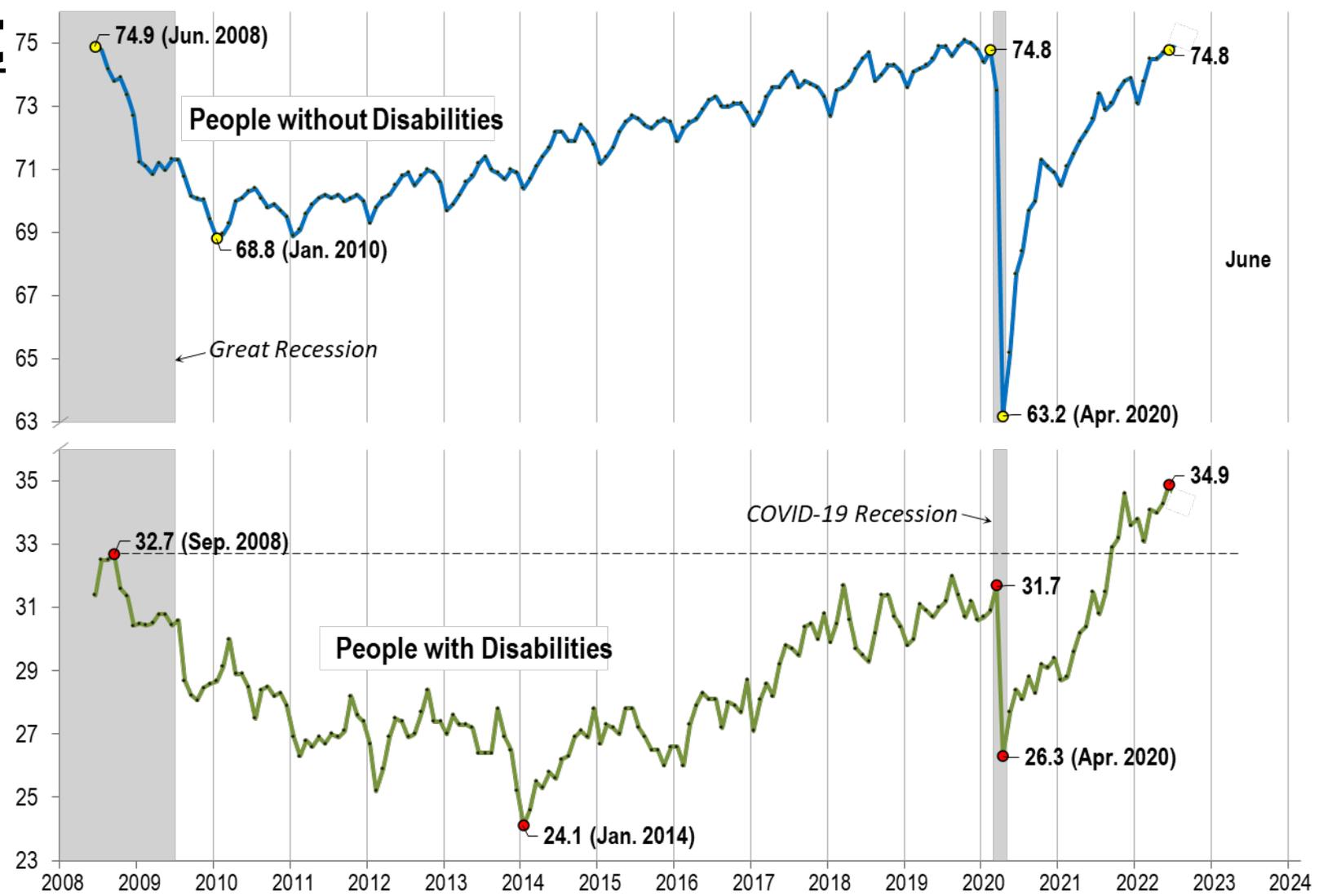
- U.S. BLS, Current Population Survey (CPS).
  - Source of the “official” unemployment rate.
- Civilians, ages 16-64, not living in institutions.
- Available September 2008 onward.
- Not yet seasonally adjusted.
  - which is why we compare to the same month last year.

# The Numbers

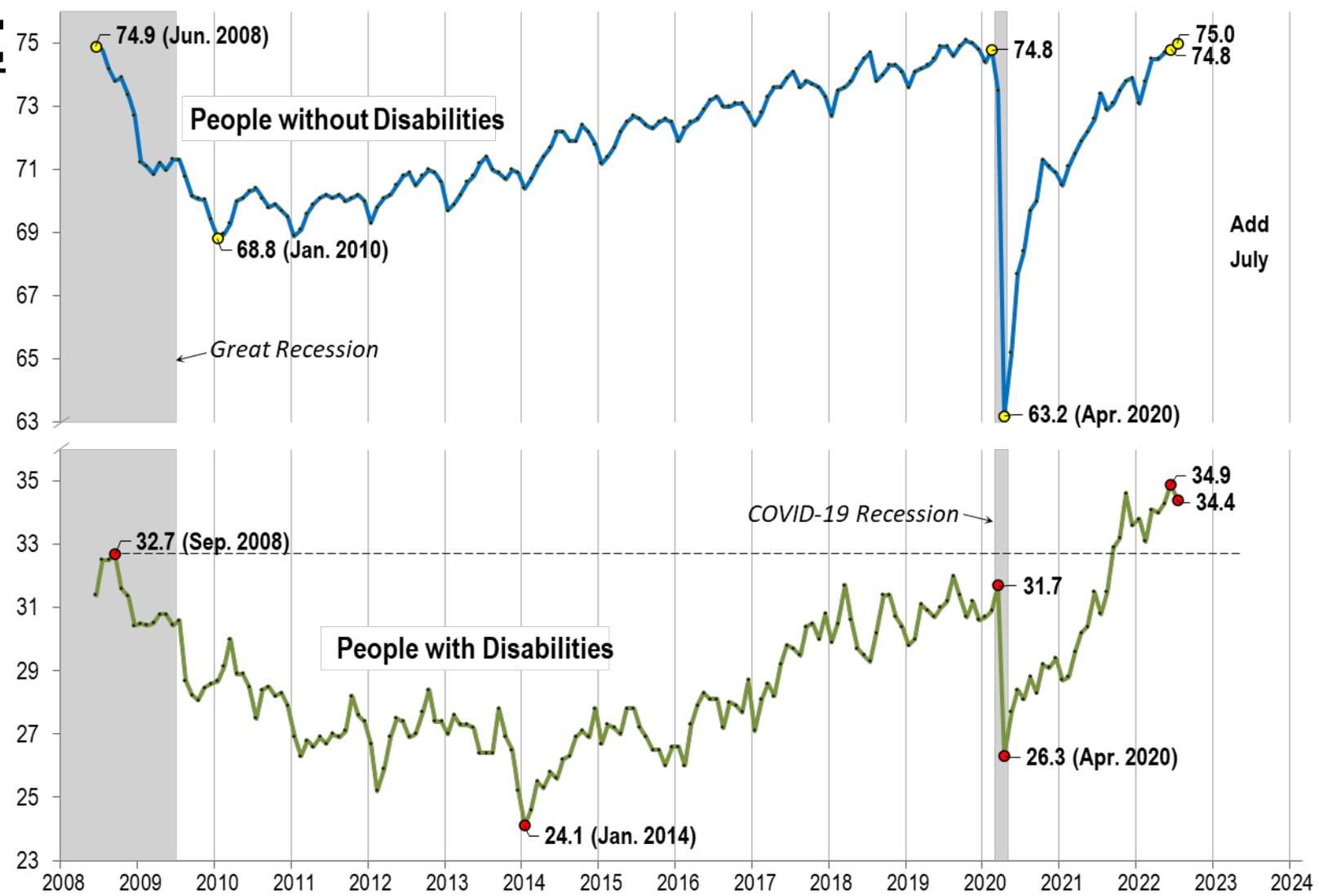
**Andrew Houtenville**  
University of New Hampshire

# Employment -to- Population Ratio

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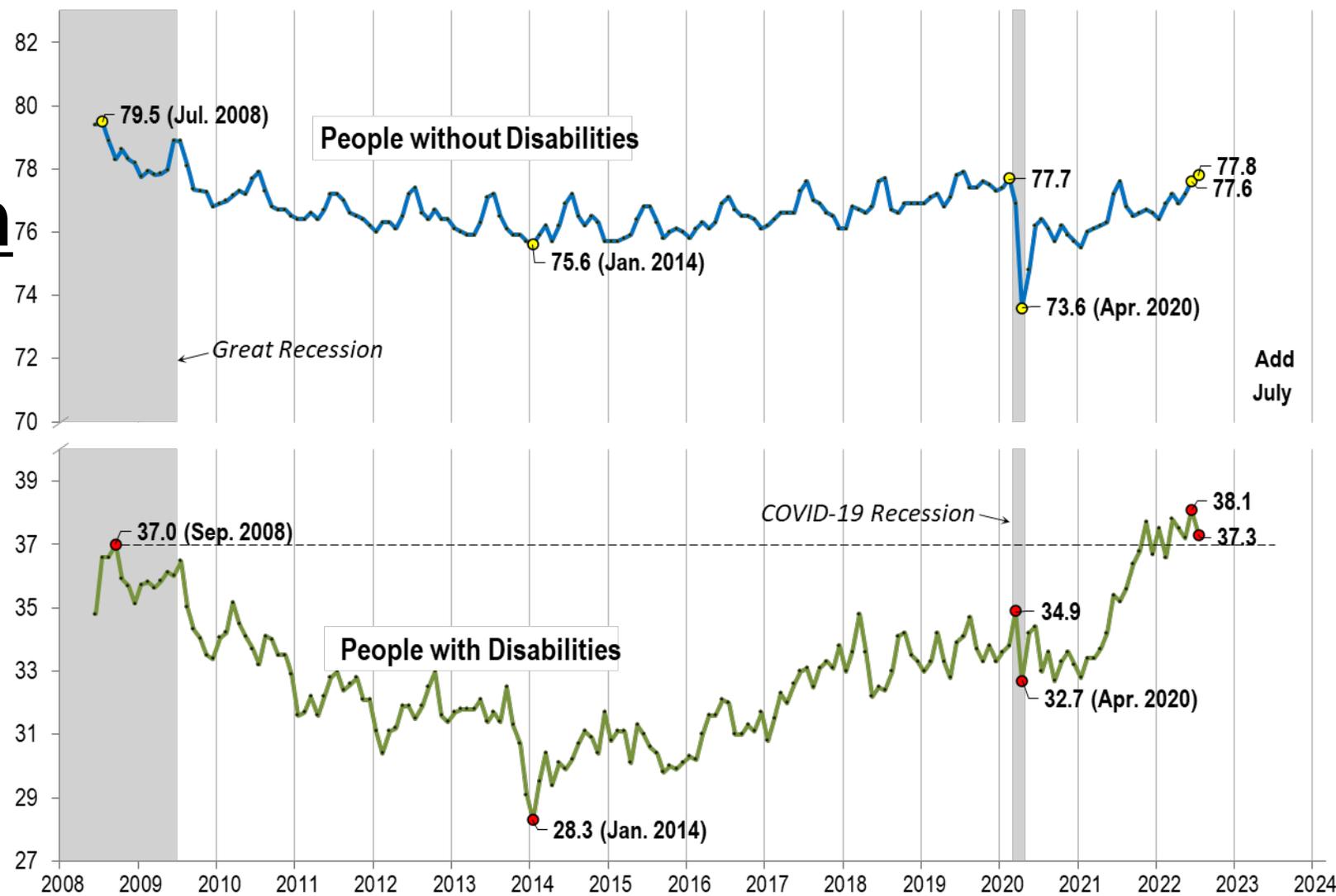


# Employment -to- Population Ratio



# Labor Force Participation Rate

# Labor Force Participation Rate



# Part 2 nTIDE News

**Denise Rozell**

Association of University Centers on Disabilities  
(AUCD)

# Federal Policy Update

- Appropriations
  - House –
    - Most Admin numbers, but made with no ceiling...
  - Senate – numbers just released
    - Most numbers between Admin and current levels...
  - Year end?
- Reconciliation bill? “Inflation Reduction Act”
  - No HCBS increase...

# AbilityOne ends subminimum wage on AbilityOne contracts!!

- Final Rule published on July 21, 2022
- Goes into effect October 19, 2022
- Nonprofit agencies must certify that, when paying employees on AbilityOne contracts, they will not use certificates authorized under section 14(c);
- Applies to new contracts, extensions or renewals, and when exercising options on existing contracts;
- Individuals with disabilities working on AbilityOne contracts will earn at least the federal minimum wage, applicable local or state minimum wage, or applicable prevailing wage—**whichever is highest.**
- Nonprofits can request extension up to 1 year.
- [Read the news release](#)

# Energy and Commerce Republicans issue report on Disability Policy in 21<sup>st</sup> Century

- Led by ranking Republican on the Committee - Cathy McMorris-Rodgers (R-WA)
- Main issues addressed:
  - Ensuring access to LTSS by eliminating waitlists in Medicaid and making coverage options more affordable for those not covered by Medicaid;
  - Supporting access to assistive technologies and enforcing accommodation requirements in ADA and 504 in health care settings; and
  - Moving the workforce toward integrated employment by eliminating the subminimum wage and providing supports and funding opportunities to change
- **House Republicans on the Energy and Commerce Committee are open to receiving public comment on how the policies and solutions that Congress should take improve lives of those with disabilities.**
  - Each section summarizes numerous issues under that heading and includes specific requests for information.

# New Framework Helps Organizations Incorporate Disability into DEIA Initiatives



- [Including Disability in Diversity, Equity & Inclusion Priorities: Building A Maturity Model](#)
  - 90% of companies surveyed have diversity priorities, but few include disability
  - Step-by-step framework to ensure disability is included in your organization's DEIA plan
    - Examples for organizations that are "Emerging", "Advancing" or "Leading" on DEI strategies
  - Based on research conducted by Cornell University's Center for Advanced Human Resource Studies
  - EARN – Employer Assistance and Resource Network on Disability Inclusion at Department of Labor/ODEP

# *Supporting Employees with Long COVID: A Guide for Employers*

- Employer Assistance and Resource Network (EARN) and Job Accommodation Network (JAN)
  - Basics of Long COVID, including its intersection with mental health
  - Temporary and long-term workplace supports and possible accommodations
  - potential legal obligations on the part of employers to provide accommodations
  - Frequently Asked Questions, including those related to telework and leave.
  - Additional resources related to Long COVID, the ADA, accommodations can be found on JAN's [COVID-19](#) page.

# Long COVID National Online Dialogue

- [“Understanding and Addressing Workplace Challenges Related to Long COVID” National Online Dialogue](#) – **Open Until August 15**
- The U.S. DOL/CDC/Office of the Surgeon General
- Soliciting ideas and comments through an ePolicyWorks virtual crowdsourcing
- Information will help the Federal Government better understand workplace challenges faced by those experiencing
- Long COVID. Join today to share your thoughts, experiences and insight on how to best support affected workers and their employers going forward.

# Disability Data Snapshot: Asian Americans and Pacific Islanders

- U.S Department of Labor blog with data snapshot on Asian Americans and Pacific Islanders with disabilities-- importance of research including experiences of this population.
  - [NEW: Read the data snapshot on Asian Americans and Pacific Islanders with disabilities](#)
- Ongoing series of data snapshots about different subgroups of people with disabilities
  - [Read the data snapshot on Black workers with disabilities](#)
  - [Read the data snapshot on women with disabilities](#)

# Partnerships between Community Development Financial Institutions and Workforce Development Organizations (CDFI)



- Strategies for financing workforce development through lending and other financing
- CDFIs can develop by reimagining existing expertise in product design and custom underwriting by attracting diversified financing partners.
- Three case studies:
  - Local credit union offered affordable student loan alternative through a small-dollar loan product to individual job seekers needing in-demand credentials;
  - National CDFI helped a community college use the New Markets Tax Credit program to accelerate investment in facilities required for a new culinary arts education program;
  - Group of CDFIs financed a working capital loan to help a nonprofit staffing firm focused on housing-insecure or formerly incarcerated workers expand into a new market.

# Webinar: Practical Considerations for Work-Based Learning Experiences (WBLE) for Students with Complex Support Needs

- **August 11, 2022, 2:00 pm EDT by NTACTION**
  - Value of planning, engagement and data collecting strategies in developing and implementing WBLE.
  - Identify WBLE practices to strengthen employer, interagency, family/caregiver, and student partnerships.
  - Activities and resources to support the development and implementation of WBLE's for these students

# Webinar: In-Depth Q&A Event: Blended, Braided, and Sequenced Funding for Employment, Equity, and Inclusion

- **Thursday, August 11, 3:00-4:00 P.M. ET**
- Arizona, Colorado, Maryland, North Carolina reps and federal agencies to answer implementation and policy questions;
  - Best practice strategies support positive employment outcomes, and promote equity and inclusion for people with disabilities.
  - Where does the vision to utilize multiple funding sources come from?
  - Examples of states and localities using interagency/ resource sharing agreements
  - How can states and localities intentionally partner with programs serving Native Americans?
- Sponsored by ODEP, Employment and Training Administration, CMS, the ACL, RSA, OSERS, OSEP, SSA, and Substance Abuse and Mental Health Services Administration.

# Part 3: nTIDE Guest Speaker



***Meg O'Connell***  
*Global Disability Inclusion*



***Wendi Safstrom***  
*Society for HR Management Foundation*



# Foundation

EMPOWERING | INSPIRING | TRANSFORMING

**PURPOSE:** Elevate and Empower HR as a Social Force

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**MISSION:** Mobilizing the power of HR and the generosity of donors to lead positive social change impacting work, workers and the workplace.

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**VISION:** A World of Work That Works For All

# 2022 SHRM FOUNDATION STRATEGIC PROGRAMMATIC PRIORITIES



**Workplace Mental Health and Wellness**



**Skill Building: Preparing People for  
Today's and Tomorrow's Workplace**



**Supporting Emerging HR Professionals  
and Students through engagement,  
scholarships and mentorship strategies**

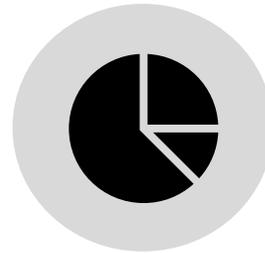


**Building Inclusive Workplaces**

# WHY EMPLOYING ABILITIES AT WORK IS IMPORTANT



Organizations need to better understand the work experiences of employees with disabilities, who likely represent 20% of their workforce.



People with disabilities represent 15% of the world's population, the largest minority group around the world. In the United States people with disabilities make up 26% of the population with a total of 61 million Americans who have a disability.



97% of HR professionals, people managers and executives report a positive experience working with individuals with disabilities and that they perform better or same as other employees.

# EMPLOYING ABILITIES AT WORK CERTIFICATE



The screenshot shows the landing page for the Employing Abilities at Work Certificate. At the top, there is a dark blue navigation bar with the logo on the left and the text 'Disability Defined', 'Certificate', 'Inclusion Matters', and 'Workplace Prep' on the right. The main content area features a large background image of a worker in a blue hard hat and safety glasses operating a forklift in a warehouse. Overlaid on this image is the text 'Earn Your Employing Abilities at Work Certificate' in a large, white, sans-serif font. Below this text is a purple button with the text 'REGISTER NOW'. At the bottom of the image, there are logos for 'KESSLER FOUNDATION' and 'SIRM Foundation'. Below the image, on a white background, is a paragraph of text: 'The Employing Abilities at Work certificate is a multi-faceted program with the actionable knowledge and tools HR professionals, people managers and business leaders need to recruit, hire, and retain individuals with disabilities.' Below this is another paragraph: 'Brought to you with an initial investment from the Kessler Foundation, this certificate program is completely free and open to all.'

# ABOUT THE COURSE

## Completing the Employing Abilities at Work Certificate program will empower you to:

- 1 Understand** the barriers to employment experienced by individuals with disabilities.
- 2 Articulate** the business case for building a workforce that is equitable and inclusive of individuals with disabilities.
- 3 Create** organizational strategies to recruit, hire, retain, and develop this talent pool.
- 4 Educate** your stakeholders to reduce barriers to employment faced by individuals with disabilities.
- 5 Earn** 10 professional development credits toward your [SHRM-CP](#) or [SHRM-SCP](#) certification.

- The course takes approximately 10 hours
- The course is targeted to HR professionals but open to others
- An accompanying workbook is provided along with a dozens of articles and other resources.

### CERTIFICATE OVERVIEW

**Module 1:** Disability Inclusion 101

**Module 2:** Preparing Your Workplace for Disability Inclusion

**Module 3:** Sourcing Talent with Disabilities

**Module 4:** Recruiting and Interview Talent with Disabilities

**Module 5:** Hiring & Onboarding Talent with Disabilities

**Module 6:** Getting the Most from Your Talent with Disabilities

**Module 7:** The Benefits of Disability Inclusion

# EARNING YOUR CERTIFICATE

## Professional Development

### Credly Digital Badging

SHRM Foundation has transitioned its digital badge services to Credly, a market leader in the digital credentialing space.

This new standard for communicating achievements provides:

- A web-enabled version of your credential(s)
- A place to manage your badge(s)
- An overview of the skills required for your credential(s)
- A secure means of storing and publishing your credential(s)
- Access to Credly labor market insights (LMI)
- A way for employers, customers, and clients to verify your credential(s)

### Getting Started with Credly:

When you receive the email from Credly inviting you to claim your badge:

- Click on the link in the e-mail
- Create an account
- Accept your badge
- Start sharing

Download the [Credly Badge Earners Guide](#) for additional information on digital badging.

### Credits

If you are SHRM certified (SHRM-CP or SHRM-SCP) you may claim 10 professional development credits (PDCs) after earning your SHRM Foundation Employing Abilities at Work certificate. You must complete all requirements for the certificate to earn the 10 credits – no partial credit is given. To claim your credits:

- 1 Log in to the [certification portal](#).
- 2 Under "Activities", select "Add PDCs".
- 3 Select "Advance Your Education".
- 4 Enter the Activity ID Number found at the bottom of your Employing Abilities at Work certificate, just under the SHRM Foundation logo. When you enter this number, the required fields will be automatically completed with the details.
- 5 Click submit.



- Transition to Credly
- PDCs for your SHRM-CP and SHRM-SCP



## Andy Traub

### Principal, Global Disability Inclusion

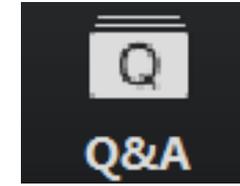
This certificate program will build your knowledge and awareness but it will also dispel myths and assumptions you might make in the workplace about people with disabilities. One story I share is around people assuming someone who is deaf could not operate a forklift because of the horn requirements only to realize that the employee had already figured out they could feel the vibration when they hit the horn which was a reasonable, safe and free accommodation.



“ Business leaders, HR professionals and people managers have a responsibility to lead critical change in their organization and ensure an inclusive workplace. In our work with businesses across the globe, we see that disability inclusion competencies are missing from the workplace. This certificate program fills the knowledge gap and provides that road map for change. We are excited to partner on the development and launch of this needed program. ” —Meg O'Connell, CEO & Founder, Global Disability Inclusion

# Questions and Answers

Use Q&A button on Zoom



Slides will be archived at:

<https://researchondisability.org/home/ntide>.

Take our feedback survey at ...

[www.researchondisability.org/ntide/ntide-survey](http://www.researchondisability.org/ntide/ntide-survey)

# Thank You!

- Information about the nTIDE partners may be found at
  - Kessler Foundation ([www.kesslerfoundation.org](http://www.kesslerfoundation.org))
  - UNH/Institute on Disability ([www.ResearchOnDisability.org](http://www.ResearchOnDisability.org))
  - AUCD ([www.AUCD.org](http://www.AUCD.org))
- Contact us at
  - Email: [Disability.Statistics@unh.edu](mailto:Disability.Statistics@unh.edu)
  - Call: 866-538-9521 (toll free)
  - Twitter at *#nTIDELearn* 



**Bye!**