



Cornell University  
ILR School  
DBTAC-Northeast ADA Center

PROGRAM

3

ADA Trainer Network | Program 3

## Tapping into Talent: Best Practices in Hiring, Accommodating and Retaining People with Disabilities

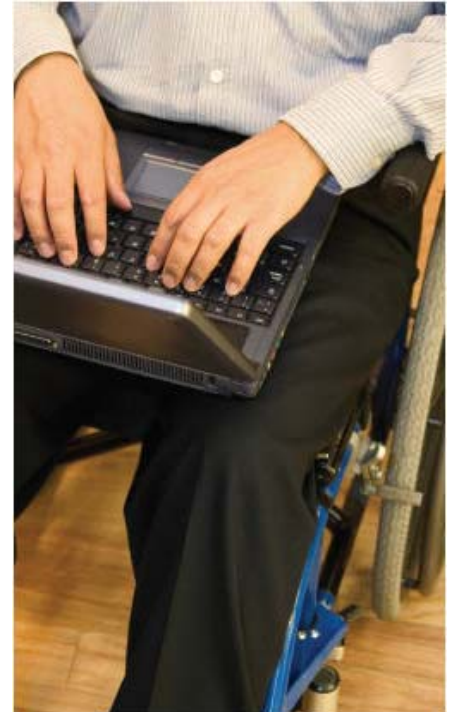
### Introduction

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

### Goals & Objectives

#### Module 1: It's About Ability

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



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### **Module 2: Your Concerns and Dilemmas**

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

### **Module 3: Preparing for the Workforce of Tomorrow**

- Understand how upcoming population, employment, and disability trends could impact employers
- Believe that providing a disability-friendly workplace is good for business
- Develop skills to promote the business case for hiring, accommodating, and promoting people with disabilities

### **Module 4: The ADA & Employment: An Overview**

- Understand the overall employment provisions of the ADA
- Apply the ADA to employment practices

### **Module 5: About Hiring**

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

### **Module 6: About Reasonable Accommodation**

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

### **Module 7: Your Concerns and Dilemmas**

- Expand the range of options in addressing concerns, dilemmas, or challenges in employing people with disabilities

## **All Available Trainings**

Program 1: Disability Awareness: Understanding the ADA

Program 2: Getting Hired and Moving Ahead in a Job When Working with a Disability

Program 3: Tapping into Talent

Program 4: Serving Customers with Disabilities

Program 5: About Hidden Disabilities

Program 6: Reaching Individuals with Disabilities: Accessibility in Federal, State, and Municipal Entities

Program 7: Reaching Individuals with Disabilities: Accessibility in Private or Commercial Business

Program 8: Accessible Technology in the Workplace

Program 9: Accessible Web Sites: Everyone Benefits