



Welcome to HireGround!

Opportunities for Ohioans with Disabilities produces this newsletter expressly for our VR professional audience. We hope that these stories, best practices and practical tips will be of value to you as we continue our relationship and work with participants. Our goal is to achieve quality employment, independence and disability determination outcomes through our integrated services, partnerships and innovation. For questions, content suggestions, or comments on this newsletter, please contact: Elizabeth.sammons@ood.ohio.gov. Thanks in advance for sharing this information as appropriate.

Disability Community Opportunities/Announcements

HireGround spreads to Internet: Can you believe this is the 13th issue of HireGround (HG)? Do you ever recall something from an earlier HG that you would like to access again? Well, now you can, since OOD Communications has posted past issues (starting Jan. 2014) online. All are available both in PDF and in Text versions at this link. <http://ood.ohio.gov/About-Us/Media-Center/HireGround-Newsletter>

Labor Market Information (LMI) Training for Workforce Professionals: Please register (or cancel) for each individual webinar. If you have any questions, email Imicontact@jfs.ohio.gov or call 614-752-9494. If you have already received an email confirming your registration, please do not register again. If you do not receive a confirmation email containing information about joining the webinar after you register, please e-mail Imicontact@jfs.ohio.gov.

October 16, 9:00 - 10:00 a.m.: Fundamentals: Labor Market Information Programs and Accessing LMI Data

Objective: Explain the basics of the Bureau of Labor Statistics and Employment and Training Administration programs; navigate to LMI resources and data on the World Wide Web; explain general uses of LMI for different customers. Register here: <https://attendee.gotowebinar.com/register/8057964846198520834>

October 20, 9:00 - 10:00 a.m.: Adding Value for Job Seeker Lesson 1: Documentation

Objectives: Analyze a job seeker's situation; learn how to identify and document the job seeker's likelihood of returning to the same occupation or industry. Register here: <https://attendee.gotowebinar.com/register/4910826116945534722>

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October 23, 9:00 - 10:00 a.m.: Adding Value for Job Seeker Lesson 2: Career Direction

Objectives: Find demand occupations; find related occupations; facilitate training and job search. Register here: <https://attendee.gotowebinar.com/register/3863279607721500162>



See "Arts Spotlight" article for more information about "Sailing Into Marblehead" by Owen J. McCafferty.

October 27, 9:00 - 10:00 a.m.: Adding Value for Job Seeker Lesson 3: Training and Potential Employers

Objectives: Identify a job seeker's training needs; learn how to locate training providers; use LMI Tools to assist in the job search. Register here: <https://attendee.gotowebinar.com/register/3383142671081042434>

October 30, 9:00 - 10:00 a.m.: Adding Value for Employer Lesson 1: Identifying Employers' Needs

Objectives: Create opportunities for networking and sharing the possibilities of LMI with employers; identify a variety of methods to identify and anticipate business needs; understand the region and identify regional industries for targeted networking. Register here: <https://attendee.gotowebinar.com/register/8969068559485413378>

November 6, 9:00 - 10:00 a.m.: Adding Value for Employer Lesson 2: Meeting Employers' Needs

Objectives: Identify and use tools available to help business partners meet human resource challenges; identify and use tools available to help business partners meet

business management challenges. Register here: <https://attendee.gotowebinar.com/register/6640497545413972482>

Free Training and Technical Assistance Now Available:

The National Resource and Training Center on Blindness and Low Vision has created some new resources of use to VR professionals. Its latest short course, "*Working with Employers: Why it is Important and What Successful VR Agencies Do*", highlights research on the most effective ways for VR personnel to work with employers to secure employment for people who are blind/visually impaired. These free, online courses last about an hour each and can be taken for CRC credit. Courses consist of a PowerPoint presentation with narration.

The *Transportation Guide* is a comprehensive manual of tips and strategies aimed at helping non-drivers find reliable transportation. The *Customized Transportation Plan* is designed to help service providers guide consumers through finding transportation. A collection of *one-page briefs* address specialized transportation topics, from white canes to public transportation.

Comparing Health Care Options Made Easier with the Feds:

In June, Departments of Health and Human Services, Labor, and the Treasury issued final regulations to make it easier to compare options when shopping for or renewing health insurance coverage. These rules include streamlined processes for health insurance issuers and group health plans to provide consumers easy to understand information. For example, health insurance issuers must provide online access to a copy of the individual coverage policy for each plan or group certificate of coverage. These documents must be made publicly available to all potential consumers before they apply, so they are clearly informed about what a plan will and will not offer. Read more at: https://www.cms.gov/Newsroom/MediaReleaseDatabase/Press-releases/2015-Press-releases-items/2015-06-12.html#main_content

View the final rules at: <https://s3.amazonaws.com/public-inspection.federalregister.gov/2015-14559.pdf>

Or: <https://www.federalregister.gov/articles/2015/06/16/2015-14559/summary-of-benefits-and-coverage-and-uniform-glossary#main>

NFB-NEWSLINE Adds Talking Book Topics and Braille Book Review:

HireGround readers may recall references in earlier issues to NFB-NEWSLINE, a free audible information service available to those who are blind or print-disabled. The service offers over four hundred publications including newspapers and magazines, emergency weather alerts, and both job and TV listings. NFB-NEWSLINE is accessible via a touch-tone telephone, email, internet, portable players, or an iOS MobileApp. Now two additional bimonthly publications are available on the NFB-NEWSLINE service, both published by the National Library Service for the Blind and Physically Handicapped. Talking Book Topics lists digital audiobooks and magazines available through cooperating libraries. Braille Book Review lists Braille books and magazines available through the library network. Both publications also carry news of developments in library services. While the annotated lists in these magazines are limited to titles recently added, the national collection contains thousands of fiction and nonfiction titles, including bestsellers, classics, biographies, romance novels, mysteries, and how-to guides.

Each book and description is listed as a separate article. This allows subscribers to easily search and navigate to find books of greatest interest. Additionally, subscribers can press Pound 9 from the touch-tone telephone and have the individual book listings sent to an email inbox. From there, subscribers can forward the email to a cooperating regional library to request the book. For more information or to register for NFB-NEWSLINE visit: <http://www.nfbnewsline.org>, or if you need help, call 1-866-504-7300.

Department of Education Improves E-Accessibility to Student Loan Process:

(Excerpted with permission from May 2015 "Braille Monitor," the National Federation of the Blind monthly newsletter)

Resulting from numerous complaints, new standards have been designed to make student

loan-related website materials accessible to blind and visually impaired borrowers; enable them to obtain student loan statements, notices, and written communications in an accessible format; make it easier to request student loan-related hard copy documents in alternative formats; and facilitate independent completion, signing and submission of certain student loan-related forms online. Borrowers are encouraged to contact their loan servicers to obtain information on the availability of alternative formats. To locate loan servicer information on a federal student loan, log in to the National Student Loan Data System at https://www.nslds.ed.gov/nslds/nslds_SA/ or contact the Federal Student Aid Information Center at 800-433-3243, Monday through Friday, 8:00 a.m. to 10:00 p.m. For additional contact options and other general information, visit: <https://www.StudentAid.gov>.

Arts Spotlight

by Owen J. McCafferty

My name is Owen J. McCafferty. I have been visually impaired all my life due to a congenital eye disorder. I have been a client of the Cleveland Sight Center most of my life. I have been involved in their employment services, job club, and some of their recreational activities such as bike and hike, sailing, golfing and camping. I am also a member of the Cleveland Scrappers, beep baseball team! However, the one thing that I'm most proud of is my strong passion in art and continually



"Bob Feller - legend" by Owen J. McCafferty

working on my craft. I have an associate's degree from Cuyahoga Community College in Graphic Arts, and although I was not able to maintain steady employment in that field, I consider myself a freelance artist working on a portfolio. I have been inspired by other blind painters such as John Bramblitt,



"Stevie Wonder" by Owen J. McCafferty

who has a book out entitled "Shouting In The Dark: My Journey Back Into Light" about his life how after a series of seizures, he became totally blind. He persevered, and despite his obstacles pursued his dream of working with the paint and brush. I had some art pieces entered in the 2013 Art Walk show at Joanne Depolo's Art Gallery and Studio in North Olmsted, Ohio as well as a portrait of Stevie Wonder competitively shown at the 2015 Day of Arts for All from VSA Ohio. Owen McCafferty - Fine Art America <http://fineartamerica.com/profiles/owen-mccafferty.html>

Online Services Updates from Social Security

Compiled by Elizabeth L. Sammons

This June, the Social Security Administration introduced the expansion of online services through its [my Social Security](#) portal. Medicare beneficiaries can now obtain a replacement card if it has been lost or damaged. Simply access your online [my Social Security](#) account at www.socialsecurity.gov/myaccount and select the "Replacement Documents" tab then select "Mail my replacement Medicare card". The new card will arrive in the mail in about 30 days. Learn how to create a "my Social Security" account if you don't already have one at the link above.

A Few Additional Benefits when Dealing Online with the Social Security Administration:

Download a replacement SSA-1099 or SSA-1042S for tax season, or get a letter to verify

that you are or are not receiving benefits.

If you receive monthly benefits, you can easily change the address and telephone number you want to use and start or change your direct deposit information.

If you are blind or visually impaired, choose alternate ways to receive information from Social Security – whatever works best for you.

View your *Social Security Statement* and verify your earnings records, since missing or inaccurate information could affect the amount of your future benefit.

The Art and Science of Connecting the Dots

By Elizabeth L. Sammons

So just what is a journalist? In AWARE, nothing comes up. Using the alternative search of 'writer,' could it be 'caption writer,' 'copy writer,' 'creative writer,' 'gaming and sports book writer and runner,' 'technical writer,' 'writer and author,' or even 'insurance underwriter?' The alternate search of 'reporter,' pulls up both 'court reporter' and the most likely answer, 'reporter and correspondent,' and this latter response emerges immediately on O*NET when the same 'journalist' search is attempted. Meanwhile, OhioMeansJobs search brought up 63 key word references from around Ohio for 'journalist.'

"A job title in itself means nothing. Underneath it is a set of skills," said Dr. Lew Horner, Ohio Department of Job and Family Services (ODJFS) Office of Workforce Development. So... What's a thinker to do?

"We need to address this situation, because we are not getting quality matches," said OOD Southeast Area Manager Bob Nicholson. Bob found several volunteers from around the state in the June leadership meeting to tackle the mission.

"VR professionals don't always understand how the SOC codes (Standard Occupational Classification) match to real job descriptions," said Sarah Kelly, VR Supervisor. "Unfortunately, the long-used 'general service worker' isn't a real thing," she said. "On the other hand,

'accountant' on O*NETT brings up the top 10 in-demand jobs for the field, along with the appropriate SOC codes, easy to transfer to a plan in AWARE. How do we write better plans, with better job goals, to do a better job of matching our consumers through the match system in AWARE and through making accurate plans for what our consumers really want to do? And how do you even find this information and make it fit for your region?"



See "Arts Spotlight" article for more information about "Cleveland Winter Skyline" by Owen J. McCafferty.

Here's the science of it. "Occupations are a set of jobs with certain common duties," Dr. Horner explained. "Coding, even within one system, is difficult to understand, and when you are using three systems (AWARE, O*NET and OhioMeansJobs), it is even a tougher nut to crack. Jobs are coded into occupations using the SOC. The classifications are largely based on job duties, and I'm told that many jobs could be classified into one of more occupations, depending on minor changes in duties," explained Dr. Horner. "The first two numbers in an SOC stand for the major occupational group. There are 23 major occupational groups. O*NET is sort of an extended version of SOC. O*NET codes are like SOC codes, but they add two more digits after a decimal point after the SOC six digits. They look like this: 11-1011.01. O*NET has a crosswalk of common job titles to occupations. But if you go to the O*NET main page and enter a common job title in a search box, it will identify several occupations that might have that job title."

So what's a hypothetical consumer seeking a job as journalist insisting on international reporting in the Columbus area supposed to

think? "We need to look at writing a broader job goal, really trying to understand where you're coming from, and my job is to bring you to a bigger picture. Let's get you to a job where you're going to be happy, and that's a good fit, and that exists. That's where counseling and guidance come in," Sarah explained.

Grace Tice, Workplace Initiative Ohio (WIO) coordinator, summarizes the art of connecting the dots this way. "Learning to choose the correct SOC code, and then sometimes running multiple SOC codes to make sure we are capturing the right people and all the people that might be appropriate, and then informing the counselors of exactly why this person was matched."

However long the numbers, the human factor remains in this equation. A positive side-effect of this work has involved counselors informally talking with WIO CA's about the abilities and interests of individual consumers, seeking advice and connections. One example involves consumers who express flexibility to move to where the job is, even in another area of Ohio. In this case, Business Sourcing Analysts can partner to coordinate efforts. "So the system is affecting more than just the people who are directly matched," Grace said.

Sidebar:

Tools for Workforce Professionals

[Related Jobs Crosswalk](#) (This page has links to several resources related to the in-demand jobs, including the Crosswalk table.)

[Related Jobs Crosswalk Instructions](#)

[In-Demand with ONET Codes](#)

[In-Demand without ONET Codes](#)

Nail It with OhioMeansJobs (OMJ) Search Features!

By Nate Fernandes, OOD Public Information Officer

The search features we are going to talk about today can serve a dual purpose.



Nate Fernandes

Beyond consumers using them during the job seeking process, they are an excellent way to show immediate job opportunities available in a given area. As always, let's begin by heading to www.ohiomeansjobs.com. Under the text "search for jobs," find the link "Get started" and click/hit enter.

OMJ offers two options for job seekers to obtain results: Job Title and Keywords. These can be used independently or in combination, and results will be returned according to values provided by the user. The Job Title field will only search against the Job Title, while the Keyword field will search against Job Title, Job Description and Company Name.

Both fields utilize a concept called 'stemming,' in which a word such as Manager is shortened to Manag and all associated results are returned that include the stem of the entry. In this case, the search will return all job postings containing the words manage, manager, managing, managed, management, etc.

When entering search criteria on the OMJ website, the following words may help narrow your results. These can be applied to either the Job Title or Keyword search criteria.

Operator: The "and" operator links words or phrases together to ensure that both are included in the results. For jobs involving software engineering, your search would be Keyword = software and engineering. In this case, any results received will contain both the words: software and engineering. Note: operator is supported only within the Keyword box.

The search requires that at least one keyword must exist in the job posting. The list of job postings returned can have any of the words entered in the search criteria. An engineer position may be posted under a variety of Job Title or Keyword entries, such as Keyword = developer or engineer; using "or" allows you to expand the search to include multiple keywords, of which at least one will be in the job posting. Note: the job seeker should use parentheses on any side of the operator if it includes a multiple word phrase. Also, the "or" operator is supported only within the Keyword box.



See "Arts Spotlight" article for more information about "Puppies of Summer" by Owen J. McCafferty.

Sometimes, you will want to exclude terms from results. The search command associated with this functionality is "and not." If you looked for an experienced position, you may want to eliminate jobs listed as entry level. In this scenario, one could add Keyword = and not "entry level" to a search string. Note the "and not" operator is supported only within the Keyword box.

Commands are helpful, but they alone are not enough to effectively target an ideal job. Quotes offer the ability to search for multiple words as an exact phrase, like Administrative Assistant, Project Management, etc. Simply place quotes around the words the search engine needs to find within the job posting. For example, enter a Job Title = "administrative assistant" or Keyword = "project management." Note: the Job Title currently wraps quotes around the entire string, so the result will be consistent in this box whether quotes are utilized or not.

Now, let's make like a realtor and look at another extremely important element of searching, "Location, Location, Location." When on the search page, one may search by city, state, and zip code. Remember, OMJ pulls in results from cities up to 50 miles outside of Ohio. Therefore, jobs from Indiana, Kentucky, Pennsylvania, West Virginia, and yes, even that state up north, will be shown.

Simply put, voila... instant LMI! Try it! Next time someone brings up a career of interest, try this tool out. Most postings will show the required skills, training, and experience needed

to obtain the position. A full “How-to” on the OMJ search feature, including some additional search techniques, can be found here: <https://jobseeker.ohiomeansjobs.monster.com/SeekerLinks.aspx>

Sidebar:

To learn about strategies that state and local workforce agencies and their strategic partners can adopt to increase credential attainment among workforce program participants and improve the credential quality, see: [Training and Employment Guidance Letter 15-10: Increasing Credential, Degree, and Certificate Attainment by Participants of the Public Workforce](#).

- [Steps To Help Youth Attain Credentials In High Demand Occupations](#)
- [Local Examples Of Programs Helping Youth Attain Credentials](#)

Resource Spotlight:

Accommodation Information by Limitation

(Blog excerpt from U.S. Department of Labor, re-published with permission)

By Linda Carter Batiste, J.D., Principal Consultant, Job Accommodations Network (JAN)

Many employers are starting to heed the ADA’s main message: stop spending so much time determining whether an employee meets the definition of disability and instead focus on providing effective workplace accommodations. In fact, some employers have taken this message a step further and are leaving disability determination out of the equation altogether when possible, instead focusing on the limitation that is causing the problem. To help, the [Job Accommodation Network \(JAN\)](#) recently launched a new section on its website called [Accommodation](#)



Linda Carter Batiste, J.D.

[Information by Limitation A-Z](#). The new section allows JAN website users to find accommodation ideas by the type of limitation an employee is experiencing, regardless of the underlying disability. Here are a couple of examples to illustrate:

Example 1: A clerical worker is having trouble doing her job. When her employer talks with her about her performance problems, the employee says she is having trouble concentrating because of some medication she is taking for a mental health condition. The employer wants to explore accommodation ideas, but without probing further about her mental health condition. On JAN’s [Accommodation Information by Limitation](#) page, the employer finds the following listed under [“Concentrating”](#):

People may have difficulty concentrating on work tasks. Accommodations include:

- Providing written job instructions when possible;
- Allowing flexible work hours;
- Allowing periodic rest breaks to reorient;
- Minimizing distractions;
- Allowing a self-paced workload; and
- Reducing job stress.

The employer meets with the employee and they decide that these accommodation ideas can be tested without getting additional medical information. The accommodations are implemented and the employee’s job performance improves.

Example 2: A teacher is having difficulty talking loudly enough for her students to hear her. She has a rare medical condition that causes her speech to be soft. She cannot find any information about possible accommodations for her medical condition, but she wants to have accommodation ideas before talking with her employer. She searches the Accommodation Information by Limitation page and finds information about portable voice amplification products listed under [“Speaking”](#).

While at times it is necessary to know the type of disability involved in order to come up with effective accommodations, sometimes you can save time by just focusing on the limitation. So

next time you need to look for accommodation ideas, visit the JAN website's A-Z page, which allows users to search by disability, by topic, and now by limitation at <http://askjan.org/links/atoz.htm>.

The ADA in Context: Looking backward, forward, inward and upward (Part I)

Compiled by Elizabeth L. Sammons

Many Americans today consider July 26, 1990, to be the birth date of the Americans with Disabilities Act. As a landmark date, this holds true, but many events occurred far before the ADA, winds of change which swept the way for 1990. In Part I of this series, let's take a brief look at a few of these prior events.

Ohio can boast a rich role in the ADA experience. For example, in 1837, Ohio's legislature became the first in America to authorize funding for the Ohio Institution for the Education of the Blind. This and the School for the Deaf (1832) stand among the first public schools for these students in our country. In 1900, Ohio also became the first state to provide aid to local schools for the education of children with severe disabilities.

Later that decade, the Commission for the Blind (the forerunner of BSVI), established its first industrial training schools and workshops. This last event is especially revolutionary. Up to then, disability was generally viewed as a thing to be cured, pitied or hidden, and society took either a medical fix-it approach or a charitable do-it-for-them stance. Encouraging those who could to integrate and find a vocation was controversial and new. Until the 20th century, society had seldom questioned physical and social factors enshrouding all aspects of life with a disability.



See "Arts Spotlight" article for more information about "C3PO and R2D2" by Owen J. McCafferty.

Just six weeks after President Woodrow Wilson's 1920 lead, Ohio's Governor Harry L. Davis' proclamation made official Ohio's vocational rehabilitation partnership with the federal government. By 1935, Ohio BVR offices were open in Columbus, Cleveland, Cincinnati and Canton.

Whenever faced with an influx of wounded war veterans, American society asks itself how to accommodate their needs, and the World War II era was no exception. By 1946, the first meeting of the President's Committee on National Employ the Physically Handicapped Week was held in Washington, D.C. Its campaigns emphasized the competence of people with disabilities and used movie trailers, billboards, and radio ads to convince the public that it is "good business to hire the handicapped." Two years later, a forerunner to the Ohio Governor's Council on People with Disabilities was established, initially promoting the needs of wounded veterans.

Along with huge steps in the job rehabilitation field, the disability community began to show itself more publicly and to have fun. We see this in the 1949 establishment of a wheelchair basketball team, and the 1960 pioneering of the Para-Olympic games in Rome. Federal funding for the National Theater of the Deaf came a few years later.

Ohio stood out again with its 1959 creation of the predecessor to the Ohio Civil Rights Commission, focusing on discrimination in employment, including people with disabilities as a protected class. The statute was later amended to protect equal opportunity in places of public accommodations (1961), housing (1965), credit (1976) and in institutions of higher education (1984) without regard to disability.

(ADA/Ohio story to be continued in future HireGround articles.)

Sidebar: a Little "Disability Time Travel"

First, let's take a look at disability history around the world: http://www.disabilityhistory.org/timeline_new.html

The U.S. Department of Labor houses this disability history timeline. The interactive

timeline displays significant moments in disability employment from the 1920s to present: <http://www.dol.gov/featured/ada/alternate.version.timeline.htm#maincontent>

The Smithsonian Museum offers: *Everybody: An Artifact History of Disability in America*

Picture of the first Ohio State School for the Blind and more details on its early history here: <http://www.ohiohistorycentral.org/entry.php?rec=2176>



Columbus School for the Blind on Main Street in Columbus, Ohio, 1931.

Picture of the first Ohio School for the Deaf and more details on its early history here: <http://www.ohioschoolforthe deaf.org/history.aspx>



The Ohio School for the Deaf, 408 E. Town St., Columbus, OH, circa 1950.

How and by whom was Cincinnati's Clovernook started? http://www.clovernook.org/about_history.php

Visit Social Security's 80th Anniversary website to learn about its rich history of serving the American public: www.socialsecurity.gov/80thanniversary

National Library Services began long before the age of cassettes or even records: <http://www.loc.gov/nls/>

Learn more on the history of cochlear implants starting two generations back at: http://biomed.brown.edu/Courses/BI108/BI108_2001_Groups/Cochlear_Implants/history.html

October 2015 OOD Job Fairs Around Ohio

(Information contributed by BSA's, current as of mid August.)

Note: The below Job Fairs are open to Status-J consumers; please encourage those eligible to attend. Sign-up for employers to use for all Fairs is at: www.surveymonkey.com/r/JobFairs2015

Contact people are as follow:

Northeast BSA Sue Krejci, Susan.Krejci@ood.ohio.gov

Northwest BSA Stephanie Branco, Stephanie.Branco@ood.ohio.gov

Southeast BSA Kelly Jordan, Kelly.Jordan@ood.ohio.gov

Southwest BSA Cynthia Crews, Cynthia.Crews@ood.ohio.gov

Cincinnati Job Fair, October 2

8:00 a.m. - 4:00 p.m.

Location: Cincinnati Hamilton County Community Action Agency, 1740 Langdon Farm Road, Cincinnati, OH 45237

Final sign-up date: For employers, October 1; for consumers, September 18.

The Job Fair will have educational workshops including Windmills, ADA 101, and Disability Etiquette.

Employers who have registered include: Home Goods, FedEx, US Foods, Lowe's, U.S. Dept. of Energy, Hyatt Regency, Miami University, Turner Construction, Cintas, Fifth Third Bank, Owens and Minor, School Outfitters, P&G, Citi Bank, Hilton Netherland Plaza, CVS, Kroger,

Cincinnati Association for the Blind and Visually Impaired, StandardTextile.

Columbus Job Fair, October 14

9:00 a.m. - 3:00 p.m.

Location: Northland Performing Arts Center, 4411 Tamarack Blvd, Columbus, OH 43229

Final sign-up date: For employers, October 12; for Service J Consumers, October 13.

The Job Fair Includes Windmills and ADA training for participating employers.

Some employer commitments include: Walgreens, Columbus Zoo & Aquarium, Homegoods, Giant Eagle, Time Warner Cable, State of Ohio Office of Budget & Management, Social Security Administration, Republic Services, Fifth Third Bank, Nationwide Insurance.

Toledo Job Fair, October 15

9:00 a.m. - 11:00 a.m. (Employer Training)

12:00 - 3:00 p.m. (Hours for Consumers)

Location: Parkway Place, 2592 Parkway Plaza, Maumee, OH 43537

Final sign-up date: For employers, October 12; for consumers, October 13.

The Job Fair includes training for Employers with HR Credits available and includes a Windmills Module, ADA 101 Presentation, and Disability Etiquette 101.

Confirmed employer attendance includes Harbor, Home Goods, Kroger, MaritzCX, Primerica Financial, Principle Business Enterprises, ProMedica, Republic Services, Social Security Administration, The Zepf Center, Walgreens Distribution Center.

Cleveland/Akron Job Fair, October 26

9:00 a.m. - 3:00 p.m.

12:00 - 3:00 p.m. Hours for Consumers

Location: Holiday Inn - Independence, 6001 Rockside Road, Independence, OH 44131

Final sign-up date: October 23.

The Job Fair will have Windmills and ADA training for participating employers.

Employers coming thus far include: Kent State University, TimkenSteel Corporation,

InfoCision Management Corporation, Rockwell Automation, Cavaliers Holdings LLC, Parker Hannifin, Dollar Bank, F.S.B., McCarthy, Burgess & Wolff, Case Western Reserve University, Louis Stokes Cleveland VAMC, Cleveland Clinic, ExactCare Pharmacy, S.A. Comunale, Turner Construction Company, Republic Services, Huntington Bank.



See "Arts Spotlight" article for more information about "Glassangel" by Owen J. McCafferty.

Scholarships Corner

Note: We are listing these disability-related financial opportunities by due date and plan to continue posting on a quarterly basis.

Suggested Tool - this handbook offers advice on loans, grants, scholarships and the best colleges specifically for students with disabilities. <http://www.affordablecollegesonline.org/spotlight/affordable-colleges-for-students-with-disabilities/>

Applications opening in September for a variety of scholarships from Lighthouse Guild for students at all levels with visual impairments; financial need not a requirement. <http://www.lighthouseguild.org/programs-services/scholarships#content>

Deadline September 15: Genensky Scholarship applications for those needing a variety of video magnification devices; open to both students and other readers needing print-reading supports. <http://www.cclvi.org/Scholarship/scholarship.html>

Deadline September 15: *1800wheelchair.com*, two \$500 Scholarships available, age 16/high school and beyond. <http://www.1800wheelchair.com/scholarship/>

Deadline September 30: ASSISTID Programme, International-study, two-year fellowships to Develop Assistive Technologies for Intellectual Disability and Autism. <http://www.assistid.eu/application-procedure/guide-for-applicants.php>

Applications opening October 1: National Multiple Sclerosis Society Scholarships, for people or children of those with M.S. <http://www.nationalmssociety.org/Resources-Support/Insurance-and-Financial-Information/Financial-Resources/Scholarship-Program/Scholarship-Program-Information>

Deadline October 1: \$10,000 to support work that seeks to increase the public's understanding of the psychological pain and stigma experienced by adults who live with physical disabilities, American Psychological Foundation. <http://www.apa.org/apf/funding/pearsall.aspx>

Deadline November 15: American Association on Health and Disability AAHD Scholarships, up to \$1,000 for students with disabilities pursuing higher education in the disability and health fields. <http://www.aahd.us/initiatives/scholarship-program/>



See "Arts Spotlight" article for more information about "Nature Escape" by Owen J. McCafferty.

Applications opening around November 15 for students with disabilities planning to study abroad next summer or fall. Particular focus on Diverse Students. <http://www.fundforeducationabroad.org/applicants/>

Deadline December 31: Two Scholarships available for graduating high school seniors with documented learning disabilities pursuing post-secondary education. <http://www.ncld.org/scholarships-and-awards/>

For FAQ's about NCLD Scholarships, see: <http://www.ncld.org/scholarships-and-awards/faq/>

At Your Fingertips (A Few Additional Resources and Features)

Techy Corner!

A new website for people with mental illness identifies and reviews useful mental health apps. Right now 5000 apps are on the market for mental health conditions. This resource attempts to provide an unbiased centralized source of information about them. <http://org2.salsalabs.com/dia/track.jsp?v=2&c=6UD3sa0YmRh2M37GaJAYQB9UMugNUNGF>

Facebook now offers several ways to get in touch with the Accessibility Team. Users can like the Facebook Access for People with Disabilities page: <https://www.facebook.com/accessibility>

The Facebook Accessibility Help Center also offers an accessibility bug report contact form to report accessibility issues to stay up to date on accessibility work and improvements. Visit the Accessibility Help Center: <https://www.facebook.com/help/contact/169372943117927>, and follow the Facebook Accessibility Team @fbaccess on Twitter. To "Follow the Facebook page for future updates," see: <https://www.facebook.com/accessibility>.

Apple launches new App Store Page to Showcase Apps using VoiceOver, the built-in screen reader popular with people who have reading impairments: http://www.afb.org/aq.asp?Website=VA_AWARE&Freq=DAILY&QID=1546&Type=ANNOUNCEMENT

The Small Business Administration announces a new liaison connecting entrepreneurs who are deaf and have questions by using ASL through Video Phone Service. <https://www.youtube.com/watch?v=MCb6Mj8Uyhk>

Other Useful Miscellanea

What is a Medicaid waiver? The Center for Community Solutions (CCS) tackles that question in this excellent animated video online at: <http://www.communitysolutions.com/animated-videos>

Three thousand people with disabilities recently answered questions about their experiences in the workplace, the challenges they faced and their successes. Barriers to work include lack of education or training opportunities, transportation issues and employer attitudes. The survey indicated flexible work schedules or work at home, or taking more breaks ranked among the most important workplace accommodations. See this easy-to-understand executive summary: <http://researchondisability.us2.list-manage.com/track/click?u=767afbe8bd6db50de03889b40&id=5020bd6a93&e=23b848c4e2>

This comprehensive guide examines the laws that impact a child with special needs, the importance of the individualized education plan, and the different paths a child can take transitioning to adulthood. It includes a national directory of state agencies that assist families to find the support services they need. "Journey to Life After High School: A Road Map for Parents of Children with Special Needs." <http://www.abilitypath.org/areas-of-development/transition-to-adulthood/life-after-high-school/>

Visit this college resource guide to help students with various disabilities learn about their legal rights, where to find assistance on campus, and an extensive list of web sites, apps and software resources designed for specific needs. It is also searchable by college, degree, etc. www.bestcolleges.com/resources/disabled-students/

Families and physicians have a new tool in the fight against falls: a comprehensive prevention program from HHS that reduces both falls and resulting use of long-term care such as

nursing homes. The program includes clinical in-home assessments of health, physical functioning, falls history, home environment, and medications to create customized recommendations. More at: <http://www.hhs.gov/news/press/2015pres/06/20150608a.html>

Learn more about Ohio's part this May in a national push to get blind youth into the sciences, combining efforts of NFB and COSI through description and pictures here: <https://www.facebook.com/media/set/?set=a.10153418126994248.1073741836.54344454247&type=1>

Related, see National Center for Blind Youth in Science: <http://www.blindscience.org/>



See "Arts Spotlight" article for more information about "Seagull in Solice" by Owen J. McCafferty.

Calendar of Disability Community Events

September 19: 9:00 a.m.-5:00 p.m., **Deaf Nation Expo**, KY Exposition Center, East Hall, 937 Phillips Lane, Louisville, KY. For this and other expos around the country, see: www.deafnation.com

September 26: **Indiana Vision Expo 2015**, Indianapolis, IN. <http://indianavisionexpo.library.in.gov/>

October 3-5: **The 2015 Arc National Convention**, Indianapolis, IN. Featured speaker is Timothy Shriver, chairman of the Special Olympics. For event details and registration information: <http://convention.thearc.org/page.aspx?pid=4348>

October 22-24: National Braille Association 2015 Fall Professional Development Conference, Louisville, KY. <http://www.nationalbraille.org/Conference/>

November 4-6: Wright State University, Dayton. **“Breaking Silences, Demanding Crip Justice: Sex, Sexuality and Disability” Conference.** <https://www.wright.edu/event/sex-disability-conference#main-content>

November 5: **Home Choice Annual Conference**, Hilton Hotel (downtown Columbus, OH). Free registration opening very soon at: <http://www.homechoicecac.org/home-choice-conference.html>

November 6-8: beginning 1:00 p.m. Friday, November 6, with counselor track: **ACBO Convention**, Garfield Inn, downtown Cincinnati. www.acbohio.org

November 19-22: **National Federation of the Blind 2015 State Convention**, Independence, OH. See calendar of all state conventions at: <https://nfb.org/state-conventions>

Learn more about the November **Ohio Association of Area Agencies on Aging Annual Conference on Aging**: <http://www.ohioaging.org/default.aspx>

February 2-6: ATIA 2016, **Assistive Technology Industry Association (ATIA) Annual Conference**, Orlando, FL. <http://atia.org/i4a/pages/index.cfm?pageid=4549>

March 21-26: 2016 **CSUN, Annual International Technology and Persons with Disabilities Conference**, San Diego, CA. Call for papers, July 31-September 25. <http://www.csun.edu/cod/conference>

Start planning for the **2016 National Association of the Deaf Conference**, July 5-9, 2016, Phoenix, AZ. <http://deafdigest.com/2016-national-association-of-deaf-conference/>

Thanks and So Long

I want to thank each person who wrote or was interviewed for these articles, all of whom voluntarily gave of their time and wisdom. If you have suggestions, a success story or best practice from your work, please email Elizabeth L. Sammons, HireGround coordinator at: Elizabeth.sammons@ood.ohio.gov.

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