



Welcome to HireGround!

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

OOD Now Posting Vision and Hearing Loss Resources

OOD has gathered local, state and national resources of use for counselors and participants with vision, hearing or combined sensory loss.

Vision and Hearing Resources: <http://www.ood.ohio.gov/Core-Services/BSVI/Vision-and-Hearing-Resources> primarily contains Internet information on general resources, Advocacy Groups, Media and Communications Access, Hearing Aid Assistance, Learning Resources and other information useful for deafness, blindness and deaf/blind community members. This is a Word document accessible to screen reader users.

Deaf Ohio Resources: <http://ood.ohio.gov/Programs/Community-Centers-for-the-Deaf/Deaf-Ohio-Resources> compiles a wealth of local resources by combining information

from the Community Centers for the Deaf (CCDs) around Ohio. Resources on advocacy organizations, communication methods, Deaf culture, education, health, technology, and other relevant areas are all in a searchable excel document.

We encourage you to use and share these websites, which will be examined periodically to reflect changes and updates.

Scholarships Available for New VR Graduate Certificate Program

The Rehabilitation Research and Training Center on Vocational Rehabilitation (VR) Practices for Youth and Young Adults, http://search.naric.com/research/redesign_record.cfm?search=1&type=all&criteria=h133b140043&phrase=no&rec=3348 has announced a new Graduate Certificate in Career Planning and Placement for Youth in Transition. The 12-credit

INSIDE THIS ISSUE

Fresh A.I.R. Gallery Celebrating the Past Ten Years and Launching the Next Decade, Anniversary Exhibition April 29 - July 17	p. 2
The Medicare Appeals Process.....	p. 3
Ohio Writer of the ADA Anthem Remembers 1990 ADA Signing	p. 4
Workforce Information You Can Use - "Certificates: A Fast Track to Careers"	p. 5
Best Selfie Ever? Getting Your Resume Out on OMJ.....	p. 7
Partner Spotlight: Why Ohio's Business Leadership Network is also a National Leader	p. 8
All about Getting Places: Gil Lutz Recalls Blazing Many Trails	p. 9
At Your Fingertips.....	p. 10
Calendar of Disability Community Events.....	p. 12

online program is offered in partnership with the University of Maryland and TransCen, Inc. This is designed for VR and special education/transition professionals.

Program content covers collaborative strategies across service delivery systems, integrated employment and postsecondary outcomes for youth with significant disabilities, career development strategies, transition assessment methods, and evidence-based practices. A limited number of scholarships are available. **Applications are due July 1.** See details here: http://www.education.umd.edu/CHSE/academics/degree_programs/YIT.html

Transition/Young Adult Resource

RedTreehouse is a resource for Ohio's families, young adults, and professionals to promote the wellbeing of children, youth, and young adults through age 26. The website connects users to relevant information, resources, support networks, and events in various communities. See this demonstration video from Red Treehouse of how to use the website. <https://www.youtube.com/watch?v=ZcT9ioKVNhg>

New Mentoring and Advocacy Program Available to BSVI College Students

Learning Ally introduces The College Success Program for students who are blind or visually impaired. This is a pilot research-based program designed specifically for these college students enrolled/enrolling for next fall.



See "Fresh A.I.R. (Artists In Recovery) Gallery" article for more information about "Stripe 4" by Michael Halliday.

The program offers an online curriculum that includes articles, interviews, podcasts, quizzes and more to help students on the college journey. Explore ways to learn effectively, manage connections with professors and disability services offices, discover technology, and connect to the campus and BVI communities. Mentoring connections with college graduates who have visual impairments are also available. While there is no specific application deadline, the sooner, the better. See details at: <http://us3.campaign-archive1.com/?u=0eeae9816449e3afb4f3cfd80&id=01a7147d24&e=fb67fa08a1>

For questions or comments, please email collegesuccess@learningally.org

Audio Description Access Widening

Beginning July 1, the top 60 U.S. television markets will be required to carry some audio described programming for viewers unable to follow the visual aspects of shows without verbal description. Cincinnati, Columbus and Cleveland are on this list.

ABC, CBS, and FOX stations are required by law to carry at least 50 hours of described programming each quarter or roughly four hours per week. In addition, the top five cable television networks are also bound by this requirement, meaning most cable systems regardless of location, are also required to carry described programs. More details available at: <http://blindbargains.com/bargains.php?m=12496>

Fresh A.I.R. (Artists In Recovery) Gallery Celebrating the Past Ten Years and Launching the Next Decade, Anniversary Exhibition April 29 - July 17

Fresh A.I.R. Gallery (132 N. High St., Columbus, Ohio) met a milestone in 2014 by celebrating ten years as a self-sustaining nonprofit art gallery. Its mission is to exhibit the works of artists affected by mental illness disorders and/or substance abuse. Along with the celebratory Anniversary Exhibition, Fresh A.I.R. Gallery will host a series of performing artists and artist's

talks addressing important current cultural issues.

The Gallery has shown 60 exhibitions, displaying the artwork of over 200 artists and sold more than 250 pieces of artwork totaling over \$60,000. All proceeds from sold work go directly to the artists to help them establish their careers. Many exhibits demonstrate the courage and struggles of the artists as they combat stigma and address social issues. The artwork in this HireGround comes courtesy of several artists in the current exhibition. See more at http://www.southeastinc.com/fresh_air.php



"Step into a Dream" by Kevin Cardosa.

The Medicare Appeals Process

(Republished as modified courtesy of OSHIIP March 4, 2015 newsletter, from Medicare Rights center)

There are several types of Medicare health appeals. The first type is a post service standard appeal. This appeal can be filed if you already received a health care service or item and your Medicare Summary Notice indicates that Medicare did not pay for the service you received.

The second type of appeal is an ending care expedited appeal. This is filed if your care from a hospital, skilled nursing facility,

comprehensive outpatient rehabilitation facility, hospice, or home health agency is about to end.

Medicare Advantage Appeals: If your Medicare Advantage plan denies a health service or item either before or after you received it, you can appeal to ask your plan to reconsider its decision. If you need care right away, you can file a fast-track (expedited) request. If your plan approves your request to expedite, it should issue a decision within 72 hours. You can also file an appeal if you receive care from a hospital, skilled nursing facility, comprehensive outpatient rehabilitation facility (CORF), hospice, or home health agency and are told that your Medicare Advantage plan will no longer pay for your care.

Part D Drug Appeals: If your Medicare Part D prescription drug plan won't cover a certain drug, you may file an appeal to ask your Part D plan to reconsider its coverage decision. You must call your plan to get a denial notice and to request an exception. Your plan's refusal to pay at the pharmacy counter does not count as a denial.

Common reasons for appealing include: The drug you need is not on your plan's list of covered drugs (formulary); your drug plan only covers a limited amount of the drug you need (quantity limits); your plan wants you to try other drugs first (step therapy); you must get special permission from the plan in advance before it will cover your drug (prior authorization); your plan is charging more for your drug than for similar drugs on its formulary.

Some tips for appealing:

- Plans must let you start an appeal over the phone, but writing an appeal letter leaves a more formal record of the concern. The address where to send the appeal will be on the denial notice, below "Important Information About Your Appeal Rights."
- Be sure to submit a letter from your doctor indicating why care is medically necessary.
- Keep a copy of everything sent to your plan and detailed records of everyone you speak with.

- Keep all receipts if you pay out of pocket for your drug. You will be reimbursed if you win your appeal. If you missed the deadline to appeal at any level, you can ask for a Good Cause Extension.

Examples of good causes include (this is not an exhaustive list): You did not get the denial notice or you got it late; you were seriously ill and could not appeal; an accident destroyed your records; you could not get the documents you needed.

Sidebar:

This 2015 calendar of events statewide from the Ohio Department of Insurance's OSHIIP division covers Medicare Part A and Part B benefits, the prescription drug benefit (Part D), Medicare Advantage plans, and Medicare supplement insurance. <http://insurance.ohio.gov/Consumer/OSHIIP/Documents/w2mFlyer.pdf>

A new Medicare card is coming, one that will no longer display a cardholder's Social Security number. See details at <http://oig.ssa.gov/newsroom/blog/apr29-medicare-card-SSN>

Ohio Writer of the ADA Anthem Remembers 1990 ADA Signing

By Jeff Moyer

On July 25, 1990, I returned unexpectedly from vacation a day early. Awaiting me was an elegant letter from the White House inviting me to the signing of the Americans with Disabilities Act, to be held the following day, July 26. I booked a roundtrip ticket for the earliest and latest flights.

With some trepidation, I telephoned Justin Dart Jr., the father of the ADA, and asked if I might become part of the program. I offered to sing my original song "The ADA Anthem," written and performed for rallies towards its passage. I faxed the lyrics. Late that afternoon, Mr. Dart informed me that I would perform the next evening at the Senate's reception for the ADA's coalition of Congressional and Disability Rights leaders.



See "Fresh A.I.R. (Artists In Recovery) Gallery" article for more information about "Energy Vampires" by Sam Gillis.

I arrived at the White House an hour early July 26, 1990, lugging my heavy guitar and backpack of gear needed for that evening. A Marine in dress-uniform ushered me to the front row of the public section, behind Congressional seating on the South Lawn. As elected leaders filled their prescribed seating area, my new acquaintance next to me excitedly reported that Senator Edward Kennedy was directly in front of us. A wooden platform would elevate the President above the 2,500 advocates and Congressional leaders who would witness the signing of the most comprehensive Civil Rights bill in twenty-five years.

As President George H. W. Bush strode from the Executive Mansion across the platform, to the Marine Band's "Hail to the Chief," most of the gathered assembly spontaneously stood as one and applauded. But within moments, loud shouts of "Sit down!" - "We can't see!" broke from the rear, shattering the sultry summer solemnity. Senator Kennedy swiftly turned around to see who was so rudely interrupting this venerable demonstration of bipartisan respect. There he saw hundreds of people using wheel chairs, positioning them at different heights - all being denied visual access. Two imperatives - overdue inclusion of people with disabilities and the tradition of standing for the President - collided.

Senator Kennedy and other early perceivers instantly began tapping shoulders, leading the charge to sit back down. Thus continued the long and arduous road of individual and community action toward equal access.

Words to Jeff Moyer's ADA Anthem

In the Disability Rights Movement are the streams of constant change.

For the worse and for the better, in flux it had remained.

But to move it with decision toward human dignity,

We gathered as one, there was work to be done. For we held only part of the key.

Refrain: ADA, we stand as one to see it through. ADA, Civil Rights, overdue.

But to shape new legislation, Based on laws as then in place,

Bringing power to the people whose lives these things embrace.

We formed a coalition - And the system surely moved.

We gather today, Now with ADA, The balance has improved. (Refrain)

And for those labeled, "disabled," The change will be perceived -

A freer step across this land on the road to liberty.

So we'll celebrate this action, the law that's ours today.

A journey we share, as together we care, as we work for The ADA. (Refrain)

© 1990 Jeff Moyer 1991

Sidebar:

To hear Jeff perform this song, see "the ADA anthem" at: <http://www.youtube.com/watch?v=3bw2e-acBKc>

Learn more on what Columbus is doing to CELEBRATE 25 YEARS OF THE ADA, and how you can participate! <http://www.ada25columbus.com/>

In honor of the ADA, the 40 Days Around the World Digital Arts Festival is the cooperative effort of art, education and cultural exchanges among nearly 60 countries, numerous VSA Affiliates, schools, military groups, healthcare providers, sports teams, and more. Stay up to date on announcements for this project by visiting the 40 Days Around the World website at: <http://vsatn.org/>

Advocates are also providing a grassroots effort to get people around the country to share their stories of how the ADA has positively affected their lives through June. Here's the post and the call for submissions to get the ball rolling: <http://wordsiwheelby.com/2015/04/25-ways-the-americans-with-disabilities-act-sparked-positive-change-in-the-united-states/>



See "Fresh A.I.R. (Artists In Recovery) Gallery" article for more information about "Study 3" by Michael Halliday.

Workforce Information You Can Use - "Certificates: A Fast Track to Careers"

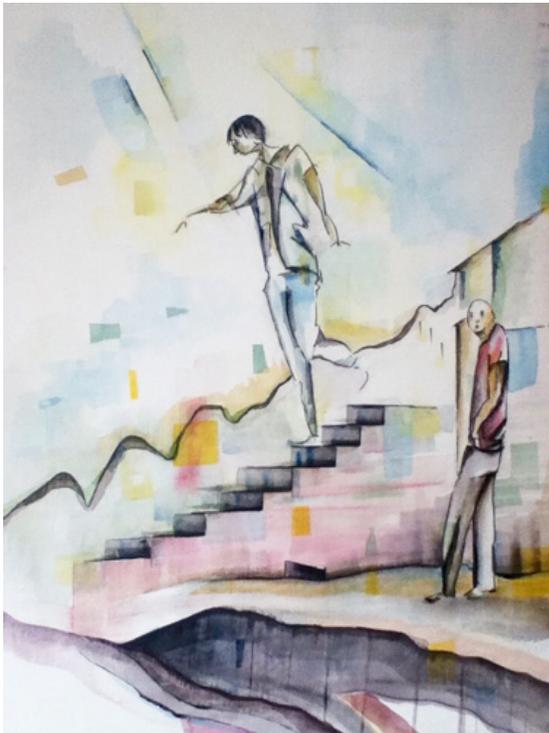
(Courtesy of U.S. Department of Education, Office of Career, Technical, and Adult Education (OCTAE) Connection - Issue 226 - March 12, 2015)

In this column, we discuss the value of earning a certificate in obtaining employment. The focus is on occupational fields in which certificates often provide paths to entry. Different occupations are featured, as illustrated in the report "Certificates: A Fast Track to Careers": <http://content.govdelivery.com/accounts/USED/bulletins/f756e7>

According to the Bureau of Labor Statistics (BLS), 33 occupations have been identified as requiring a certificate or other postsecondary nondegree award as the typical point of entry.

In 2010–11, the National Center for Education Statistics (NCES) identified the most popular disciplines for certificate programs including healthcare, personal and culinary services, and mechanic and repair technologies and technicians.

“Certificates: A FastTrack to Careers” contains several tables about occupations within selected broad career areas citing data from a survey by the Occupational Information Network <http://www.onetonline.org/> (O*NET) in 2010–11. The survey asked workers or occupational experts what the required level of education was for specific jobs. Each table lists the percentage of workers who reported needing a postsecondary certificate to become employed in their fields. Also listed are percentages in each field of those surveyed who said they needed a high school diploma or its equivalent, an associate’s degree, or a bachelor’s degree.



See “Fresh A.I.R. (Artists In Recovery) Gallery” article for more information about “The Descent into Madness” by Kevin Cardosa.

Under each broad occupational heading, there is a discussion of BLS data on job outlook, employment, and median annual wages for select occupations. Wages for workers varied significantly within most of the broad categories.

A few highlights (2011 data):

Healthcare: About 463,000 certificates - or almost half of all certificates earned - were in healthcare and related professions and programs. Jobs including surgical technologists, emergency medical technicians and paramedics, pharmacy technicians, radiologic technologists, licensed practical and licensed vocational nurses, massage therapists, dental assistants, medical transcriptionists, veterinary assistants and laboratory animal caretakers, and medical assistants are represented in this category. Median annual wages within these selected healthcare occupations ranged from \$22,830 for veterinary assistants and laboratory animal caretakers to \$55,120 for radiologic technologists and technicians.

Personal and culinary services: about 131,000 certificates were awarded in these fields. Some major occupations within this category are personal care aides, hairdressers, hairstylists, and cosmetologists. Median annual wages for these workers ranged from \$19,430 for childcare workers to \$31,030 for fitness trainers and aerobics instructors.

Mechanic and repair technologies: About 89,000 certificates were granted in such occupations as general maintenance and repair workers, automotive service technicians and mechanics, and heating, air conditioning, and refrigeration mechanics and installers, all of which are among the largest occupations in these fields. Median annual wages ranged from \$35,030 for general maintenance and repair workers to \$53,960 for telecommunications equipment installers and repairers.

Business, management, marketing, and support services: About 66,000 certificates were awarded in these fields. Median annual salaries ranged from \$37,640 for procurement clerks with 33 percent of workers reporting the need for a high school diploma or its equivalent to \$88,190 for industrial production managers, with 29 percent of workers reporting needing a bachelor’s degree.

Computer and information sciences and support services: About 28,000 certificates

were earned in this category. Some of the most popular occupations in this field are computer support specialists, computer programmers, information security analysts, web developers, and computer network architects. Computer support specialists earned an average wage of \$47,660, while higher-end salaries averaged \$79,930.

Construction trades: About 30,000 certificates represent construction trades. Many of these occupations require only a high school diploma, or a postsecondary certificate. Median annual wages ran \$27,010 for helpers of pipelayers, plumbers, pipefitters, or steamfitters to \$37,750 for plumbers, pipefitters, or steamfitters.

Best Selfie Ever! Getting Your Resume Out on OMJ

By Nate Fernandes, OOD Public Information Officer

OhioMeansJobs (OMJ) has many features we are exploring together in HireGround. This time, let's focus on resumes.

As always, users need to log into their backpacks from the main page www.ohiomeansjobs.com.

Next, it's time to click on "Resume." If someone has never created a resume, a link titled, "Create Resume" appears. The first step is small but mighty – giving the resume a title. Why not any old title? OMJ offers this explanation: *"Your resume title is often the first information about you that employers see. To make the most of this opportunity, use your resume title to concisely describe your skills (e.g., Award-Winning Graphic Designer, Experienced Electrician, Detail-Oriented QA Specialist). Since you can create and save up to five resumes on OhioMeansJobs, you will also want to use your resume titles to tell your resumes apart. So be sure to choose a title that creates interest and is meaningful to you."*



Nate Fernandes

This is a great time to mention the OMJ "help links" at the top of each section. Supporting each edit box where a resume title goes, one may read about why it is so important to create a good title. Next, OMJ asks whether you would like to keep your resume confidential, or release it for employers to see.

Now, let's get into the creative part of the resume. After beginning by explaining the latest work experience start date, end date, company, city, and state, one needs to describe duties performed at each job. The 3,000-character limit per job entry allows for a degree of detail. Pro tip: before getting onto the website, it may be helpful to already have a typed/written out resume to use as a guide.

After populating job information, one may list any extracurricular activities, for example, volunteering at a hospital.

Next comes education, starting with highest level achieved. Then, the "target job." One may select all that apply, for example, seasonal, temporary, full-time, etc. OMJ will populate a job title based on what your previous experience indicates. One may also use checkboxes to select target interests: Sales, Retail, Customer Service, etc.

Under Job Location, one may select either only close-by opportunities, or indicate openness to relocation. Select the link that says, "Create" and congratulations! Oh, one more thing... Remember to check spelling! Most browsers (e.g. Internet Explorer, Safari, Firefox) include Spell Checker. Then you're done!

Or are you? As a certain ESPN host says, "not so fast my friends. It's time to rate the resume!!"

OMJ offers a feature distinguishing it from most resume builders. This feature lets one see how a resume compares to what employers look for. Think of it as finally being able to go behind the curtain and into that HR manager's head. After the user selecting "Rate", the resume will be graded on several elements on a scale from 1-100 Depth, Impact, and Brevity. After receiving specific feedback, one is given the chance to edit the resume. OMJ offers these general guidelines:

- Avoid being too short. Resumes under four hundred words work against the candidate. Flesh out work experience to keep your resume from looking too thin.
- Try a professional headline instead of an objective. Studies consistently show that objectives lower the quality of a resume. Your only relevant objective is to provide a value to your employer.
- It is improper to use first person language (i.e. me, myself, I) in your resume.

Our Business Support Analysts offer these additional tips:

- Proofread for spelling, grammar, and factual errors. (Don't rely on Spell Check and Grammar Check!)
- Do not state "References available upon request."
- Use ACTION/ SIZZLE words.
- Use Keywords from the Job Description.

In cases when a paper resume is used, remember:

- No photos
- 8 ½ by 11 inch paper
- 1 inch margins
- Avoid fancy or difficult to read fonts

After making necessary changes, one may go back to the rate feature to figure out what else may be improved. OMJ has many resources including resume guides and sample resumes that may assist in completing this extremely important portion of the job search process.

Partner Spotlight: Why Ohio's Business Leadership Network is also a National Leader

By Elizabeth L. Sammons

When Chris Moranda of OhioHealth joined the brand new Ohio Business Leadership Network (OHBLN) in 2012, she had no idea that in just a few years, the network would boast over 70 companies, helping to make it the winner of the national US Business Leadership Network 2014 Affiliate of the Year award. What she did know after her three-year term on the Governor's Council on People



See "Fresh A.I.R. (Artists In Recovery) Gallery" article for more information about "Seeing Eye to Eye" by Sam Gillis.

with Disabilities, including a year as chair, was that many job seekers with great skills were not able to get or to keep a job. One example she witnessed was an applicant for a hospital cleaning job whose autism made him unaware of the usual greetings and friendly interplay patients expect, the customer service that is an essential component to working in a hospital setting, which unfortunately held him back from getting hired. Learning of this prompted Chris to work with OOD and a service provider to develop an Environmental Services Training Program, which also offers a customer service component. "Its way beyond the right thing to do," Chris explained when it comes to the value businesses receive in creating an inclusive workplace that values people with disabilities.

As OhioHealth's System Manager of Disability Services, Chris' experience focuses on return to work and leave management for OhioHealth associates, as well as supporting three Project SEARCH Programs, the 1584145 Columbus City School Transition Program and a new Environmental Services Training Program. She explained, "how important it is for employers to ask themselves what diversity and inclusion initiatives could be put in place, such as *Windmills* (disability sensitivity) Training, that can change attitudes with regards to real or perceived barriers in hiring and retaining job seekers with disabilities."

"The game changer for the OHBLN was the 503 federal contractor rules," Chris said when asked about skyrocketing membership. Many federal contractors affected by the aspirational 7% disability employee target set in 2014 did not know where to turn or how to begin disability recruitment. OHBLN's ability to meet consistently and talk employer to employer has empowered many members to consider new employment ideas and to speak frankly about problems and questions, including puncturing certain myths such as rising Workers Compensation rates when making disability hires. Any companies not providing direct disability services are welcome to join the OHBLN, regardless of size, Chris said.

One of the OHBLN's initiatives involves a collaboration with high school transition teachers through the Central Ohio Transition Initiative by working with high school seniors with learning and attention issues on mock interviews, using www.ohiobl.org to research and apply for jobs, and attending job fairs with OHBLN members. Another initiative has brought active recruitment of employees, initiated through a joint grant with OOD starting last year in Central Ohio and expanding this year to Cleveland, Cincinnati and Toledo, now known as the Workplace Initiative of Ohio. "When we call on our employers, they step up and are very supportive of these initiatives," Chris complimented OHBLN board members on pursuing such projects.

Chris describes the relationships of many OHBLN members with OOD's business sourcing analysts (BSA) as a "win-win. They've changed the atmosphere," she commented on BSA involvement. She advises counselors to have good relationships with BSA's to bring employers into the understanding of what OOD can offer them. Counselors need to realize that even if the employer is an OHBLN member, the hiring managers may not know all the details about disability hiring. Additionally, particularly with large employers, everyone seeking a job passes through rather fixed procedures, typically starting with applying online. "Counselors need to understand the nuances of an employer's hiring process.

You need to understand the employer. That's what makes a partnership. Don't be too quick to judge us before you get to know us," she advised.

All about Getting Places: Gil Lutz Recalls Blazing Many Trails

By Elizabeth L. Sammons

Editor's note: When possible, HireGround publishes features of people with disabilities in unusual professions or with prepossessing life stories. We urge all readers to contact HireGround with any suggestions.

Gill Lutz still follows his two childhood passions -- motors and marketing. After a lifetime in car racing, piloting, later selling motorcycle parts and traveling the world with



Gil Lutz at the White House for the 20th Anniversary celebration of the ADA

a service dog, he still laughs about his wife's assessment. "If it's not noisy, if it's not expensive, if it doesn't stink, or it doesn't plug in, you're not interested," he parroted her words after their 54 and counting years of marriage.

Gil's retinitis pigmentosa, a darkening of vision leading to narrowing of field, began in childhood. At 15, the formal diagnosis came, preparing him psychologically for his slow but irreversible sight changes over the next several decades. "I was always working on being able to live way ahead of where my vision was," he said. After a double college major in physics and

communicative arts, he finalized career plans with fortune 500 companies, racing the tracks, flying the skies and starting a family through the 1960s.

Though he got a white cane in the early '70s, Gil confesses to driving and flying for several more years. "All of a sudden, things just appeared, which is not good" he said of ending his road trips. "But I was actually flying after

I quit driving. I still had very good corrected central vision. I always flew with instrument flight plans, telling you exactly where to go, how high and all that. And I realized what that kind of navigation was; what a leveler it was going to be to people who couldn't see."

When Gil eventually did get off the road and out of the skies, he decided to make it as his own boss with Road Racer, a business his son still runs today jazzing up motorcycle motors and details. Meanwhile, Gil's interest in assistive technology expanded, and he established a technology resource center at the Sight Center of Northwest Ohio. In the early '90s, Gil tried to work with companies pioneering what would eventually be global positioning systems, (GPS,) to assure that they would be accessible to nonvisual travelers. "They absolutely didn't get it," he recalled.



See "Fresh A.I.R. (Artists In Recovery) Gallery" article for more information about "Study 6" by Michael Halliday.

When he saw Mike May on TV, a blind athlete who used a talking GPS, he tracked him down after six months trying. The two men fell into a collaboration on honing locational technology in early testing. At the time, this involved building "GPS TALK," a laptop in one's backpack with a speaker and satellite receiver on top, with a number pad on one's belt to arrow through the needed modulations. Another model, the Strider, had an 8-foot whip antenna for reception. Needless to say, this didn't make for light or easy travel. But Gil

persisted and offered to work with May without pay. "Let's just get it rolling!" he recalled. Thus he became the aptly-named "Chief Pioneering Officer" of Sendero Group. "Really get into what's going on with the people that you're dealing with. Really understand your client and what the goals of your client are, and try to do it from their perspective, not yours," he summarized his philosophy, as well as advice to VR professionals today.

Gill's position has involved extensive travel to promote GPS assistive technology. Training sessions have taken him to Hong Kong, several parts of China, and all over Canada and Europe. "But The GPS is only a tool. You have to have good mobility skills in order to be able to use it," he explained. "Mostly it's been just me and my furry Ferrari." That's what Gil calls a service dog. While an able cane user, Gil prefers his "Ferraris" for the following reasons. "A cane won't tell you to duck for an overhanging branch. A cane won't pick the best way to go around a barrier. A cane won't stop you or walk you up and put you right in front of a doorknob."

Gil's attitude about service animals differs a little from the standard. "If we're not moving, I've always let my dogs interact with people, because dogs are very gregarious, and people are really curious," he said. In Europe, he said he just took "good vet records that you should really have to travel anywhere."

So what about driverless cars? "I'm already involved," Gil laughs. "They'll be here in my lifetime. It's pretty darn spectacular!" He preferred not to elaborate – for the moment, that is. "I'm 80, but I've not even begun to wind down yet! I'm always looking for an adventure, or a venture!"

At your fingertips: (A Few Additional Resources and Features)

Computers for the Blind offers a variety of free or low-cost technology and software to the visually-impaired community as funding becomes available. See details here: <http://www.computersfortheblind.net/weprovide.html>

“Finding and Paying for Assistive Technology” is a good place to start to find assistive technology or adaptive devices, plus resources to pay for them: <https://www.disability.gov/can-get-help-finding-paying-assistive-technology/>

National Federation of the Blind offers a new assistive technology resource list grouping technology by topic and including details on features and pricing: <https://nfb.org/technology-resource-list>

The film documentary “Lost Minds” explores the country’s broken mental health system through the eyes of law enforcement, health care professionals and people living with mental illness. Read details and find additional mental health resources here: <http://www.treatmentadvocacycenter.org/about-us/our-blog/69-no-state/2822-i-dont-do-pills>

The OSU Office of Geriatrics and Gerontology is collaborating with Prevent Blindness of Ohio to offer two new low-cost, online distance education modules on vision in the Topics in Gerontology program: Eyes Wide Open: Preventing Vision Loss and A Sight for Sore Eyes: Age-Related Diseases. Learn more at: <https://ogg.osu.edu/newsletters/38/articles/166>

Enjoy AgrAbility Harvest, a newsletter designed for agricultural producers, VR specialists, agriculture professionals, educators, or anyone else with an interest in the agriculture and disability arena. <http://www.agrability.org/News/>

VR4HearingLoss is a free website to help orient vocational rehabilitation professionals to the range of needs and possible services for persons who are hard of hearing or late deafened. These services lead to enhanced workplace success and improved quality of life. <http://vr4hearingloss.net/>

See this Traumatic Brain Injury (TBI) Aging and Disability webcast intended for aging and disability professionals who want to learn about TBI, why it is important to know a client’s lifetime history of TBI and how neurological

impairments could interfere with successfully living in the community. Dr. John Corrigan, OSU Department of Physical Medicine & Rehabilitation and Editor-in-Chief of the Journal of Head Trauma Rehabilitation presented this 2-hour training. Free CEU’s available. <http://u.osu.edu/tbiexpert/tbi-aging/>

Also available on this webpage are our Frequently Asked Questions and Ask the Expert pages. <http://u.osu.edu/tbiexpert/>

This blog gives thoughtful consideration and some great resources for those particularly looking for work from home. <https://usodep.blogs.govdelivery.com/2015/04/03/getting-hired-for-work-at-home-is-a-different-process/>

Did you ever suspect your abilities as a job applicant, particularly if you have a disability? Well then, please read this thought-provoking post addressing any self doubts: “Dear Hiring Manager: All the Disability-Related Skills I Can't Put on My Resume.” http://www.huffingtonpost.com/sarah-blahovec/dear-hiring-manager-all-the-disability-related-skills-i-cant-put-on-my-resume_b_6732922.html

This Employer Tool Kit on colleagues with autism includes a video plus companion resources designed to briefly introduce the employee with ASD. http://www.ocali.org/project/employee_with_asd

With better weather upon us, check out the Inclusive Fitness Coalition (IFC). This is an expanded group of organizations and individuals from a cross-section of the disability rights, sports, health/fitness, and civil rights communities. IFC promotes equitable access to, and safe use of, fitness and recreation equipment, facilities, and programs to support health and wellness for people with disabilities across the lifespan. You will find a range of information and resources on inclusive play, accessible health and fitness programs, and accessible sports, and a certification program for inclusive fitness trainers. <http://incfit.org/>

Calendar of Disability Community Events

June 12: 8:00 a.m. – 1:00 p.m., **Nisonger Institute 2015 ASD/DD and Behavioral Health Issues**, Seminar: Mental and Behavioral Health in Individuals with Developmental Disabilities: Research, Policy, and Practice, Blackwell Inn and Conference Center, 2110 Tuttle Park Place, Columbus, OH 43210. <http://www.nisonger.osu.edu/ni2015>

June 17: **Trauma-Informed Care Summit**, Crowne Plaza Columbus North Hotel, Columbus, OH. <http://www.eventbrite.com/e/trauma-informed-care-tic-summit-creating-environments-of-resiliency-and-hope-in-ohio-registration-16787343396>

Attend an upcoming free session around the state for Ohio businesses and workforce professionals to **learn more about regional workforce trends** and how www.ohiomeansjobs.com can benefit you. The morning will address Ohio businesses to learn more about how [ohiomeansjobs.com](http://www.ohiomeansjobs.com) can help find skilled workers to succeed and grow. In the afternoon, prospective workers may attend a career fair and learn more about how [ohiomeansjobs.com](http://www.ohiomeansjobs.com) can help individuals in their job search.

- June 18 - Great Oaks Career Development Campuses
- June 26 - Sinclair Community College

To learn more or register, visit <http://www.ohiocareerfair2015.com/employer> or call (216) 344-9966.

June 18: 1:00-2:30 p.m., **The Next Generation of Freedom and Self-Determination: Supported Decision-Making and the ABLE Act, "Achieving Better Life Experience" Webinar** https://syracuseuniversity.qualtrics.com/SE/?SID=SV_38ktSSI46VgZTJr

June 30: 8:00 a.m. - 3:15 p.m., attend this free seminar, **"Bereavement and the Disability Community."** Intended for medical and other professionals working in the disability community. CEUs available. DoubleTree Hilton Hotel, 175 Hutchinson Ave. (near Crosswoods) To register, call 614.533.6060.

July 10-12: **National Family Conference of the National Association of Parents of Children with Visual Impairments (NAPVI)**, Chicago Lighthouse for the Blind, 1850 W. Roosevelt Road, Chicago, IL. Welcoming parents of children of all ages with visual impairments, blindness, and additional disabilities including siblings, extended family and friends. Register online. <http://www.lighthouseguild.org/events/napvifamily2015>

July 3-11: **American Council of the Blind annual convention**, Dallas, TX, Sheraton Dallas hotel. Subscribe to the information list by sending a blank e-mail to: acbconvention-subscribe@acblists.org

July 5-10: **75th Annual Convention of the National Federation of the Blind**, Orlando, FL. For convention information, see: <https://nfb.org/convention>

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 <http://deafnation.com/dnexpo/>

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.

Interviewees, artists and authors:

Kevin Cardoso
Nate Fernandes
Samuel Gillis
Michael Halliday
Diane Koren
Brigid Krane with logo design
Gilbert Lutz
Chris Moranda
Kim Web