

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

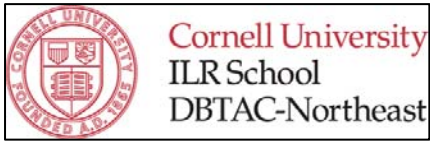
It has been estimated that there will be approximately 10 million more jobs than there are people to fill them in the coming years. Employer hiring practices will have to move from merely maintaining a skilled workforce to active recruiting and training of new employees, often from non-traditional sources. Employers will be challenged to ensure loyalty in their workforce as well, as 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. This training presentation is based on one of a series of nine essential trainings developed and offered by the Disability and Business Technical Assistance Center (DBTAC-Northeast) at Cornell University.

### **The Objective of this course is to:**

- Increase awareness of the contribution that people with disabilities can make to the world of work
- Understand the employment provisions of the ADA
- Build awareness of why hiring and accommodating people with disabilities is good for business

### **The following topics are included in this training:**

- The impact of workforce trends
- An overview of the ADA and employment
- An overview of etiquette and communication with people with disabilities
- About hiring people with disabilities, legal compliance and other benefits
- The reasonable accommodation process
- A discussion on disclosure; why and how



## Registration Form The ADA Trainer Network

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

**May 13, 2010  
1:30-4:00 PM**

**Access to Independence of Cortland County, Inc.  
Community Room  
26 North Main Street  
Cortland, NY 13045  
607-753-7363**

To register for the Disability Awareness Training, please provide the following information.

<b>Name</b>	
<b>Job Title/ Agency</b>	
<b>Phone</b>	
<b>Alternative Phone</b>	
<b>Address City, State, Zip</b>	
<b>Email</b>	

If you require auxiliary aids and/or services in order to fully participate in this program, please contact the Fran Pizzola at 753-7363. Deadline for registration is May 3rd, 2010. Please return registration by e-mail: [fpizzola@aticortland.org](mailto:fpizzola@aticortland.org); fax: 607-756-4884; mail: 26 North Main Street Cortland, NY 13045