

[UPBEAT MUSIC]

This is Eastern Michigan University's *Career Corner* hosted by the Career Coaches of the University Advising and Career Development Center. And welcome to season four, "Career FAQ."

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Welcome back to the Career Corner podcast. I'm your host, April Calkovsky. In today's episode, we are going to address an important question. What are some work resources for people with disabilities? This subject is important because people with disabilities often face barriers to finding employment due to discrimination, no matter how illegal that discrimination is.

Disabilities may be visible, such as using a wheelchair for mobility, or invisible. Invisible disabilities include conditions such as diagnosed anxiety, a learning disability, or a medical condition like Crohn's disease. Regardless of whether the disability is visible or invisible, the rights of people with disabilities are protected and enforced by the federal Americans with Disabilities Act, or the ADA.

For any disability, the main question from an employer's perspective is-- do you need accommodations to perform the functions of the job, and if so, what are those accommodations? For job seekers, questions about whether or not to disclose that they have a disability, and more importantly, when and how to disclose, are top of mind.

A great website to gain more information about determining whether or not to disclose, and how and when to go about it, plus accommodations for the workplace, is the Job Accommodation Network, or askjan.org. It is the premier free resource for up to date information for job seekers and employers alike. Another great resource for job seekers with disabilities is their local Center for Independent Living. In the state of Michigan, each county has a Center for Independent Living where expert professionals are available to assist job seekers with identifying employment opportunities that suit their needs, abilities, skills, values, and interests. Plus, they provide excellent support for interview preparation and guidance on disclosure.

The Centers for Independent Living are authorized by the Michigan Rehabilitation Services, an agency within the state of Michigan's Department of Labor and Economic Opportunity, which, in and of itself, is another great resource for job seekers with disabilities. You can learn more about both MRS and Centers for Independent Living at michigan.gov/leo.

Another great resource for job seekers with disabilities who may also be interested in working for the federal government is the Schedule A hiring authority. This hiring authority allows federal agencies to hire people with disabilities at a much higher rate than most employers. You can learn more about the Schedule A hiring authority at opm.gov/disability-employment.

The Workforce Recruitment Program, or WRP, is a specific program aimed at employing college students and recent graduates in internships and full time jobs within the federal government. The process is easy, just upload a resume to the WRP website and you'll have an interview with a recruiter. And there's great news, I am the WRP coordinator for EMU. So if you are a student or a recent graduate interested in federal internships and job opportunities, please contact me at A-C-A-L-K-O-V-S@emich.edu to learn more about WRP. The process takes place August through mid-October, so be sure to get in touch with me before then.

Finally, there are many great resources available online providing guidance to job seekers with disabilities. Try a Google search for, resources for job seekers with disabilities, and you'll find numerous organizations providing support, guidance, and resources. Stay tuned for our next episode where Brad will talk about what factors to consider before making a career choice. Until then, remember we're here for you, and we support your goals.

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