

Competitive Advantages of Hiring Workers with Disabilities and Veterans

How will you benefit from this seminar?

There are approximately 19.8 million working-age Americans with disabilities, and this number continues to grow as more soldiers with disabilities return home from the Middle East. On November 21, 2011, President Obama signed the Vow to Hire Heroes Act, which provides new services to unemployed veterans and tax credits to employers who hire veterans who have been unemployed. Recent research by Cornell University, the National ADA Network of Centers, and the Society for Human Resource Management reveals that human resource professions have a desire to employ more individuals with disabilities, veterans in particular, but lack solid HR practices to find, hire, and manage the talents of these individuals. With nearly 1 in 5 individuals in the US having some type of disability, and the majority of these workers being underutilized in the workplace, this seminar seeks to explore topics related to the successful employment of people with disabilities, with a special focus on returning veterans.

What will you learn?

During this seminar you will learn how to:

- Dispel common myths about workers with disabilities and outline the many profit-based advantages of hiring these workers
- Overcome common issues with creating a more inclusive workplace and discuss best practices by large corporations in the US, including disabilities awareness training
- Address the growing concern of disabled veterans and what employers need to do in order to be more inclusive
- Discuss the practical legal aspects and tax incentives surrounding employing people with disabilities
- Create an open forum for employees to ask specific questions and address concerns about employing people with disabilities

Program Topics

- Common myths about hiring people with disabilities
- How hiring people with disabilities can give your company a competitive advantage
- Actual business cases for hiring people with disabilities
- Tax incentives for hiring people with disabilities and how to get them
- Tax incentives for hiring veterans and how to get them
- The nature of veterans' disabilities
- New FMLA laws for veterans and families of veterans
- Understanding the ADAAA and its changes
- Interviewing and screening applicants with disabilities and veterans
- Providing accommodations for applicants with disabilities and veterans
- Overcoming barriers to the successful employment of people with disabilities
- Disabilities Awareness Training
- Common concerns about interacting with people with disabilities
- Establishing talent pipelines for both people with disabilities and veterans
- Local and National Business Leader Networks
- Governmental and Non-profit Agency Resources for aid in employing people with disabilities and veterans

About the Instructor

Jenell L. S. Wittmer, Ph.D. is an Industrial / Organizational Psychologist and Assistant Professor of Management in the College of Business and Innovation at The University of Toledo. Her areas of teaching include Human Resources, with a special focus on Training and Development, Leadership Development, Organizational Behavior, and Results Based Management. Dr. Wittmer is certified as an assessor for Managerial Assessment Centers and is an expert in mid-level managerial coaching and development. She regularly serves as a consultant and speaker on such topics as leadership development, team leadership, disabilities awareness and strategic advantage, training and development for small businesses, and personal communication styles.

If you wish to tailor this program for onsite training at your company, please contact Carrie Herr, CFCI Director, by calling 419-530-2037 or via email at carrie.herr@utoledo.edu.