

In this Issue: **WRP Success, CDE Photo-Sharing Campaign & More**

## WHAT'S NEW

### **The WRP & Disney: A Magical Match**

A new article on the EARN website highlights how participation in the Workforce Recruitment Program (WRP) led to a disabled veteran landing his dream job with the Walt Disney Company—and the company landing a committed, valued employee. Because he was accepted into the WRP, Paul Trevino was invited to also participate in the U.S. Business Leadership Network's Rising Leaders Mentoring Program. His mentor guided him through his job search, which resulted in an opportunity to turn a long-term hobby—pyrotechnics—into a job with Disney, well known for its spectacular firework displays. [Read the article.](#)

### **#ICanCDE Photo-Sharing Campaign**

The Campaign for Disability Employment – of which EARN is pleased to be a member – recently launched a social media photo-sharing campaign. To participate, people with disabilities and employers are invited to share photos on Facebook, Twitter or Instagram that illustrate the campaign's core message that “At work, it's what people CAN do that matters.” These photos should be posted using the hashtag #ICanCDE. The CDE is a multi-organization effort funded by the U.S. Department of Labor's Office of Disability Employment Policy. [Learn more about the photo-sharing campaign.](#)

### **VEVRAA Hiring Benchmark Update**

The U.S. Department of Labor's Office of Federal Contract Compliance Programs recently announced the annual update to the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) hiring benchmark. The new benchmark, effective March 31, 2018, is now 6.4 percent. VEVRAA is a law that requires employers with federal contracts or subcontracts over a certain amount to take proactive steps to employ and advance specified categories of protected veterans – including disabled veterans – and prohibits discrimination against such veterans. [Learn more about the VEVRAA updates.](#)

### **Accessible Technology Survey**

Organizations around the world encounter many similar accessible technology challenges, regardless of their industry sector, business model or corporate culture. To better understand these challenges and identify what resources and tools could support them in improving the accessibility of their technology infrastructure, the International Association of Accessibility Professionals (IAAP) is currently conducting an online survey, and employers are highly encouraged to participate. Doing so takes about 15 minutes, and all responses will remain anonymous. [Access the IAAP survey.](#)

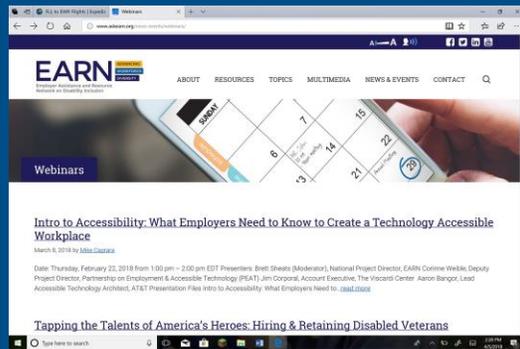
### **Autism Awareness Month**

April is Autism Awareness Month, with organizations across the nation conducting various activities to educate about Autism Spectrum Disorders and neurodiversity, including in the workplace context. As such, it's also an opportune time for employers to learn about or refresh their knowledge of workplace accommodations for people on the Autism Spectrum.

The U.S. Department of Labor's Office of Disability Employment Policy (ODEP) and its Job Accommodation Network offer a wealth of information to assist. [Visit ODEP's Autism topic page](#) or [learn about accommodations for people with Autism](#).

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## ASKEARN.ORG SPOTLIGHT



### Webinar Archive

*Did you know that EARN archives all of its webinars on AskEARN.org? These online multi-media presentations can serve as the foundation for in-house training on disability employment or other professional development activities. Recent topics include an introduction to accessible technology for employers, strategies for hiring and retaining disabled veterans, and effective stay-at-work/return-to-work initiatives. Check them and all the others out today! [Visit the AskEARN.org webinar archive page](#).*

## MARK YOUR CALENDAR

**April 12, 2018, 12:00 p.m. ET**

### **Webinar: Thinking Differently: Neurodiversity in the Workplace**

People on the Autism spectrum often have qualities that are in high demand for employers, such as an attention to detail, the ability to focus, and innovative thinking about how to solve problems and achieve success. But, they remain a largely untapped talent pool. In this webinar, experts from neurodiverse hiring programs at leading companies as well as a provider of workplace training on neurodiversity will share insights employers can use to ensure their recruiting and retention efforts are inclusive of people on the Autism spectrum. [Register for the April 12 webinar](#).

**May 15, 2018, 2:00 p.m. ET**

### **Webcast: Ask the JAN Psychiatric Team**

In this live webcast, Job Accommodation Network (JAN) Cognitive/Neurological Team members Melanie Whetzel and Sarah Small will talk about workplace accommodations for people with mental health disabilities, including in the context of disclosure, attendance, performance and conduct. They will also field questions about specific situations related to applicants or employees with mental health disabilities. The webcast is free of charge, but registration is required and processed on a first come, first served basis. [Register for the May 15 webcast](#).

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## EMPLOYER SPOTLIGHT



### **Kwik Trip**

Convenience store chain Kwik Trip – which operates in Wisconsin, Minnesota and Iowa – has found hiring people with disabilities an effective strategy for meeting its workforce needs. To ensure its Guest Services Coworkers can deliver exemplary customer service, especially at peak times, the company partnered with VR to create a new position, Retail Helper, to assist with other tasks. Today, Retail Helpers are in all three states, with VR serving as a single point of contact for recruitment and training. In recognition of its efforts, Kwik Trip was named 2018 “Business of the Year” by the Council of State Administrators of Vocational Rehabilitation’s National Employment Team (NET). [Learn more about the NET.](#)

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The Employer Assistance and Resource Network on Disability Inclusion (EARN) is a resource for employers seeking to recruit, hire, retain and advance qualified employees with disabilities. It is funded by the U.S. Department of Labor’s Office of Disability Employment Policy under a cooperative agreement with The Viscardi Center. For more information, visit [AskEARN.org](http://AskEARN.org)

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