



Objective: Connect-Ability Employment Committee Meeting

Meeting Date: July 24, 2008

Meeting Place: Office of Protection and Advocacy

Attendees: Mary-Ann Langley, Susan Monteleone, Linda Guillorn, Kathy Blewett, Margarita Torres, Reggie Stankaitis (phone), Brad Quirk (River Valley Services/DHMAS guest)

Action Items:

Item		Responsibility	Due Date	Status
1.	Obtain Susan LaBreck's number (MA Commission for the Blind) to pursue info on setting up Youth Internships with Major Corporations.	Susan	7/15	In Progress
2.	Draft the Employment WG member expectations and skill set preferred for participation.	Margarita	8/24	In Progress
3.	Suggest additional test questions to be included in the toolkit	WG	8/24	In Progress
4.	Provide information on the NTAR conference	Susan	8/26	In Progress
5.	Access various internet "job application" sites to determine which ones are using assistive technologies	WG	9/08	In Progress
6.	Invite CT BLN members to a workgroup meeting to help us understand the various technologies being used to assist job applicants with physical and/or hidden disabilities	Reggie	9/08	In Progress
7.	Draft pros and cons for each WG structure  G:\BOS\Connect To Work\MIG\2008 Proje	Margarita	8/24	In Progress
8.	Present Internship Recommendations	Margarita/Patti	8/26	In Progress
9.	Contact NCHSD to find out if there are best practices for accessible applications	Margarita	8/26	
10.	Draft pros/cons of "disability-friendly Employer Cert"	Margarita/Susan	9/08	
11.	Request feedback from smaller employers for eLearning Toolkit	Margarita	8/26	In Progress

Previous Month's Action Items Review

- **e-Learning Toolkits:** WG had no additional feedback, but Susan volunteered to submit two more questions for consideration on the test portion of the toolkit. The Pilot with Aetna, ING, Pfizer, Deloitte and Travelers is on schedule to end on 8/15. Feedback will be provided to C-A by 8/30. The WG accepted the Steering Committee recommendation to focus Phase II of the toolkit on the job seeker. Linda suggested that we ask smaller employers for feedback as well.
- **"Disability Friendly" Employer Indicator:** Linda has invited Mike Bartley from DOL to our 9/25 Workgroup meeting to present the process and the implementation results of the *Recovery-Friendly Employer DOL job-opening indicator* – (will assist job seekers in identifying employers that will interview/hire individuals in recovery).
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- Website: Website is currently being reviewed for structure and usability. Kerri has scheduled an 8/19 session at M&H and will be sending out an email inviting at least one person from each WG. Susan Monteleone would like to be included in this session.

CT BLN Update

- Reggie reported that the BLN has obtained insurance. The contract is ready to sign and will be delivered to us by Monday, 7/28. Next steps is the AG's office.

Employment Workgroup Structure

- Discussion centered on the following two questions:
 - Should the WG be split into two separate entities (Employer and Employee), each focusing on their own projects for eliminating employment barriers; or
 - Should we continue operating as one WG, and have separate subcommittees with leads assigned to specific projects. Either option will require additional WG members as sporadic agency attendance makes it difficult to accomplish the work on the current plan.

The WG feels that there is too much cross-over between the Employer and Employee track to function as two separate WGs. Regardless of the structure, cross-agency participation is required in order to successfully complete all projects. Our next step is to recommend an operating model to the SC, along with a request for additional participants. Three of the Employment WG members are also SC members, and it may be difficult to continue working on both.

Employee Buyer's Guide Concept

- Brad Quirk, River Galley Services Job Counselor presented the idea of creating a "buying guide" for job seekers modeled after the *Buying Guide for Equality* published by the Human Rights Campaign Foundation. Comments included:
 - Run the idea by our legal dept to determine if there are legal implications
 - Ask Noreen whether or not UConn works on these types of surveys
 - How do we measure the value?
 - Do job seekers want something like this? Will they use it? How do we find out?
 - How will it be sustained after its first publication?
 - Diversity Inc., a national publication, already publishes the Top Ten Companies for People with Disabilities.

The suggestion was made to draft the pros and cons and ask the SC for a recommendation in September.

Accessible Applications

- We discussed the importance of creating infrastructure change when making recommendations for accessible applications. What are the best practices? Margarita will follow up with NCHSD to find out if there are best practices. Reggie will also talk to the BLN as we'd like to generate discussion amongst employers so they can share best practice in CT.

Our next meeting is scheduled for Tuesday, August 26 at 1pm.