



WORKFORCE SOLUTIONS

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October is National Disability Employment Awareness Month (NDEAM)

In an effort to increase the public's awareness of the contributions and skills of American workers with disabilities, in 1988 Congress designated each October as National Disability Employment Awareness Month (NDEAM). But the effort to educate the American public about issues related to disability and employment actually began in 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month." (www.dol.gov/odep)

How can you support NDEAM? It can be as simple as putting up a poster or more comprehensive, such as implementing a disability education program. Regardless, all play an important part in fostering a more inclusive workforce, one where every person is recognized for his or her abilities—every day of every month. The theme for NDEAM 2021, "America's Recovery: Powered by Inclusion," reflects the importance of ensuring that people with disabilities have full access to employment and community involvement during the national recovery from the COVID-19 pandemic.

According to the U.S. Department of Labor Bureau of Labor Statistics, in 2020 17.9 percent of persons with a disability were employed, down from 19.3 percent in 2019. For persons without a disability, 61.8 percent were employed in 2020, down from 66.3 percent in the prior year. The unemployment rates for persons with and without a disability both increased from 2019 to 2020, to 12.6 percent and 7.9 percent, respectively. Data on both groups for 2020 reflect the impact of the coronavirus (COVID-19) pandemic and efforts to contain it.

In honor of NDEAM, please take the opportunity to celebrate and hire employees of ALL abilities.

Americans with Disabilities Act (ADA)

The Americans with Disabilities Act (ADA) became law in 1990. The purpose of the law is to protect people with disabilities from discrimination in employment. In 2008, Congress passed the ADA Amendment Act (ADAAA) to broaden the definition of "disability" that had been narrowed by Supreme Court decisions. These decisions limited the protection of disabled people that had been provided in the 1990 law.

How does the ADA affect your business?

Title 1 of the ADA prohibits discrimination in employment. It requires employers to provide reasonable accommodations for employees with disabilities. Employers are considered "covered entities" under this Act and must comply with Title 1. It applies to:

- * Businesses with more than 15 employees
- * Employment agencies
- * Labor organizations
- * Joint labor-management committees.

Title 1 protects "qualified employees with disabilities." The term qualified means that the persons meet the requirements of the position that they are applying for or hold or can perform the major functions of the position with or without a reasonable accommodation.

How can an employer provide Reasonable Accommodations?

- * Ensure equal opportunity and access in the application process,
- * Make existing facilities accessible,
- * Restructure jobs,
- * Modify work schedules,
- * Provide modifying equipment,
- * Provide qualified readers or interpreters.

It is illegal for an employer to ask a potential or current employee if they have a disability. The employer MAY ask the potential or current employee if they can perform the major functions of the job. This will give the employee or applicant a chance to let you know if they need a reasonable accommodation.

Information on the ADA was taken from www.labor.ny.gov

Let us help YOU find YOUR new employees!

Contact Nancy Reccio at 518-842-3676 Ext. 3052 or nreccio@fmsworkforcesolutions.org

Candidate #1

Dislocated Worker seeking a full-time **Executive Administrative Assistant** position. Over 20 years of corporate experience. Skills include Microsoft Office, Oracle, Kronos, database management, and administrative support.

Eager to be part of your team!

On-the-Job Training Eligible.

Candidate #2

Dislocated Worker seeking a full-time **Electrical Engineer** position. 20 years of experience with a state power authority. Managed projects as well as people. Accomplishments include drafting, documenting, installing, maintaining, and modifying hydro-electric plants. BS in Electrical Power Engineering. New York State Licensed Professional Engineer.

Loyal employee with a proven track record!

On-the-Job Training Eligible.

Candidate #3

Dislocated Worker seeking a full-time **Optician or Business-to-Business Sales** position. 15+ years experience in medical sales and ophthalmic optics. Personable, adaptable, goal-driven, and sales-oriented. Associates Degree in Liberal Arts. Bachelor of Science Degree in Psychology/Biology. NYS Licensed Optician.

Looking forward to being part of your team!

On-the-Job Training Eligible.

Candidate #4

Dislocated Worker seeking a full-time **Quality Management** position. 10+ years of work experience using ERP Systems and Quality Management Systems. Ability to analyze data for quality compliance while identifying continuous process improvements. Energetic, proactive, and results-oriented.

Eager to get back to work!

On-the-Job Training Eligible.

Candidate #5

Dislocated Worker seeking a full-time **Office** position. 10 years in the workforce. Organized, detail-oriented, motivated, and customer-focused.

Anxious to get back to work!

On-the-Job Training Eligible.

Candidate #6

Worker seeking a full time day shift **Customer Service or Receptionist** position in Amsterdam. 6+ years in the workforce. Quick Learner, organized, dependable, and hardworking.

Fluent in both English and Spanish.

Dedicated employee hoping to be part of your team!



**August
Unemployment
Rates**

	<u>2021</u>	<u>2020</u>
Fulton County	5.9%	9.3%
Montgomery County	6.1%	9.4%
Schoharie County	4.9%	7.0%
New York State	7.1%	11.6%

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