

Burnaby Presents Champions of Access Ability Award to Werner Schulz

by Lynn Hill

The Access Ability Program values the many individuals who contribute to the program's ongoing success. For the past 13 years the program has become recognized as an effective service in the community, offering persons with physical disabilities the opportunity to become skilled employees in the Information Technology Industry.

The *Champions of Access Ability Award* recognized an individual "champion" of the program. Trevor Van Eerden, Manager of the Burnaby Skills Center, presented the award to **Werner Schulz**, long time advocate and supporter of the Access Ability Program.

Werner, Acting Dean of the Information Technology with the Open Learning Agency (OLA), was one of the founding members of the program. Werner managed the program for five years. The program was administered by the Workers' Compensation Board (WCB), Werner led the program to include all persons with physical disabilities.

Werner's guidance and direction has contributed to the success of the Access Ability Program. His continued involvement in the program includes being an active member of the Business Advisory Council. The Access Ability Program thanks Werner for his generous support and congratulates him on being a "champion" of the program.

Werner has received numerous awards for his dedication and contributions to the disability community.

MEED PROGRAM

by John Miller

The MEED Program undertook a pilot program last year for preparing disabled students in the computer field for the initial two tests of the Microsoft Certification Track. The intent was to obtain the first level certification of MCP, Microsoft Certified Professional and become acquainted with the process so they could continue on their own initiative with the full NCSE track with confidence. The results were excellent!

We must thank the people at SmartForce for the tutorial software which was a wonderful supplement to the classroom lectures and lab exercises.

A note from the Editor:

Disincentives to Work

Have you ever been stressed out over the fact a student is trained and ready for employment, and the day before they graduate, the student informs you he or she really "can't work"? It's time to face the "real" problems why some students choose *not to work*.

We will be discussing "Disincentives to work" at the ARPCT Conference May 22—25, 2001

Werner Schultz, a leader in this area, along with Christy Russell will facilitate the presentation. As a group, we will discuss ways to motivate students *to want to work* and incorporate training strategies into our programs; better preparing students for employment. We will discuss the reasons why some students aren't employable and hopefully create new ideas how to better serve our students with problems in these areas.

These issues, along with on-line marketing and training, mentoring, the effects of emotional intelligence on students success, distance learning, operating successful training programs, project sharing, information on President Bush's New Freedom Initiative, changes in Social Security legislation will all be discussed at the conference.

There will be round tables for BAC, Directors and Instructors to discuss program issues. I look forward to seeing you all there!



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Are you interested in contributing an article?

- Success Stories
- Industry Updates
- Disability Updates
- Program Changes

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IT STAFFING COMPANIES— A New Path for Employment?

by Steve Lawrence, ARPCT President

We've heard it before, "...we need two years experience" or, "...contractors can't provide internships!" Well, times are changing. The evolving style of IT employment means more companies are using contractors to staff positions formerly filled by "permanent" employees. With the responsibility taken off the client company to provide day-to-day management and health and retirement benefits, contracting with a third party for the "right" skills to do the job has opened high-tech contracting opportunities in many large companies.

Four organizations associated with ARPCT have created successful business models which can profitably hire and place on contract ARPCT graduates. *These organizations will be sharing their expertise with you at the ARPCT Conference in May.*



Sheridan Walker, Vice President of **HirePotential** says, "we have developed an innovative set of services that bridge the gap between the 4 million job openings, the 27 million individuals of the untapped workforce and the employment development agencies and non-profit organizations that seek to find jobs for these talented and skilled individuals." Employees with disabilities are hired with full benefits with HirePotential. HirePotential then works with their client companies to support and install adaptive technology or accessibility aids. HirePotential provides Programmers, Network Specialist and Help Desk/Customer Support skilled staffing to their growing list of client companies.



Project HIRED, based in Santa Clara, California is a non-profit organization that is working hard to make Silicon Valley workplaces fully inclusive for people with disabilities. George Archambeau, CEO combines his business and human service experience (he holds an MBA from Georgia State University and a Masters Degree in Social Work from the University of Southern California) to create jobs. George says, "Project HIRED is a unique non-profit agency that brings together community resources, technology training and business leadership to assist people with disabilities to realize their career potential. By focusing on individual abilities rather than disabilities, we help employers discover the adaptability, employability, credibility, capability, accountability and possibilities that individuals can bring to a job." Through HIRED TEMPS people with disabilities annually earn almost \$1,000,000 in wages and benefits.



Joyce Bender is president of **Bender Consulting Services** in Pittsburgh which employs over 30 consultants and has placed dozens more in demanding IT positions in the Pittsburgh and Wilmington, Delaware areas. By the company charter, at least 80% of those consultants have disabilities. Training and employing an underused workforce in the IT industry levels the playing field between the disabled and non-disabled. For this, Bender has earned both financial and humanitarian rewards. She has been in the staffing industry for 20 years and knows that like any other business, profits come before altruism. "This is a business solution. This is not a charity." On June 2, 1999 former President Bill Clinton presented Ms. Bender with the 1999 President's Award in the East Room of the White House. The President's Award is America's highest honor for achievement of Americans with disabilities.



Dot Kret began **DKA** in Tucson, Arizona in 1984 with experience as a job developer for a sheltered workshop and one part-time employee. Today DKA employs 30 staff members and has offices in Phoenix, Tucson, Nogales and Douglas. DKA contracts with the State Department of Vocational Rehabilitation, U.S. Department of Education, Projects with Industry, the Industrial Commission of Arizona and several local governments and businesses to provide job development and training opportunities annually for more than 400 persons with disabilities. DKA provides on-site training in offices, long-term care facilities, auto dealerships, military bases and retail outlets for individuals with severe disabilities who have no prior work experience. Dot co-founded **Linkages**, a Tucson-based organization that forges alliances between social service providers and local businesses to assist with the hiring process for people with disabilities.

Sheridan Walker, George Archambeau, Joyce Bender and Dot Kret are presenters at the ARPCT Conference. *These companies are seeking good employees, so bring plenty of your student's resumes to the conference!*

Quick Tips To Relieve Stress



- Waiting for the computer to warm up. Take a few minutes to stretch, warm up your hands, arms, shoulders, neck and head. *Amazing how just a few minutes a day of "warm-ups" can reduce stress and avoid Repetitive Strain injuries (RSI).*
- Don't sit on your "duff" all day. Most of us have jobs where we spend an average of 7-8 hours sitting every day. This is not good for our body or mind. It is important to get up and *simply move*. Take a break every two hours. Walk around your building. Create a "walking club" at work. Your employer will love you!
- Putting up with your co-workers. Many employees get annoyed and antsy about the "work-style" of their co-workers—not agreeing with the way their co-workers keep their desk organized, possibly spending too much time on personal matters, talking too much, etc. . . Instead of letting these small things bother you, try to look at the bigger picture and see the qualities this person has to offer. This person is part of your team, and the more you're willing to view his or her strengths, the less stressed you will become *"over the little things"* that might bother you.
- Smile, smile and smile some more! Research shows that smiling actually makes you happier and is contagious.

INVASION OF PRIVACY? SHOULD EMPLOYEES EXPECT THEIR WORKPLACE E-MAIL COMMUNICATIONS AND INTERNET ACTIVITIES TO BE PRIVATE?



Utah Business Magazine, July 2000, Vol. 14, Number 6

There is a lot of controversy these days about what employees should and should not be doing on the internet during office hours. According to Attorney Matthew R. Durham, an employment attorney of Stoel Rives, LLP, "many people are surprised to learn the answer is *no*. Most federal laws relating to electronic communications do not address computer privacy in the workplace. However, when the courts are left to decide, employers more often emerge victorious in being able to invade their employees' privacy."

Attorney Durham goes on to say, employers need access to employee e-mail to stay informed. They own the company equipment and pay employees for their time, employers are justified in prescribing how the Internet is to be used in the workplace. They have a legitimate interest in evaluating their employee's productive use of the Internet, and ensuring that trade secrets or harassing material are not being transmitted online.

Private employers are not bound to protect employee's rights. It is, therefore, not surprising that more than two-thirds of U.S. companies engage in electronic surveillance of their employees, according to a 1999 American Management Association survey. Companies can use specialized software to observe employees' online behavior (both e-mail transmissions and website visits) as well as telephone monitoring and video surveillance.

Building Capacity for a National Community College Collaborative IT E-Learning Support Network for People with Disabilities

The Western Michigan University and Dr. Robert Leneway is about to launch a new grant project with three educational institutions. Salt Lake Community College, Community College of Denver and Western Michigan Careers will begin the project early summer.

Steven Lawrence, ARPCT President will coordinate the project activities. The intent of the project is to create a "model" that will be expanded to reach many IT programs for people with disabilities. The effective use of a collaborate e-learning web site will be studied. With the help from IBM, SmartForce, Taskstream and ARPCT members, this project will provide a base line for the success of quality on-line learning for people with disabilities.

For more information, please contact:

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This new and exciting grant project will be discussed at the ARPCT Conference.

CONFERENCE REMINDER

- US Citizens do not require a passport to enter into Canada. A Birth Certificate & Drivers License or Voter Registration & Drivers License are sufficient.

**For more conference information, please contact
Tina Moncado at (604) 660-2276
Email: tinam@ola.bc.ca**

New ARPCT Treasurer

Bob Leneway has agreed to be our new ARPCT Treasurer. Bob's responsibilities include collecting membership dues and sending out new membership applications. If you need to pay for your ARPCT membership or know someone who is interested in joining our ARPCT, please contact Bob at:

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FAREWELL ANNE

Anne Drury served as the ARPCT Treasurer for the past year. Due to a job change, Anne resigned as ARPCT Treasurer.



ARPCT thanks Anne for her years of service and dedication. Good luck Anne!

White House News or Blues

Many advocates and representatives for people with disabilities have a "lets wait and see" attitude about our new administration. New in his term, President George W. Bush seems aware of the employment and accessibility needs for people with disabilities.



Texas is praised for recently passing a law signed by President Bush, requiring communities buying new voting systems to make sure they are fully accessible. This is a good start! As you know, voting has always been a problem for many people with disabilities. According to the Executive Summary of the New Freedom Initiative proposed by President Bush, "although progress has been made over the years to improve access to employment, public accommodations, commercial facilities, information technology, telecommunications services, housing, schools, and polling places, significant challenges remain for Americans with disabilities in realizing the dream of equal access to full participation in American society. "

It is hopeful the president-elect stands by his father's thrust, who signed the Americans with Disability Act in 1992, in helping people with disabilities. Many advocates, although apprehensive, seem to be giving the President full reign in proving himself.

Find out more about what's happening in Washington, D.C. at the ARPCT Conference. Charles Harles, executive director of the Int'l Association of Business, Industry & Rehabilitation (I.NABIR) who "spends a lot of time on the hill" will be giving us inside information.

Former President

Clinton was praised by Anne Roosevelt, Franklin D. Roosevelt's granddaughter "for contributing more than any leader of recent memory" to disability issues.

After six years, the FDR Memorial gets a life size statue of FDR in his wheelchair. Hundreds of people with disabilities have already visited the memorial.

This \$1.65 million was organized by the Nat'l Organization on Disabilities.

DISABILITY FACTS

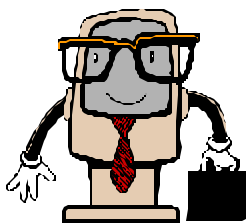
- Voters with disabilities increased by one-third *despite some barriers*.
- There are 54 million Americans with disabilities (20% of the U.S. population).
- 70% of adult people with disabilities are unemployed.
- 90% of work injuries are avoidable.

We're on the
Web!
www: arpct.org

Welcome Dot . .

We would like to welcome our **new** ARPCT Member **Dot Kret** to our team!

If you know of anyone else who has joined ARPCT this year, please send message to Christy



ATTENTION:

Gladys Lewis, Manager of Westside Center for Independent Living, a Computer Training Project in LA, CA is recruiting students with disabilities or chronic illness. For more information call (310) 568-0107, extension 118.

PROJECT SHARING IN VANCOUVER, BC

Let's get ready for **PROJECT SHARING!**

Bring your "hot & innovative ideas" and program information with you to the conference. We will have a display table available to share information.

You can even bring your problems. Maybe we can help!