



Welcome to HireGround!

Opportunities for Ohioans with Disabilities produces this newsletter expressly for our VR professional audience. We hope that these stories, best practices and practical tips will be of value to you as we continue our relationship and work with participants. Our goal is to achieve quality employment, independence and disability determination outcomes through our integrated services, partnerships and innovation. For questions, content suggestions, or comments on this newsletter, please contact: Elizabeth.sammons@ood.ohio.gov. Thanks in advance for sharing this information as appropriate.

Disability Community Opportunities/Announcements

Updates and call-line available on the Affordable Care Act (ACA): Open enrollment for a health insurance plan purchased through the Affordable Care Act Marketplace runs from now through January 31, 2016. Review open enrollment materials on www.HealthCare.gov and at <https://marketplace.cms.gov/>. Inquirers may also access the ACA 24/7 Consumer Call Center: 1-800-318-2596.

Healthy U in American Sign Language for Deaf Community: Healthy U Ohio, a program OOD has promoted to consumers, is a free, six week, workshop to help people learn to manage chronic health conditions and feel healthier. OSU's Ohio Disability and Health Program is offering a Healthy U Pilot workshop in American Sign Language (ASL) for the Deaf community in spring, 2016. People who commit to attending all Healthy U sessions and providing feedback on their satisfaction with

the program in ASL will receive a gift card. We will plan the timing of this workshop around interested participants' schedules. Please share this information and have people who are interested contact Rosalind Gjessing (614) 688-2928 or Rosalind.Gjessing@osumc.edu.

Progress in Deaf Community on Video Captioning: Amazon will be providing captioning on most of its videos by 2016 as part of a free-will deal with the National Association of the Deaf (NAD). By the end of next year, Amazon will caption all movies and television shows that have been watched at least ten times in a three-month period. This agreement adds to the 2012 court settlement with Netflix to caption all of its videos. Additional details at <http://us5.campaign-archive1.com/?u=6df066ba31e8d8962f4ac9470&id=c63681a177&e=80548b9a6d>.

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New Online Autism Resource available to Ohio Families and Providers:

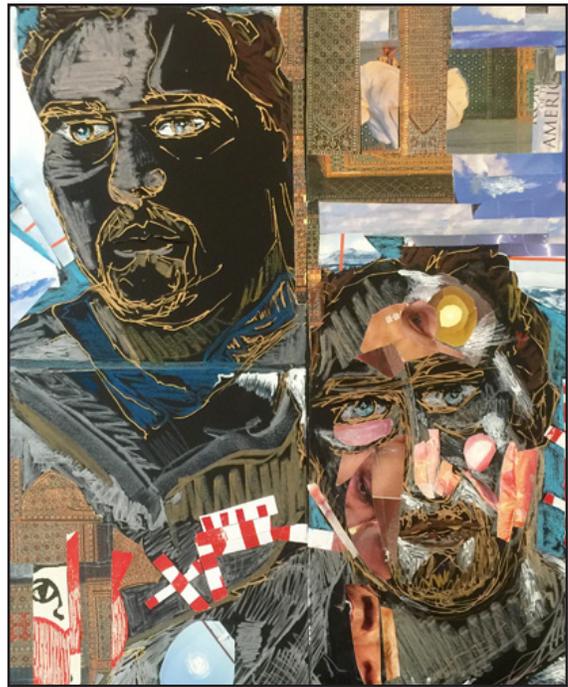
As awareness of autism increases, Ohio has started to look for new solutions to: one, increase the number of trained service providers to meet growing demand, and two, provide more consistent, broad-based community support for parents and families. Powered by OCALI, ASD Strategies in Action is a free, online training collaborative effort to put information into the hands of more people to make life better for the people, parents, and families we serve together. The program was funded under the leadership of the Ohio Department of Developmental Disabilities (DODD) in collaboration with the Ohio Department of Education and the Governor’s Office of Health Transformation. Families and providers are invited to visit www.autismcertificationcenter.org for more information, and to access ASD Strategies in Action.

Youth Leadership Forum July 31 - August 4, 2016 Now Open for Applications! Note:

Please pass this message on to any high schoolers who may benefit or to their families. As a VR professional, you are also in a position to make solid recommendations as required by the program.

Are you a high school junior or senior with a disability interested in self-advocacy and community involvement? Would you like to fully develop your skills, abilities and self-awareness and become one of Ohio’s future leaders? The Ohio Youth Leadership Forum (YLF), a five day leadership training program held in Columbus each August for current 11th and 12th grade high school students with disabilities, can prepare you to face challenges and to take advantage of unprecedented opportunities to become a leader in your community.

At YLF, you will get involved in choosing a career, learning the history of disability as a culture, meeting professionals with disabilities, developing a “Personal Leadership Plan” and much more. Applications for the August, 2016 program are due at the end of March. For more information or to get an application, contact



See “Arts Spotlight” article for more information about “Selfie by Selfie” by Samuel J. Gillis.

Donna Foster at donna.foster@ood.ohio.gov or 614-438-1394 or 800-282-4536. See also <http://gcpd.ohio.gov/YLF>.

Paid Internships available at NASA Centers Nationwide:

NASA wants to up the number of students with all disabilities pursuing science, technology, engineering, and math (STEM) careers. Though this is not an employment program, NASA has a two-percent hiring goal for employment of people with disabilities, and internships are a good way to get experience. NASA has internships including anyone from high school through doctoral students.

NASA jobs can be found at <https://www.usajobs.gov/>. Students can apply for summer 2016 internships starting now through March 1, 2016. We will begin extending offers to students in early 2016. The best opportunities are likely to be filled early. Register for an account at the One Stop Shopping Initiative (OSSI): NASA Internships, Fellowships, and Scholarships (NIFS) at <http://intern.nasa.gov/>.

Summer 2016 internships run for ten weeks for college students and six weeks for high school students. As an intern, you are responsible for your own housing. NASA internships are also offered during spring, fall and year-

long sessions. Students selected for summer internships will receive an offer e-mail and have five days to either accept or reject the offer through their account. For any questions or assistance, e-mail: kenneth.a.silberman@nasa.gov.

Arts Spotlight: Samuel J. Gillis

Artist Samuel Gillis' early exposure in cartooning developed into an obsession that led to a formal education in fine art. Columbus' Fresh Air Gallery hosted some of his art this spring.

"My paintings are the way I create my world. I live something and then I paint about it. Or I paint something and then I live it," Gillis says. "I've created thousands of pieces. And each one corresponds to a part of myself and my experience that I can only express through a painting. I'm classically trained and appreciate the foundation that gave me to explore my insider roots to teach myself new techniques. The broad range I've been able to master lets me create in virtually any style from Renaissance to Verdaccio to modern, landscape, still life, figurative or realism. My goal as an artist is to create without judgment and let everyone see whatever they see in my work. Because art, like life, is just a matter of perception."



"Selfie" by Samuel J. Gillis

New Single Disability Determination Process in Ohio starting July, 2016

Compiled from information courtesy of Kim Donica, Chief, Bureau of Long Term Care Services and Supports, and Edward Gibson, Home Choice Education and Outreach Manager, Ohio Department of Medicaid

Section 1634 of the Social Security Act allows states to enter into an agreement with the Federal government to use the Social Security Administration (SSA) to determine Medicaid eligibility for their aged, blind and disabled population. Under 1634, people found eligible for Supplemental Security Income (SSI) are automatically enrolled into Medicaid and do not have to separately apply for Medicaid benefits.

As things stand in Ohio, Medicaid eligibility is determined by the Ohio Department of Medicaid (ODM). Those applying for SSI and Medicaid must apply separately for each program; but effective July, 2016, Ohio is transitioning to 1634. This transition simplifies the Medicaid eligibility determination process by eliminating the need to apply separately for SSI and Medicaid benefits. The transition also makes coverage available to more low-income Ohioans.

Currently in Ohio, in order to be Medicaid eligible, an individual's income must be below the Medicaid income limit set by the State. People who receive long-term care services can now pay for certain healthcare costs in order to reduce their income below this limit. Starting in July, 2016, these individuals will have to deposit income they have above the Medicaid limit into a Qualified Income Trust (QIT), also known as a Miller Trust.

Income deposited into the Trust must be used to pay for healthcare services. This will allow these individuals to stay eligible for Medicaid. ODM will procure the services of a vendor to help people affected by this change to establish a Qualified Income Trust. People also have the option of using their own resources to set up such a Trust rather than going through the designated vendor.

Sidebar:

Additional eligibility and other details available at: <http://medicaid.ohio.gov/RESOURCES/PublicNotices.aspx>

Remember, Medicaid Buy-in for Workers with Disabilities (MBIWD!) over 10,000 and counting! That's how many Ohioans have enrolled in MBIWD since its inception in 2008. While the Affordable Care Act offers a variety of insurance options, MBIWD can provide the intensive nature of healthcare services sometimes demanded to keep consumers independent and employed. It is always a good idea to talk with consumers currently on Medicaid to assure that they convert to MBIWD once working, since cash/savings assets allowed are significantly higher than on normal Medicaid, among other advantages. More MBIWD information such as guidelines and applications is available at: <http://medicaid.ohio.gov/FOROHIOANS/Programs/MBIWD.aspx> or by calling the Medicaid Consumer Hotline: 1-800-324-8680 or TTY: 1-800-292-3572. Applications may be returned by mail, fax or taking/mailing completed forms to a local county Department of Job and Family Services.

Connecting the Dots: Preparing for Ohio's First Deaf/Blind Braille Program

By Elizabeth L. Sammons

Who?	Adults with low or no vision and hearing
What?	Learning basic Braille
When?	June 12-24, 2016
Why?	Labeling/messaging; increasing independence
Where?	Ohio School for the Deaf, Columbus, OH

That's the plan in a nutshell! Last year's Workforce Integration Task Force (WIT) reported: "Ohioans with disabilities often lack critical vocational and career planning skills and the appropriate training opportunities to



See "Arts Spotlight" article for more information about "Energy Vampires" by Samuel J. Gillis.

acquire them are not always widely available." The report recommends that: Ohio should ensure that pre-vocational and vocational training be available and accessible for blind, deaf, and deafblind Ohioans throughout the state; and that "Ohio should explore ways to better leverage the facilities, programs, and services available in order to create immersive and hands on training opportunities for blind, deaf and deafblind communities."

Resulting, OOD has set aside special funding for a two-week class now recruiting those who have lost their auditory literacy, their visual literacy, or never had high literacy and wish to be able to read and write basic Braille. We believe this will lead to more possibilities of getting a job and increasing the learners' independence.

"Literacy is an essential skill in virtually any job. As adults, learners very seldom have school or other hands-on sources of Braille instruction, making it nearly impossible to pursue Braille on their own," explained Elizabeth Sammons, who is coordinating this program which she calls "DoDots". "Learners need fire in the belly to restore their ability to read, and the physical, mental and emotional ability to go through what is basically Braille boot camp," she explained. There is no age limit. Learners may be current or former OOD consumers, but this is not necessary for participation in this program.

Elizabeth expects learners to come from two basic categories – those who will learn

through ASL and those who will use English. Interpreters, orientation/mobility trainers and experienced teachers, some of whom will be volunteers, will lead the program, as will service support professionals (SSPs) for those who need them. While as the first such program in the country, DoDots is a program still evolving. Elizabeth urges VR professionals working with current or former consumers who have dual sensory loss to email or call her for details, including an application, since recruiting appropriate learners will be among the top challenges of the program. She also advises to be sure to read future issues for additional news about this project!

Job Fairs: The Game Day Experience

By Nate Fernandes, OOD Public Information Officer

The build-up: After months of planning, hours of committee meetings, and countless e-mails and employer contacts, OOD's 2015 Job Fair Season arrived this October. Since I got to be on the ground floor for each of the four events, I wanted to give HireGround readers the skinny. Besides being one of Ohio's safest weather months, October was leveraged as National Disability Employment Awareness Month (NDEAM). NDEAM marks its 70th anniversary this year, aiming to educate about disability employment issues and celebrate the varied contributions of America's workers with disabilities. This year's theme is "My Disability is One Part of Who I Am." For more on this



Nate Fernandes

theme and for national activities, see <http://www.dol.gov/odep/topics/ndeam/>.

The action: In this spirit, each Job Fair started the same way. Industries attending included health care, education, home improvement, food service, engineering, logistics, telecommunications, hospitality, entertainment, banking and many more. Before consumers arrive, employers were offered two-hour seminars from our Business Sourcing Analysts along with James Clinkscale, HR Diversity and Inclusion Manager, and Jim Gears, VR Program Specialist.

These talks covered disability etiquette, as well as employment law and the Americans with Disabilities Act (ADA). I heard various employers expressing appreciation, having the chance to ask uncomfortable questions in a safe environment about employment law and the ADA, along with focus on how to treat someone with a disability. Then after a quick break, job-ready consumers began filing in.

The first stop on the Job Fair circuit was Cincinnati. One week before the event, OOD staff, along with a local community rehabilitation provider, offered a job-seeking skills training seminar at the facility for participating consumers. In addition to discussions on how to dress, what documents to bring, and how to interact with employers, this "scrimmage day" gave consumers the opportunity to become familiar with the Job Fair location.

On "game day", as some of our staff affectionately call Job Fair days, an estimated 250 consumers networked and mingled with employers at the Cincinnati, Columbus and Toledo fairs. Our largest Job Fair took place in Cleveland, where over 300 consumers packed into the Holiday Inn Independence. OOD staff showed up in force to assist in everything from parking vehicles, to signing in, to assisting consumers seeking specific employers.

The Job Fair experience did not stop after interactions with employers. Laptops were provided to support consumers in applying on the spot, as well as signing up on the OhioMeansJobs web site. A printer/copier was also available for resumes.



The aftermath: In all, over 180 employers registered for the Fairs, with many commenting that this was the best organized and hospitable Job Fair they had ever attended. Consumers also walked away pleased with the contacts and selection of employers. At deadline, we have heard of at least two consumers receiving job offers as a result of the Fairs, a number expected to increase. Another positive outcome of consumers experiencing an OOD Job Fair may be encouragement to attend other Fairs, thus increasing the chance to get a leg up with even more employers.

Plans for next year's Job Fairs will be starting soon, as talks of expansion are underway. Stay tuned to find out if next year, as that College Game Day song says, "we're coming... to your city!"

Sidebar:

See this listing of Ohio job fairs and workshops for basic computer skills, resume writing, money management and much more. <https://ohiomeansjobs.com/omj/workshoplister.do?selectId=0>

Related, take a look at this excellent blog giving advice for job seekers attending virtual job fairs – advice also of use for face-to-face. <https://usodep.blogs.govdelivery.com/2015/08/04/get-noticed-at-virtual-job-fairs/>

Workforce Information You Can Use: Short-Term Employment Projections

By Lewis R. Horner, Ph.D., ODJFS Office of Workforce Development

Wouldn't job placement be so much easier if you knew what jobs will grow or decline in the future? While we don't know exactly, employment projections or forecasts give us an idea. Just what are these employment projections? Projections are models of current trends that we extend into the future. Think of them this way: Considering what we know happened in the past and where we are today, where are we likely to go in the future?

We produce both short-term (for a two-year period) and long-term (for a ten-year period)

employment projections, but for this issue of HireGround, I'm going to talk about the short-term projections.

Our current short-term employment projections cover the first quarter of 2014 to the first quarter of 2016. Because conditions can change quickly, we update the short-term projections every year. The short-term projections are only available for the state.

The heart of the projections is the detailed occupational employment forecast, available at <http://ohiolmi.com/proj/ShortTerm.htm>. This link takes you to a box that lets you request different formats or parts of the report. Tables include the 2013 employment level for each occupation, the projected 2015 employment, the estimated numerical change in employment and the estimated percent change. This information tells you the size of the occupation, whether it is expected to grow or shrink over the two-year period, and by how much.



See "Arts Spotlight" article for more information about "Higher Society" by Samuel J. Gillis.

Even more useful is the information on estimated annual job openings, which is not the same as job postings. An annual opening occurs when a new job is created or someone leaves the occupation (often for retirement) and must be replaced. More than 70% of annual job openings are for replacement needs, and even occupations that are

shrinking have replacement needs. Use the estimated number of annual job openings to compare the expected demand for different occupations. This table also contains median occupational wages, which can be used to compare the earning potential of occupations. They should not be used as a guide for entry-level pay; actual wages can differ widely by experience and among industries that employ an occupation.

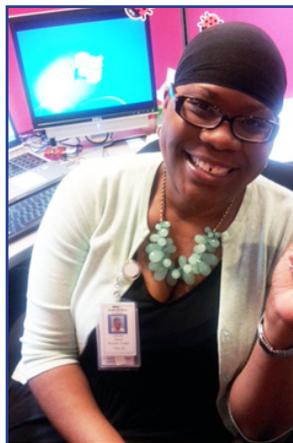
Another table includes education and training by occupation. Although some occupations have specific education and training requirements (for example, licensed occupations), the education and training needed for many other occupations is set by employers. This table gives the 'typical' education and training requirements for each occupation. It includes formal education level, experience in a related occupation (common for supervisors), and any on-the-job training for the occupation.

Feel free to send any questions about the short-term employment projections to ContactLMI@jfs.ohio.gov or call (614) 752-9494.

Mental Health and Addiction Services Highlighting Individual Placement and Support (IPS)

An interview with Zandia Galvin

Since leaving OOD eight months ago, Zandia Galvin has continued her rehabilitation work, just from a different angle. At the Ohio Department of Mental Health and Addiction Services (OhioMHAS) she now serves as the Mental Health Administrator for employment and benefits. "We want people to embrace the notion that work is a part of recovery," she explains



Zandia Galvin

OhioMHAS is in its second year of a five-year, \$4.8 million dollar grant from the Substance Abuse and Mental Health Services Administration (SAMHSA). The overall goal

of the grant is for Ohio to have the necessary infrastructure in place to maintain and expand supported employment services (i.e. IPS – Supported Employment) throughout the state and increase how many people with serious mental illness and co-occurring mental and substance use disorders can obtain and retain competitive employment. Individual Placement and Support (IPS) is the evidence-based practice of supported employment for those with mental illness or co-occurring mental illness and substance use disorders.

The eight IPS practice principles are as follow:

- Every person who wants to work is eligible (zero exclusion)
- Competitive jobs are the goal
- IPS supported employment services are integrated with mental health treatment
- Personalized benefits counseling is provided
- Job search starts soon after a person expresses interest in working
- Employment specialists build relationships with employers
- Individualized job supports are not time-limited
- Individual preferences are honored

Perhaps one of the most essential of the eight IPS principles involves zero exclusion, Zandia says. "Individuals just have to want to work. They aren't excluded due to mental health symptoms or substance use. We work with individuals while addressing those issues."

Another principle of IPS involves honoring individual preference, with all its ramifications. "We want to raise expectations and give people who want to work the opportunity. In IPS, employment specialist have the opportunity to engage with the treatment team about what the individual is dealing with from an employment perspective, and the treatment team can talk about what the individual is dealing with from a treatment perspective."

Zandia and her colleagues embrace the team approach beyond just providing good service to individual job seekers. Having employment specialists at the table also educates the entire treatment community. "It really helps

the treatment community see work as part of recovery and think that employment is possible.”

Time-unlimited supports is another IPS principle. Follow along supports can be paid for through a variety of funding, including, VR, local mental health and addiction recovery boards and Medicaid. “This is why I think IPS and VR can work so very well together,” Zandia says. Such services can include job coaching, as well as peer support. “The key is that the individual is connected to someone, as needed, to help retain employment and address needs as they arise.”

Zandia continues linkage with OOD through her bimonthly participation on the statewide employment committee, consisting of agencies, provider organizations, and other stakeholders. “We’re working on strategies to raise awareness and utilization of IPS within the VR and mental health systems,” she adds. She is also working in conjunction with Dartmouth, the developer of IPS, and other states, to finalize a brief online course for VR practitioners. Feel free to contact Zandia at zandia.galvin@mha.ohio.gov to find out more information about IPS in Ohio.

Sidebar:

For more information on Individual Placement and Support (IPS,) see <http://www.dartmouthips.org/>.

For Employment and Benefit Planning, see <http://mha.ohio.gov/Default.aspx?tabid=260>.

The ADA in Context: Looking backward, forward, inward and upward (Part II, 1960s and 1970s)

Compiled by Elizabeth L. Sammons

Many Americans today consider July 26, 1990, to be the birth date of the Americans with Disabilities Act. As a landmark date, this holds true; but many events occurred far before the ADA, winds of change which swept the way for 1990.

During the 1960s, professional building standards allowing for greater access were discussed and implemented by degrees.



See “Arts Spotlight” article for more information about “Societies Rule” by Samuel J. Gillis.

This decade of civil rights also witnessed the shift toward deinstitutionalization and thus, towards greater social integration of those who a few decades earlier could have been sterilized or even banned by “ugly laws” from appearing in public (which by the way were on the books in Columbus until 1973.) Medicare and Medicaid were established; and these, along with greater financial support, allowed greater independence for many Americans. By this point, a similar idea of a disability civil rights minority movement existed that had recently emerged from the struggles of African Americans and women.

On June 10, 1970, Governor James A. Rhodes signed HB 929, creating an independent seven-member commission to direct Ohio’s vocational rehabilitation program. At the same time, Congress declared the need for accessible public transportation. 1975 marked passage of the Education of All Handicapped Children Act, better known today by its amended name, IDEA (Individuals with Disabilities Education Act). This set of laws guaranteed children with disabilities a “free appropriate public education” in an inclusive setting (that is, placement with non-disabled peers).

Pioneer legislation paving the way towards the ADA came in 1973, when the Rehabilitation Act was passed. Besides encouraging the federal government and its contractors to hire people with disabilities, this was also the first legislation to prohibit discrimination against people with disabilities. However, enforcement

applied only to programs and employment through federal agencies, to those receiving federal funds such as colleges, and to business employment practices for those with federal contracts. The Ohio State University is proud to stand among a scattered few colleges to establish a disability services office prior to the Act being signed.

Partly resulting from delayed enforcement of the Rehabilitation Act, the American Coalition of Citizens with Disabilities emerged as the leading national cross-disability rights organization of the 1970s, pulling together disability rights groups representing blind, deaf, physically disabled, and developmentally disabled communities. Activists came to understand that the disability community has numerous needs in common, and working together would be the only way to see rights on paper turned into reality.



See "Arts Spotlight" article for more information about "Society Revisited" by Samuel J. Gillis.

Action came into full swing on April 5, 1976, with a four-week sit-in by hundreds launched at San Francisco's Health Education and Welfare office. People of all disabilities demanded the signing of Section 504 of the Rehabilitation Act, which would bring life to reforms in education, transportation and jobs that were languishing on paper. With the community rallying around them, this sit-in led to the signing, ending the longest occupation of a federal building in U.S. history. Following these events, a White House

Conference brought together three thousand people with disabilities to discuss federal policy.

(ADA/Ohio story to be continued in future HireGround articles.)

Sidebar:

See 504 Demonstration - Footage here: <http://www.youtube.com/watch?v=pbfNJpFni-E>

Scholarships Corner: Highlighting due dates mainly January-March, 2016

Note: We are listing these (mostly) disability-related financial opportunities by due date and plan to continue posting on a quarterly basis.

See this accessible index listing all Public & Private Colleges, Community Colleges, & Universities in Ohio, searchable by field of study, etc. <http://www.univsource.com/oh.htm>

Attention OSU students: Research Scholar Award applications available year round. OSU's Office of Undergraduate Education designates up to 300 first-time Undergraduate Research Scholars every year. Each scholar receives a one-time award of \$1,000. Applications are accepted on or before the first of each month. Read more details here: <http://undergraduateresearch.osu.edu/urop/rsa/index.htm>

This site brings up numerous scholarships open to students with disabilities, various deadlines and criteria. <https://www.scholarships.com/financial-aid/college-scholarships/scholarships-by-type/disability-scholarships/>

These include of note to Ohioans:

Ronald McDonald House Charities of Northeastern Ohio, Inc. Various deadlines, students up to age 21, all disabilities, cross-cultural students encouraged.

Children's Defense Fund's Beat the Odds Scholarship Deadline May 30: for Ohio high school juniors, particular emphasis on recommendations from counselors!

Law Student Assistance Fund, deadline June 1 (for students from Shelby and surrounding counties).

Deadlines various: Youth For Understanding USA (YFU) offers high school students the opportunity to study abroad on a summer, semester, or year-long homestay program. YFU has 100+ programs to 40+ countries and provides 300+ scholarships each year to U.S. teenagers! Interested students of any ability may speak with an Admissions Counselor at 1.800.TEENAGE and learn about many scholarships at: <http://yfuusa.org/american-students/scholarships.php>

Deadline Dec. 6: Google Lime Program, providing scholarships and networking retreats for computer science students with disabilities. <http://www.limeconnect.com/opportunities/page/google-lime-scholarship-program>

Deadline Dec. 31: *The Anne Ford Scholarship*, a \$10,000 (\$2,500/year over four years) award for a graduating high school senior with a documented learning disability to enroll in a full-time bachelor's degree program.

Deadline Dec. 31: *RPF Scholarship Program*, offering support to students who have rheumatoid diseases or whose parents have RD. <https://www.scholarships.com/financial-aid/college-scholarships/scholarships-by-type/disability-scholarships/rpf-scholarship-prpgram/>

Deadline Jan. 12: Summer 2016 Youth in International Development and Foreign Affairs internship program. The U.S. International Council on Disabilities internship program focuses on youth with disabilities who intend to pursue careers in international development or foreign affairs. Included: travel, housing and paid work for graduate students, recent graduates, and rising juniors and seniors in Washington, D.C., for nine weeks, late May through July, including orientation and an eight-week internship at an international organization. Details at: <http://usicd.org/template/page.cfm?id=257>

February Deadline soon TBA: U.S. scholarships for students diagnosed with attention deficit/

hyperactivity disorder, assistance for an undergraduate program at an accredited college, university, trade school, technical school or vocational school: <http://www.shireadhdscholarship.com/US/email.aspx>

Deadline Feb. 15: Able Flight provides pilot training to people with disabilities eligible to get a license, based at Purdue, mid-May to early July. <http://ableflight.org/scholarships>

Deadline Feb. 15: High school seniors, RiSE Scholarship Foundation, for students in the learning-disability community. <http://risescholarshipfoundation.org/wp-content/uploads/2014/09/Application-Rise-final-2014-2015.pdf>

Deadline March: Please check back for open applications in January, 2016: AG Bell Association, with scholarships for oral deaf students earning a bachelor's, master's, or doctorate. <http://www.agbell.org/Document.aspx?id=266>

Deadline March 1: *ASCLA Leadership & Professional Achievement Award* for students with disabilities needing services or accommodation while studying library science. <http://www.ala.org/ascla/asclaawards/asclacentury>



See "Arts Spotlight" article for more information about "Society Ruled" by Samuel J. Gillis.

Deadline March 2: *Insight Scholarship*. Applicants must have a disability and attend college full time. Trade schools, community colleges and universities are included, as well as graduate programs. Renewable scholarship; 80 available altogether!

Deadline March 15: *Marion Huber Learning through Listening Awards*. Learning Ally members who are high school seniors with learning disabilities.

Deadline March 15: *The Kim and Harold Louie Family Foundation Scholarship Program* for high school seniors with disabilities to attend a U.S. college, university or vocational school. Demonstrated personal achievements, academic merit, leadership qualities and/or community service. Special consideration for applicants with demonstrated financial need, with parents who did not attend college, who have parents as U.S. veterans or currently in the military.

Deadline March 23: *Through the Looking Glass Scholarships for Students with Parents with Disabilities* offering scholarships with and without financial guidelines.

Deadline March 29: *The Ability Center of Greater Toledo Scholarships*. Applicants must have a disability and reside in Lucas, Wood, Fulton, Henry, Ottawa, Defiance or Williams County.

Deadline March 31 and end of each subsequent quarter: TPA Scholarship Trust for Deaf/Hearing - Impaired recipients. For devices, treatments or specialized education, speech classes, note takers, interpreters, etc. <http://www.tpahq.org/scholarshiptrust.html>

Undergraduates on PELL grants, apply for the Gilman Scholarship to study abroad; deadlines various according to study abroad timelines. Students with disabilities particularly invited. <http://www.iie.org/Programs/Gilman-Scholarship-Program/About-the-Program/Eligibility#Eligibility>

At Your Fingertips (A Few Additional Resources and Features):

See this humorous and highly informational article for five common fears of using hearing aids. <http://www.healthyhearing.com/report/52529-Five-common-fears-of-wearing-hearing-aids>

Included are resources for purchasing refurbished hearing aids. <http://www.healthyhearing.com/help/hearing-aids/used>

Job searching with an iPhone or iPad using Voiceover? It's possible! Here's how! <http://www.applevis.com/blog/advocacy-apple-ios-ios-apps-opinion/job-searching-ios-and-i>

Job Accommodations Network (JAN) has published a new document that addresses some of the most frequently asked questions about disability disclosure and employment. Information is relevant to both job seekers and employers. See *Disability Disclosure and Employment*. Additional information and resources related to disability disclosure are at AskJAN.org in the *A-Z section*, under the topic of Disclosure.

Here's a "Requesting a Reasonable Accommodation" pocket card to help applicants, employees, and other interested parties understand the process for requesting a reasonable accommodation. The card uses simple language answering common questions about seeking a reasonable accommodation. [Access the card.](#)

Knowing how to help a loved one dealing with schizophrenia can be challenging. That's why the Best Practices in Schizophrenia Treatment (BeST) Center at Northeast Ohio Medical University consulted with family members with loved ones affected by schizophrenia to create 10 tips to help. Download the document here: <http://namiohio.us7.list-manage2.com/track/click?u=1b099e19f10fe02e8496e2344&id=7064958c37&e=748962a98e>

Note: College counseling centers can give incredible emotional support to students, and simply joining a college mental health organization on campus like NAMI on Campus (<http://www.nami.org/namioncampus>) can provide an immediate support group of like-minded students who care about alleviating mental illness and the stigma around it.

U.S. Department of Labor, Office of Disability Employment Policy (ODEP) has published *Inclusive Internship Programs: A How-To Guide for Employers* - The guide assists employers

seeking to diversify their workforce with the skills and talents of people with disabilities, particularly young adults. The guide addresses the benefits of internships to both individuals and employers, and covers things to consider when establishing an internship program open to all qualified candidates. <http://click.icptrack.com/icp/relay.php?r=93195286&msgid=801853&act=10QJ&c=654309&destination=http%3A%2F%2Fwww.dol.gov%2Fodep%2Fpdf%2FInclusiveInternshipPrograms.pdf> (PDF).

This is a recent collection of about 100 articles, books, & reports - Exploring the National Rehabilitation Information Center on rehabilitation research and results, including some specific disability-related and outcome-related resources. http://search.naric.com/research/rehab/redesign_results.cfm?search=2&type=advanced&all=&exact=&any=counselors%20counseling%20counselor&omit=&fld1=Keywords&txt1=vocational%20rehabilitation&op1=AND&fld2=Project_Number&txt2=H133*&op2=AND&fld3=Title&txt3=&op3=AND&fld4=Title&txt4=&dte1=2010&dte2=2015&available=0&online=0

Calendar of Disability Community Events

December 3: **24th International Day of Persons with Disabilities** around the world. <http://www.un.org/disabilities/default.asp?id=1637>

January 18: Presentation proposals due for OSU's **Multiple Perspectives on Access, Inclusion & Disability Annual Conference** <http://ada.osu.edu/conferences.htm> to occur April 13-14. Preference given for presentations that encourage discussions across the typical social, political, and disciplinary boundaries; connect the individual to local, national and international approaches; or consider parallels, distinctions and intersections with race, gender and ethnicity.

Keep tuned to details for the **Presidential Lecture Series** of disability speakers at Wright State, with special talks and events continuing throughout the academic year. See: <http://webapp2.wright.edu/web1/newsroom/2015/09/01/presidential-lecture-series-kicks-off-with-professor-and-autism-activist-temple-grandin/>

April 6: all-day **BSVI staff training**, Commissioners Room, 150 E. Campusview Blvd.

Thanks and So Long

I want to thank each person who wrote or was interviewed for these articles, all of whom voluntarily gave of their time and wisdom. If you have suggestions, a success story or best practice from your work, please email Elizabeth L. Sammons, HireGround coordinator at: Elizabeth.sammons@ood.ohio.gov. Do you ever recall something from an earlier HG that you would like to access again? Well, now you can, since we've posted past issues (starting Jan., 2014) online. All are available both in PDF and in Text versions at: <http://ood.ohio.gov/About-Us/Media-Center/HireGround-Newsletter>.

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