

The Commercial Club of Chicago



**Veterans Working Group
Meeting**

Monday, October 14, 2013

Meeting Overview

Welcome and Review of Agenda

David Hiller, President and CEO, Robert R. McCormick Foundation

Lightning Round

Panel Discussion: Veterans with Disabilities

Laura Gallagher Watkin, Director, Veteran Programs, Health and Disability

Virginia Fraser, Associate Director, Veterans Project, Thresholds

Scott Drach, Vice President of Human Resources, Defense, Space and Security, The Boeing Company

Discussion Facilitator: Amy Sherman, Associate VP for Policy and Strategic Alliances, Council for Adult and Experiential Learning (CAEL)

Planning for November Meeting

Kirsten Carroll, Vice President, Policy, Civic Committee

Beyond November

David Hiller, President and CEO, Robert R. McCormick Foundation

Wrap-Up and Next Steps

David Hiller, President and CEO, Robert R. McCormick Foundation

PANEL DISCUSSION

VETERANS WITH DISABILITIES

Laura Gallagher Watkin, Health and Disability
Advocates

Virginia Fraser, Thresholds

Veterans with Disabilities: True or False?

1. Individuals tend to volunteer for military service because they cannot find a job in the civilian job market.
2. Veterans, especially those with PTSD, cannot tolerate the stress of holding down a job.
3. There is a high cost of absenteeism associated with disabled employees.
4. Veterans are likely to engage in acts of violence.
5. An issue that many employers face when hiring veterans is the high cost of disability accommodations.

The Rising Number of Disabled Veterans

- About 16% of the total veteran population are considered disabled.
- 45 percent of the 1.6 million Iraqi/Afghanistani War veterans are seeking compensation for service-related injuries, over twice the estimate of 21 percent who filed such claims after the Gulf War in the early 1990s.
- Over the next five years, more than 80,000 disabled veterans will be entering the workforce in search of jobs.

Sources: http://www.va.gov/vetdata/docs/SpecialReports/Profile_of_Veterans_2011.pdf

<http://www.startribune.com/lifestyle/health/154775395.html>

http://www.huffingtonpost.com/2012/05/27/iraq-afghanistan-veterans-disability-benefits_n_1549436.html

Disability Resources

- Job Accommodation Network: free one-on-one guidance on workplace accommodation and the Americans with Disabilities Act (ADA) (800)526-7234 <http://askjan.org>
- Think Beyond the Label.com resources for employers and job seekers.
- www.americasheroesatwork.gov: Resources for Veterans with PTSD and TBI regarding employment.

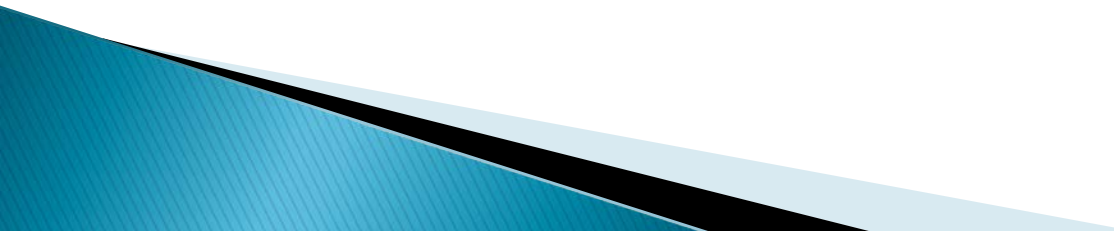
Where to find job seekers?

- Hero to hired www.h2hjobs.com
- IDES : IllinoisWorknet.com
- Albany Park Community Center
773.433.3268 dprickett@apcc-chgo.org
- National Able Network 312-994-4292
ahughes@nationalable.org
- Thresholds

Public Policy Initiatives

- Tax Credits
- Recent Legislation- Affirmative Action for Vietnam Era Veterans effective March 2014
www.dol.gov/ofccp/regs/compliance/vevraa.htm
- Section 503 of Rehab. Act for Government Contractors:
 - 7% People with disabilities
<http://www.dol.gov/ofccp/regs/compliance/section503.htm>

WHAT CAN YOU EXPECT FROM COMMUNITY PARTNERS

- ▶ Make sure that they take the time to learn about your business needs and labor demands. How can they say that they have a good candidate, if they don't know what your business needs?
 - ▶ Make sure that you know how to reach them if you have some issues and ask about their follow up services to you and to your employee
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WHAT CAN YOU EXPECT FROM COMMUNITY PARTNERS

- ▶ In essence, a pre-screening service. Once they know your needs, they review the labor pool which cuts down on your time
 - ▶ A free employee assistance program!
 - Follow along supports for you and your employee which help with decreasing job turnover
 - Supervisors can call them with questions and with concerns
 - Suggestions on accommodations which may help an employee become successful
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