

# WORKFORCE TRENDS & ISSUES

THURSDAY, OCTOBER 4<sup>TH</sup>, 2018

PRESENTED BY BROOME-TIOGA JSEC  
& SOUTHERN TIER ASSOCIATION FOR HUMAN RESOURCES



## IDENTIFYING TALENT: PERCEPTIONS, ACCOMMODATIONS & PARTNERSHIPS

We often hear about job seekers with disabilities being a “hidden” talent pool. While it is true that people with disabilities are a commonly overlooked resource, whether their talents are hidden is a matter of perception and perspective. People with disabilities are a diverse group with a wealth of strengths, abilities and talents, yet they are also among the most marginalized when it comes to promoting their full inclusion in the workforce. This presentation provides an overview of the importance of uncovering our own belief systems about what talent looks like, along with the importance of understanding and offering workplace accommodations to uncover what may not see. Attendees will learn strategies and methods for identifying qualified job applicants with disabilities as well as leave the training with an understanding of Title I of Americans with Disabilities Act, including the concepts of disability disclosure and reasonable accommodation in the workplace. Finally, the importance of developing strategic relationships and partnerships among businesses, workforce development organizations and disability service professionals, to promote the hiring of qualified job applicants with disabilities, while at the same time meeting business needs will be discussed.

### EVENT DETAILS

- AGENDA:** 8:30 – 9:00 am – Registration & Breakfast  
9:00 – 9:15 am – Opening Comments & NDEAM Awards Presentation  
9:15 – 10:45 am – Presentation/Questions and Answers
- LOCATION:** Agriculture Development Center at Cornell Cooperative Extension of Broome County  
840 Upper Front St., Binghamton, NY 13905
- REGISTRATION:** Email: [Lisa.Doland@labor.ny.gov](mailto:Lisa.Doland@labor.ny.gov)  
Call: 607.741.4667
- COST:** \$20 (to be paid at the door) includes breakfast and seminar materials.  
We accept cash or checks payable to Broome-Tioga JSEC.  
**Please note – “No-Shows” will be billed for the event.**

**DEADLINE TO REGISTER: Monday, October 1<sup>st</sup> at 3:00 pm**

\*\*\* This program has been submitted for 1.5 recertification credit hours toward PHR and SPHR recertification through Human Resources Certification Institute (HRCI). For more information on certification or recertification, please visit the HRCI homepage at [www.hrci.org](http://www.hrci.org)

### OUR SPEAKER

**Jeffrey Tamburo** is a Training and Content Development Associate for Cornell University’s K. Lisa Yang and Hock E. Tan Institute on Employment and Disability (The Yang-Tan Institute). Since 2013, Jeffrey has served as trainer and curriculum developer for the New York State Consortium for the Advancement of Supported Employment (NYS CASE), a project funded by the New York State Education Department’s Adult Career and Continuing Education Services (ACCES-VR). The NYS CASE strives to enhance the capacity and proficiency of statewide employment services providers. His employment also includes work as a training specialist for the Northeast ADA Center, where he provides training on the Americans with Disabilities Act to individuals and organizations in New York, New Jersey, Puerto Rico, and the U.S. Virgin Islands. Jeffrey also works on Diversity Partners, a federal initiative focused upon strengthening relationships between employment services professionals and employers through the development of web-based tools designed to improve placement provider skills and behaviors that lead to enhanced employment outcomes for individuals with disabilities.