

Managing Today's Workforce

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CAP: 20 Years of Accommodations

- CAP was established in 1990 as DoD's centrally funded program to provide accommodations
- Expanded by Congress in 2000 to support other Federal agencies
- Partnerships with 66 Federal agencies
- Over 85,000 accommodations

CAP Mission

- To provide assistive technology and accommodations to ensure people with disabilities and wounded service members have equal access to the information environment and opportunities in the Department of Defense and throughout the Federal government

CAP Customers



- Federal employees with disabilities
- Federal managers ready to hire and accommodate
- Federal employees that develop a disabling condition
- Federal employees returning from a Workers' Compensation injury
- Teleworkers with disabilities
- Returning wounded Service members

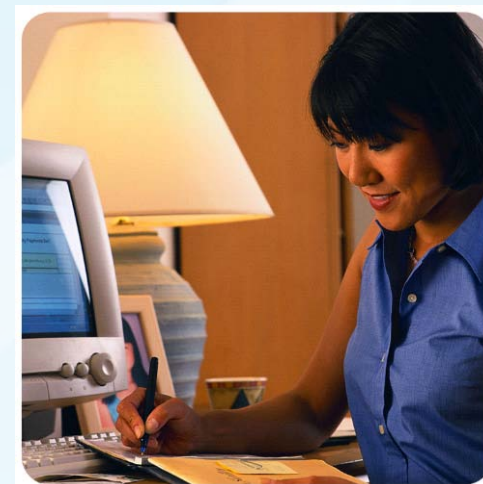
CAP Services



- Provide assistive technology and training
- Conduct needs assessments and technology demonstrations
- Provide installation and integration

CAP's Telework Initiative

- Increase federal employment opportunities for employees with disabilities, wounded service members and injured workers
- Provide assistive technology to employees with Telework agreement as a form of reasonable accommodation.
- Deliver a budget-neutral solution to accommodating employees with disabilities who Telework.



Telework as a Retention Strategy

- Increase Telework participation
 - Ensure policies are posted online
 - Provide Telework as a Form of Reasonable Accommodation
 - www.telework.gov

Benefits

- Enables injured employees to continue working in some capacity and return quickly following an injury;
- Decreasing leave by allowing disabled employees and returning service members to work from home.
- Increased productivity and accessibility; and
- Continuity of operations (COOP).



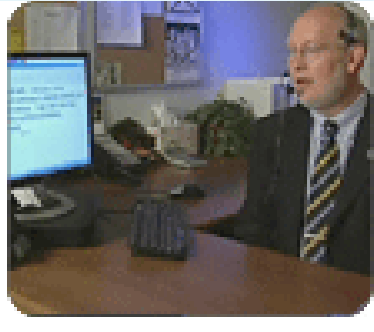
*“When you think about it, the President is really the Teleworker-in-Chief.
He’s connected wherever he goes.”*

- John Berry, Director, Office of Personnel Management

CAP Case Study

Suggested Solutions:

- CAPTEC Needs Assessment
- Speech Recognition
- Telephone headset
- Voice Activated Phone
- Pillow Switch
- Telework
 - Computer
 - Set up and Training



\$0.00
\$695.00
\$49.00
\$90.00
\$39.00
\$2,750.00
\$1,690.00
Total \$5,313.00



CAP Provides Assistive Technology to Eligible Employees who Telework.

- Agency-supported Laptop Computers, Printers, Fax Machines, Copiers or All-in-One Devices;
- Appropriate assistive technology
 - Alternative Keyboards, Pointing Devices, Document Holders
 - Closed-Circuit Televisions, Screen Magnification Software, Screen Reader Software;
 - Agency-approved Speech Recognition Software and Video Phones.

CAP Initiatives

CAP supports federal employees throughout the employment lifecycle, including: recruitment, placement, promotion, and retention of people with disabilities and wounded service members. [Learn More about CAP's Initiatives](#)>



Search

▼ Submit Request Form

Complete an [online accommodation request](#).

Recent News



The new and revised WRP Central is now up and running. WRP Central provides information on employment, WRP events and additional tools for WRP students, coordinators and hiring officials. It also provides WRP participants on how to request accommodations from CAP. If you have any questions, please contact Jeffrey Dallos, jeffrey.dallos@tma.osd.mil.

On March 5, CAP along with our partners at the Office of Personnel



Resources

- Agency Disability Program Managers
- Agency Telework Coordinators
 - http://www.gsa.gov/Portal/gsa/ep/contentView.do?contentType=GSA_BAS_IC&contentId=8707
- CAP Website
 - www.tricare.mil/cap
- Department of Labor
 - Office of Disability Employment Policy www.dol.gov/odep
 - Job Accommodation Network www.jan.wvu.edu
 - Disability.Gov www.disability.gov
- Equal Employment Opportunity Commission www.eeoc.gov
 - EEO Policy Guidance www.eeoc.gov/policy/guidance.html



CAP salutes our partners and customers on our 20th Anniversary. We look forward to working with you in the future to recruit, place, accommodate, train and retain people with disabilities and wounded Service members to achieve our goal in making the Federal government a model employer.