# Career Transition Readiness Guide for

# Providing Disability-Related Information

## PRH Requirement: During Career Transition Readiness all students must receive information about workers’ rights and responsibilities including disability accommodations in the workplace (2.4 R2 b; 3.4 R23 k).

*This is a resource guide for instruction between career transition readiness staff and all students. Please ensure students have appropriate knowledge of these concepts through the use of the resources provided in the outline. It is suggested that a packet of information highlighting the essential concepts listed below be provided to the students at some point during career transition readiness.*

1. Students should receive information about workers’ rights and responsibilities.

* [Employment Rights: Who Has Them, Who Enforces Them](http://www.dol.gov/odep/pubs/fact/rights.htm) — [DOL-ODEP](http://www.dol.gov/odep/pubs/fact/rights.htm)
* [CAPE Youth](https://capeyouth.org/) — Center for Advancing Policy on Employment for Youth
* [Disability Employment Guide](https://askjan.org/training/Handouts/loader.cfm?csModule=security/getfile&pageid=1144927&searchID=2574342&pageNum=1) — Job Accommodation Network
* [ADA and Transition: Q & A](https://www.pacer.org/transition/learning-center/laws/ada/transitioning-to-adulthood.asp) — The Parent Advocacy Coalition for Educational Rights (PACER)

2. Students should receive information about how and when to disclose a disability.

* [The 411 on Disability Disclosure: A Workbook for Youth with Disabilities](http://www.ncwd-youth.info/assets/guides/411/411_Disability_Disclosure_complete.pdf) — National Collaborative on Workforce and Disability
  + [Workbook](https://capeyouth.org/wp-content/uploads/sites/9/2021/05/Adult-The_411_On_Disability_Disclosure_for_Adults.pdf)
* [Job Accommodation Website](https://askjan.org/topics/Disability-Disclosure.cfm?csSearch=2574324_1) has tips on disclosure and interviewing techniques
* [Disclosure Decisions: To Get the Job](http://www.worksupport.com/documents/disclosure_decisions.pdf) — Virginia Commonwealth University

3. Students should receive information on workplace accommodation resources.

* [Job Accommodation Network Website](http://askjan.org/corner/vol01iss13.htm) offers information on [Accommodation and Compliance: Low Cost, High Impact](https://askjan.org/topics/costs.cfm?csSearch=2574330_1)

See the [Job Corps Disability Website](https://supportservices.jobcorps.gov/disability/Pages/Transition%20Resources.aspx) for more resources