

2010 Military Health System Conference

High Touch/Ready Assist: Mission, Warriors, Families

Computer/Electronic Accommodations Program

Sharing Knowledge: Achieving Breakthrough Performance

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Department of Defense\CAP



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 81,500 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 Services



- Provide assistive technology and training
- Conduct needs assessments and technology demonstrations
- Provide installation and integration
- Provide training on disability management and on creating an accessible environment
- Support the compliance of federal regulations
- Assist in the recruitment, placement, promotion and retention of people with disabilities and Wounded Service Members

Equip with AT Solutions



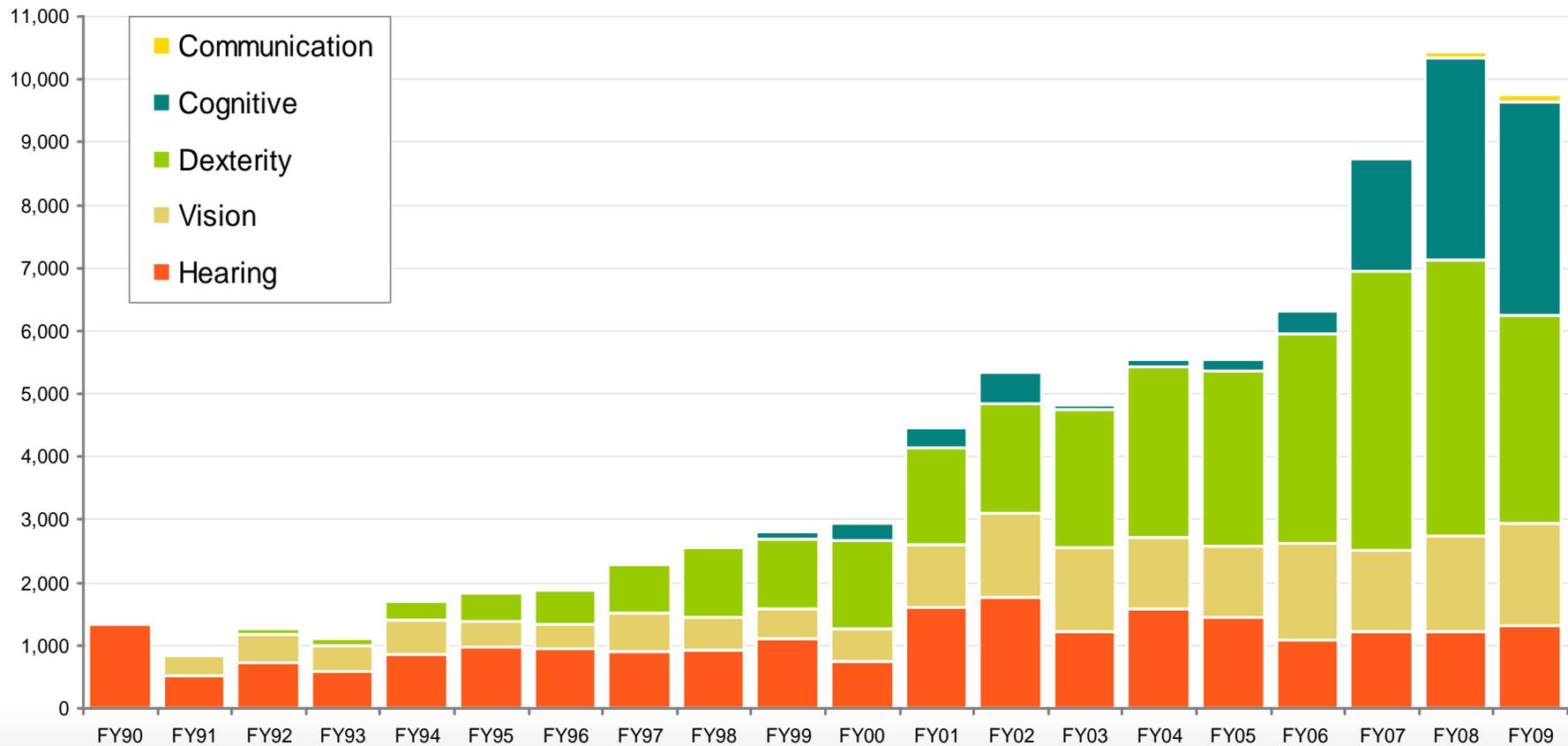
- Dexterity Impairments
 - Alternative keyboards, input devices and voice recognition software
- Vision Loss
 - Screen readers, Braille terminals, magnification software, CCTV's
- Hearing Loss
 - Assistive listening devices (ALDs), personal amplification devices, TTYs, videophones, captioning services
- Cognitive Impairments/TBI
 - Cueing/memory aids, literacy software, screen readers and ALDs



CAP Accommodations Profile by Disability (FY90 - FY09)



81,638



CAP Technology Evaluation Center (CAPTEC)



- Assist individuals and supervisors in choosing appropriate computer and electronic accommodations
- Wide variety of assistive technology
 - VTC capability
 - Tours
- Located in the Pentagon (2D1049)
 - 703-693-5160 (V)
 - 703-693-6189 (TTY)



Recruitment: Workforce Recruitment Program



- Co-sponsored by the Departments of Labor and Defense
 - Federal agencies
- Wide range of occupations
- Diverse workforce
- CAP covers the cost of accommodations for all WRP students participating in any Federal agency
- www.wrp.gov

A screenshot of the Workforce Recruitment Program (WRP) website. The header features the text "WORKFORCE RECRUITMENT PROGRAM" and "WRP" in large letters. Below this is a navigation bar with tabs for "Home", "Employers", "Students", and "Disabilities". The main content area includes a "Welcome to the 2008 Workforce Recruitment Program for College Students with Disabilities (WRP)" section. This section contains a "Register Now" button and a "Sign In" button. To the right of the "Sign In" button is a "sign in" form with fields for "email" and "password", and a "Sign In" button. Below the "Sign In" button is a "Forgot your password?" link. The main content area also contains several paragraphs of text describing the program, including a section titled "Annualy, trained WRP recruiters from federal agencies conduct personal interviews with interested students on college and university campuses across the country." and a section titled "The WRP is a recruitment and referral program that connects federal sector employers nationwide with highly motivated postsecondary students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs." The bottom right corner of the page contains a disclaimer: "Disclaimer: This is a U.S. Government computer system. U.S. Government computer systems are provided for the processing of official U.S. Government information only. All information contained on this system is owned by the Department of Labor and the Department of Defense and may be monitored, intercepted, recorded, read, copied, or reprinted."



Placement: Schedule A

Hiring authority to appoint persons with disabilities - 5 CFR § 213.3102 (u)

- “... mental retardation, severe physical disabilities, or psychiatric disabilities”
- Non-competitively appoint and convert
- Permanent, temporary or time-limited appointments
- Appointments are in the excepted service
- Two-year probationary period mandatory
- ABC’s of Schedule A available at www.tricare.mil/cap



Wounded Service Members Initiative



- **Support:** Recovery and Rehabilitation
 - DoDI 6025.22: Integration of CAP and AT into the Military Health System
 - CAP is now partnered with 55 MTFs
- **Equip:** Assistive Technology
 - Provided 14,100 accommodations
- **Empower:** Employment
 - Participate in DoD Hiring Heroes Career Fairs www.cpms.osd.mil
 - Hire Heroes USA www.hireheroesusa.org
 - Wounded Warrior Project www.woundedwarriorproject.org
 - America's Heroes at Work www.americasheroesatwork.gov



Placement: Veterans Hiring Preferences Veterans Recruitment Appointments (VRAs)



- Helps qualified veterans with physical disabilities obtain employment
- Federal managers can appoint an eligible veteran without competition
- Veterans with service-connected disability of 30% or more
- Recently separated from active duty service within the last three years
- www.usajobs.gov/veteranscenter/





www.tricare.mil/cap

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Disabilities Accommodation Solutions Employment Needs News & Events

CAP Goes Green

CAP Director, Dinah Cohen, has challenged CAP's staff, vendors, and customers, to do the right thing and shift to more sustainable practices, launching the "CAP Goes Green" initiative. CAP has outlined specific objectives requiring stakeholder support and participation to ensure our success. [Read about how you can participate>](#)



CAP Goes Green



Next

Search

Submit Request Form

Complete an [online accommodation request](#).

- ▶ Complete Needs Assessment
- ▶ Browse Assistive Technology

Recent News



CAP is now on Twitter! CAP will "tweet" about upcoming events and conferences, assistive technology, disability legislation and much more. Follow CAP on Twitter at www.twitter.com/DoDCAP.

The U.S. Department of Labor announced "Expectation + Opportunity = Full Participation" as the official theme for October's National Disability Employment Awareness Month. For more information, please visit <http://www.dol.gov/odep/>.

Upcoming Events



[QUAD Conference](#) | September 02, 2009

[CAP Training](#) | September 17, 2009