

U.S. Department of Labor  
Office of Federal Contract Compliance Programs  
Presents

# Workforce Solutions Conference & Resource Fair



Friday, October 19, 2012  
San Francisco Federal Building  
90 7<sup>th</sup> Street, San Francisco, CA

## AGENDA

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| 8:15 – 9:00 am   | <b>Registration</b>   |
| 9:00 – 9:30 am   | <b>Opening Session</b><br><b>Introduction</b> <ul style="list-style-type: none"><li>o <i>Hea Jung Atkins, District Director, OFCCP, Greater San Francisco/Bay District Office</i></li></ul> <b>Welcome</b> <ul style="list-style-type: none"><li>o <i>William Smitherman, Pacific Regional Director, OFCCP</i></li><li>o <i>Anthony Sauer, Director, California Department of Rehabilitation</i></li></ul> <b>Keynote</b> <ul style="list-style-type: none"><li>o <i>Kathleen Martinez, Assistant Secretary, US Department of Labor, Office of Disability Employment Policy</i></li></ul> |
| 9:30 – 9:50 am   | <b>Success Stories</b> <ul style="list-style-type: none"><li>o <i>Bryan Bashin, CEO, Lighthouse for the Blind</i></li><li>o <i>Jeff Mason, HR Director- Supply Operations &amp; Paige Lindley, Employment Manager, Norcal Safeway</i></li></ul>   |
| 9:50 – 10:35 am  | <b>Presentations</b> <ul style="list-style-type: none"><li>o <b>Linkages:</b> <i>Molly Buchsieb, Compliance Officer, OFCCP</i></li><li>o <b>CBO Partnership 101:</b> <i>Shelley Norris-Alvarez, Director of Employment, Buckelew Programs; Hasian Sinaga, Director of Vocational Services, Hire-Ability; &amp; Michael Schocket, Director, Caminar Jobs Plus.</i></li></ul>   |
| 10:35 – 10:45 am | <b>Break</b>  |

# AGENDA

- 10:45 – 11:30 am      **Presentations (Con't)**
- **Disability in a Transformational Age:** Gary Karp, Writer & Speaker on Disability Awareness
- 11:30 – 12:00 pm      **Resource Fair**
- 12:00 – 1:00 pm      **Lunchtime Plenary\***
- **Accommodation Ideas and Resources:** Beth Loy & Linda Batiste, Principal Consultants, Job Accommodation Network
  - **Federal Hiring and Schedule A:** Ann Jennings, Rehabilitation Counselor & Aine Casey, Employment Coordinator, California Department of Rehabilitation
- \* Light lunch provided thanks to the San Francisco Federal Executive Board Disabled Opportunity Council.*
- 1:00 – 2:30 pm      **Workshops (Choose One)**
- A Best Practices in Recruiting & Hiring Individuals with Disabilities:** Cindy O'Hara, Senior Trial Attorney, EEOC; Dr. Patrick Nooren, Executive Vice President, Biddle Consulting Group, Inc.; Paige Lindley, Norcal Employment Manager, Safeway; Jeff Mason, HR Director – Supply Operations, Safeway; and Carmen O'Keefe, Program Manager, Vocational Rehabilitation Services
- B Job Matching 101 - Windmills Disability Awareness Training:** Aine Casey, Employment Coordinator; Karey Santilena, Vocational Rehabilitation Counselor; and Christine Randolph, Senior Vocational Rehabilitation Counselor, California Department of Rehabilitation
- C Reasonable Accommodations - The Interactive Process in 6 Easy Steps:** Jane Kow, HR Law Consultants
- 2:30 – 3:00 pm      **Ask the Directors**
- William Smitherman, Pacific Regional Director, OFCCP, Anthony Sauer, Director, California Department of Rehabilitation & Michael Baldonado, San Francisco District Office Director, EEOC
- 3:00 – 3:30 pm      **Resource Fair**
- 3:30 pm      **Adjourn**



# Workshop Descriptions

**Workshop A: Best Practices in Recruiting and Hiring Individuals with Disabilities**

Learn the do's and don'ts of hiring from an expert panel, including appropriate questions to ask during the hiring process from EEOC Senior Trial Attorney, Cindy O'Hara; how and why to use employment test validation from Dr. Patrick Nooren, Executive Vice President, Biddle Consulting Group, Inc.; how to conduct job analysis from model employer Safeway Norcal; the challenges faced by applicants with disabilities from Carmen O'Keefe, Program Manager, Vocational Rehabilitation Services; and much more.

**Workshop B: Windmills Disability Awareness Training**

Windmills Training has a proven twenty-seven year history of assisting those with and without a disability to understand better the culture of disability in the workplace. During this interactive workshop you will learn how to evaluate, on a case-by-case basis, each job match with a person with a disability and understand how assumptions about persons with disabilities may impact employment decisions.

**Workshop C: Reasonable Accommodations: The Interactive Process in 6 Easy Steps**

This interactive program will provide easy to follow, step by step instructions on how to properly provide reasonable workplace accommodations for employees with disabilities. Attorney Jane Kow, of HR Law Consultants, will teach you how to engage in an "interactive dialogue" with employees to obtain essential information about their functional capabilities, work-related restrictions and need for reasonable workplace accommodations, without running afoul of the Americans with Disabilities Act (ADA) and the Family and Medical Leave Act (FMLA). This session will utilize real world examples drawn from court cases involving employees with disabilities.

## Contact OFCCP

The Department of Labor is committed to providing its customers — America's employers, workers, job seekers and retirees — with clear and easy-to-access information on how to comply with federal employment laws.

For compliance assistance information or quick answers to questions about OFCCP, please visit our web page at [www.dol.gov/ofccp](http://www.dol.gov/ofccp).