

**Title IV Section 109 - Training and Services for Employers**  
**CSAVR 2014 Fall Conference Robert Doyle and Kathy West-Evans**

**Section 12. Administration of the Act**

In carrying out the purposes of this Act the Commissioner may ..... provide technical assistance to the designated state units on developing successful partnerships with local and multi-state businesses in an effort to increase the employment of individuals with disabilities.

Also included - self-employment and technical assistance to community rehabilitation providers on competitive, integrated employment

**Section 109 – Previous Language**

Training of Employers with Respect to Americans with Disabilities Act of 1990  
A State may expend payments received under section 111---

- 1) program to train employers on compliance with Title I of the ADA;
- 2) inform employers of the existence of the program and availability of services.

**Section 418 – Training and Services to Employers**

A State may expend payments received under section 111 to educate and provide services to employers who have hired or are interested in hiring individuals with disabilities under programs carried out under this title, including....

(1) providing training and technical assistance to employers regarding the employment of individuals with disabilities, including disability awareness, and the requirements of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) and other employment-related laws;

(2) working with employers to provide opportunities for work-based learning experiences (including internships, short-term employment, apprenticeships, and fellowships), and opportunities for pre-employment transition services; recruit qualified applicants who are individuals with disabilities; train employees who are individuals with disabilities; and promote awareness of disability-related obstacles to continued employment;

(3) providing consultation, technical assistance, and support to employers on workplace accommodation, assistive technology, and facilities and workplace access through collaboration with community partners and employers, across States and nationally, to enable the employers to recruit, job match, hire, and retain qualified individuals with disabilities who are recipients of vocational rehabilitation services under this title, or who are applicants for such services; and

(4) assisting employers with utilizing available support for hiring or accommodating individuals with disabilities.