

## CAP Technology Evaluation Center (cont'd)

Assistive technologies available for evaluation at CAPTEC include the following:

- **Deaf and hard of hearing:** PC-based teletypewriters, assistive listening devices, personal amplification, and video communication devices
- **Blind or low vision:** computer output devices including screen readers, magnification software, Braille terminals, and closed circuit TVs
- **Dexterity disabilities:** computer input devices, including alternative keyboards, pointing devices, and voice recognition software
- **Cognitive disabilities:** talking dictionaries, scanner-reader software, and memory aids
- **Communication disabilities:** word prediction software, text-based devices, and voice amplifiers

## Employment Initiatives

CAP supports federal employees throughout the employment lifecycle, including; recruitment, placement, promotion, and retention of people with disabilities and wounded service members.



If you are a human resource manager or hiring official, CAP can help increase your placement of people with disabilities by eliminating the costs of accommodations.

**Recruitment:** CAP recognizes the talent in the disability community and works with recruitment programs to identify candidates for the federal sector.

*The Workforce Recruitment Program (WRP)* provides summer internships for college students with disabilities. WRP is coordinated by the Department of Labor's Office of Disability Employment Policy (ODEP) and DoD. Each year, trained recruiters interview 2,000 students with disabilities at over 200 campuses across the nation, and develop a database listing

the qualifications of each student. CAP provides the needed assistive technology for the summer interns



to increase accessibility and productivity. Many of these WRP students become full-time federal employees after graduation. For additional recruitment resources,

please visit [www.dol.gov/odep](http://www.dol.gov/odep).

**Placement:** Consider using the *Schedule A* Hiring Authority to recruit and place more people with disabilities. *Schedule A* enables a federal employer to non-competitively hire a person with a disability. In many cases, the candidate is being forwarded to the open positions through a state vocational rehabilitation system. CAP works to link these two organizations to assist federal agencies in meeting their Human Capital Scorecard requirements and to fulfill the important objectives of the Equal Employment Opportunity Management Directive 715. For additional information on federal regulations, please visit [www.eeoc.gov](http://www.eeoc.gov).

**Promotion:** CAP recognizes that part of career advancement is to attend important and necessary training and development courses. CAP provides education, technical assistance, and assistive



technology to government training centers to ensure federal employees have access to training and promotional opportunities. CAP provides these centers with the assistive

technology that will empower employees with disabilities to participate in trainings and enhance their skill sets. For additional promotion resources, please visit [www.ace.org](http://www.ace.org).

**Retention:** CAP works closely with federal organizations to ensure the Federal government retains as many employees with disabilities as possible and accommodates employees that develop disabling conditions. Employees can learn more about how to stay productive and healthy via