

Employment Initiatives (cont'd)

our *Healthy Work Practices Program (HWPP)*. CAP recognizes the positive impact the aging workforce will have in our nation's productivity and creativity—as long as the assistive technology and accessible environments are available for them. As retention issues evolve in today's federal workforce, CAP will continue to tailor our services to meet the needs of our employees in the federal office.

CAP provides education and resources for preventative measures:

- Ergonomic presentations, needs assessments; and
- The *CAP Workplace Ergonomics Reference Guide*.

The *HWPP* assists in reducing the loss of employees via disability, retirement, and to minimize the impact of lost productivity and employee morale because of



Workers' Compensation-related injuries. CAP partners with Workers' Compensation officials to assist claimants in their return to work process by providing assistive technology at their

workplace or Telework location. The *HWPP* provides educational workshops, resources on ergonomics and preventative measures, and accommodations for employees with dexterity disabilities. For additional Workers' Compensation resources, please visit www.dol.gov/esa/owcp_org.htm.

CAP also supports Telework as a form of reasonable accommodation, and the retention of people with disabilities, such as Workers' Compensation claimants, by providing assistive technology and services to ensure productivity. CAP will purchase assistive technology to assist individuals who have developed disabling conditions. If you have a signed copy of your agency's Telework agreement, which allows you to work from home one or more days per week as a form of reasonable accommodation, CAP will provide:

- Computer or Laptop
- Printer, Fax, Copier, or All-In-One Device

For more information, visit www.tricare.mil/cap/Employment_Needs/Telework.cfm, or submit a CAP request form at www.tricare.mil/cap/accom_process/Request.cfm?type=request. Along with your request form, please include the computer specifications that your agency will support.

For additional Telework resources, please visit www.Telework.gov.

Wounded Service Member Initiative

Many of our soldiers, sailors, airmen and marines are returning everyday from deployment in the Global



War on Terror (GWOT) with significant injuries and disabilities. CAP works closely with wounded service members across the nation to ensure they receive appropriate

assistive technology for their needs. Accommodations are available for service members with vision or hearing loss, dexterity impairments, including upper extremity amputees, and communication and cognitive difficulties. CAP is available to provide support and accommodations in the following phases:

Phase 1: Recovery and Rehabilitation: CAP can provide assistive technology to support a service member's medical recovery and rehabilitation at Medical Treatment Facilities (MTFs) throughout the nation.

Phase 2: Transition: CAP works closely with therapists, providers, case managers, and military liaisons to increase awareness of assistive technology. CAP also provides services to housing and training facilities at various MTFs, in addition to supporting hiring initiatives and career fairs.

Phase 3: Employment: CAP can provide assistive technology and accommodations free of charge for internship and/or permanent employment within the Federal government.

Visit the CAP Wounded Service Members Website at www.tricare.mil/cap/wsm.