

FACT SHEET



SERVICES FOR PEOPLE WITH DISABILITIES

The California Employment Development Department (EDD) is committed to enhancing employment opportunities for people with disabilities. As part of the America's Job Center of CaliforniaSM (AJCC), the EDD provides universal access for service, thus ensuring that all job applicants with disabilities receive job opportunities equal to those of other job applicants. Assistance is also provided to job seekers with disabilities who need additional services to become qualified for employment.

Services for people with disabilities include, but are not limited to, referrals to job openings or training, vocational counseling, job search assistance and workshops, testing, and referrals to supportive services in the community.

Who is Considered a Person with Disability?

The federal non-discrimination law, called the Americans with Disabilities Act, recognizes a person with disability if he/she:

- Has a physical or mental impairment that substantially limits one or more of his/her major life activities (caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working); or
- Has a record of such an impairment; or
- Is regarded as having such an impairment.

California has its own employment specific non-discrimination law for people with disabilities that provides a broader definition of "disability." The Fair Employment and Housing Act recognizes a person as disabled if he/she:

- Has a physical or mental disability that limits (i.e., makes the achievement of the activity difficult) one or more major life activity (construed broadly to include physical, mental, and social activities and working); or
- Has a history of such an impairment known to the employer; or
- Is incorrectly regarded or treated as having or having had such an impairment; or
- Is regarded or treated as having such an impairment, or has such an impairment that has no presently disabling effects, but may become a qualifying impairment in the future.

Coordinated Placement Services

The EDD works with the California Committee on Employment of People with Disabilities (CCEPD), the California Department of Rehabilitation (DOR), and many other agencies to coordinate job placement services. This coordination ensures that services which assist the job seeker with a disability are provided by the appropriate specialists.

In some local areas the EDD, working closely with the DOR, provides specialized services to identify and assist people with disabilities for transition into permanent employment. This collaboration offers one-to-one assistance with job placement and other employment related referrals. The EDD and DOR staff provide job leads and employer contacts. Both entities can serve as intermediaries with employers before and during employment.

In many AJCCs, the EDD provides a Disabled Veteran's Outreach program, which was established by Congress to meet the employment needs of veterans with disabilities.

Another coordinated service is reflected in the yearly observance of October as "National Disability Employment Awareness Month." This observance gives statewide emphasis to employment of people with disabilities. This special month is primarily supported in California through the coordinated efforts of the EDD, CCEPD, DOR, and local service organizations for people with disabilities.

For More Information

For more information about the EDD services for people with disabilities, visit www.edd.ca.gov.

The EDD is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.