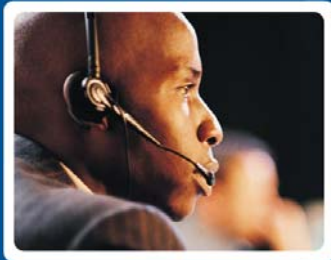




Computer/Electronic
Accommodations
Program



Demonstration of Assistive Technology



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USDA TARGET Center

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DoD CAP

Real Solutions

Employment Lifecycle

- Recruitment
- Placement
- Promotion
- Retention
- Accommodations





Employment Lifecycle

Recruitment and Placement

- Recruitment process must be accessible
- Provide accommodations
- Have accommodations in place when employment begins



Retention

- Aging Workforce
- Healthy Work Practices Program
- Workers' Compensation
- Telework
- Wounded Service Members



CAP's Wounded Service Members Initiative

- “Support. Equip. Empower.”
 - Support: Recovery and Rehabilitation
 - Equip: Assistive Technology
 - Empower: Employment
- FY08 Accomplishments
 - DoDI 6025.22: Retention of assistive technology (AT) after separation or medical retirement from active service
 - Provided 4,586 accommodations





USDA TARGET Center

- USDA one-stop disability resource center
- Offer Services in 3 major areas:

Accessibility

Computer Based Assistive Technology

Ergonomics

Workplace Assessments and recommendations

Education

Training on just about anything that impacts the employment of persons with disabilities



USDA TARGET Center

- TARGET Web Connect
 - Web based uses commonly installed software to allow for live two way communication
 - Can be used for Ergonomic Assessments, training, workshops, or demonstrations



Dexterity Impairments Conditions

- Dexterity Disabilities
 - Repetitive stress injuries
 - Paralysis
 - Digit or upper-extremity amputation
 - Nerve damage
 - Shoulder and/or neck injuries
- Dexterity Assessment
 - Review range of motion
 - Gross and fine motor skills
 - Use of one/two hands
 - Previous typing skills

Dexterity Impairments

Potential Solutions

- Alternative Keyboards & Pointing Devices
- Keyboard Enhancement Systems
- Keyboard Trays and Document Holders
- Speech Recognition Software and Training
- Headsets and handsets





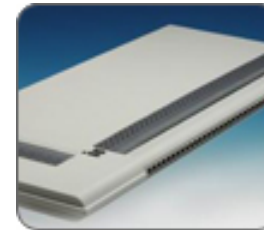
Vision Loss Conditions

- Blind/Low Vision
 - Legally blind
 - Difficulty seeing characters on screen or printed page
 - Blurry vision
 - Eye fatigue
 - Ocular trauma
 - Ocular nerve damage

Vision Loss

Potential Solutions

- Voice Output
 - Screen readers and training
 - Scanner-readers
- Braille Devices
 - Terminals
 - Embossers
- Portable Notetakers
- Print Enlargers
 - Closed Circuit TVs (CCTVs)
 - Screen magnification software





Hearing Loss Conditions

- Deaf/Hard of Hearing
 - High/Low Frequency
 - Tinnitus
 - Trauma to tympanic membrane
 - Trauma to bones of middle ear
 - Trauma to inner ear

Hearing Loss

Potential Solutions

- Assistive listening and amplification devices
- Amplified and voice carry over telephones
- Telephone ring signaler
- Teletypewriters (TTYs), PC-based TTY modems, networked TTYs
- Closed captioning equipment for in-house videotapes





Cognitive Impairments Conditions

- Cognitive/Communication
 - Traumatic Brain Injury (TBI)
 - Post Traumatic Stress Disorder (PTSD)
 - Post Concussive Syndrome
 - Paralysis of vocal cords
- Cognitive/Communication
 - Difficulty focusing on printed or spoken information
 - Difficulty understanding verbal information
 - Remembering activities of daily living
 - Vocal intensity

Cognitive Impairments Potential Solutions

- Cognitive / Learning
 - Word prediction software
 - Literacy software
 - Speech recognition software
 - Screen readers
 - Cueing and memory aids (PDAs)
 - Assistive listening devices
- Communication
 - Amplifiers
 - Augmentative communication devices





CAP Background

- CAP was established in 1990 as DoD's centrally funded program to provide accommodations
- National Defense Authorization Act
Assistive Technology Accommodations Program
(10 U.S.C. 1585 SEC. 1102)
“The Secretary of Defense may provide assistive technology, devices, and services... to ... any department or agency of the Federal Government...for its employees with disabilities...upon request of the head of the agency.”
- Partnerships with 65 Federal agencies



CAP Services

- Provide assistive technology and training
- Conduct needs assessments and technology demonstrations
- Provide installation and integration
- Provide training on disability management and on creating an accessible environment
- Assist in the recruitment, placement, promotion and retention of people with disabilities and Wounded Service Members



CAP Mission

To provide assistive technology and accommodations to ensure people with disabilities and Wounded Service Members have equal access to the information environment and opportunities in the Department of Defense and throughout the Federal Government



CAP Technology Evaluation Center (CAPTEC) Needs Assessments/Technology Demonstrations

- Assist individuals and supervisors in choosing appropriate computer and electronic accommodations
- Wide variety of assistive technology
 - VTC capability
 - Tours
- Located in the Pentagon (**2D1049**)
 - 703-693-5160 (V)
 - 703-693-6189 (TTY)





CAP and CAPTEC

- In FY08, 271 needs assessments were conducted at CAPTEC
- In FY08, CAPTEC served 1,950 customers
- Since opening in 1995, CAPTEC has served more than 24,000 customers
- Since inception, CAP has filled 71,882 requests for accommodations
- Over 10,000 accommodations filled in FY08



www.tricare.mil/cap



[Disabilities](#) [Accommodation Solutions](#) [Employment Needs](#) [News & Events](#)



Real Solutions For Real Needs

Welcome to the Computer/Electronic Accommodations Program (CAP). CAP provides assistive technology and services to people with disabilities, Federal managers, supervisors, IT professionals, and Wounded Services Members. "We buy it, we pay for it, we get it to the users, it's just that simple." — Dinah Cohen, CAP Director. [More >](#)



CAP Spotlight

November has been designated by the Department of Defense as Warrior Care Month. The observance is designed to inform military members and their families about the many programs that are, and will be, available to assist wounded warriors. For more information please visit www.warriorcare.mil.

Search

CAP Tools

- [Complete Needs Assessment](#)
- [Browse Assistive Technology](#)
- [Submit Request Form](#)

Wounded Service Members

CAP supports Wounded Service Members (WSM) by providing needs assessments, assistive technology and training throughout all phases of recovery and transition to employment.

Recent News



We want to remember our dear friend and leader Ms. Judy Gilliom who served as the leader in DoD on disability policy and achievements. For the official DoD press release, please visit <http://www.defenselink.mil/news/newsarticle.aspx?id=51533>.

CAP and EEOC hosted "Two Percent by 2010: Attainable/Sustainable Disability Employment Goals". The symposium highlighted the initiatives and what is needed to advance the employment of people with disabilities and disabled veterans in the Federal government. If you were not able to attend but would like additional information on the event, please visit www.tricare.mil/cap/getfit.

The U.S. Equal Employment Opportunity Commission (EEOC) issued a new question-and-answer guide aimed at promoting the hiring and advancement of individuals with disabilities in federal government employment. The new publication is available on the EEOC's web site at www.eeoc.gov/federal/qanda-employment-with-disabilities.html.

Other Assistive Technology Centers

- Department of Education's Assistive Technology Program
- Department of Housing and Urban Development's Assistive Technology Program
- Department of the Interior's Accessible Technology Program
- Department of Transportation Disability Resource Center
- Department of Veterans' Affairs Adaptive Training Program
- EPA's Assistive Technology Center
- General Services Administration's Center for Information Technology Accommodations (CITA)



Real Solutions Assistive Technology - Accommodations

TARGET Center

- (202) 720-2600
- www.usda.gov/oo/target

Computer/Electronic Accommodations Program

- 703-681-8813
- www.tricare.mil/cap

