



**The Computer/Electronic
Accommodations Program**

www.cap.mil



Support. Equip. Empower.

The Computer Electronic/Accommodations Program (CAP) provides assistive technology (AT) and accommodations to support individuals with disabilities and wounded, ill and injured Service members throughout the Federal Government in accessing information and communication technology. CAP helps remove barriers to federal employment by eliminating the cost of assistive technology, in support of federal law, including the Rehabilitation Act of 1973.

Customer Eligibility

If you have a disability and are an employee of the Department of Defense (DoD), CAP federal agency partner or a wounded, ill or injured service member, you are eligible for CAP services.

CAP Customers Are...



Non-DoD
Partner
Civilians

DoD
Active Duty
Military

Nat'l Guard
& Reserve
Forces

DoD
Civilian
Personnel

CAP provides:

- Assistive technology – *free of charge*
- Individualized needs assessments*
- Demonstrations of assistive technology
- Disability education and awareness
- Online training library

To learn more about CAP services, visit www.cap.mil.

* CAP assesses the needs of our customers on a case-by-case basis. A comprehensive needs assessment expedites the identification of effective solutions.

Accommodation Solutions Are...

Assistive technology and services used to maintain, increase or improve the functional capabilities of individuals with disabilities and wounded, ill and injured Service members.





CAP Technology & Evaluation Center

The CAP Technology & Evaluation Center (CAPTEC) is a demonstration and assessment facility located in the Pentagon. Individuals seeking information to address accessibility challenges can visit CAPTEC to compare various technology solutions.

CAPTEC Services

Needs Assessment

CAPTEC provides personalized needs assessments to federal employees with disabilities and wounded, ill and injured Service members. The assessment process expedites the identification of appropriate AT solutions and is an important part of CAP's accommodation process. Assessments can be conducted at CAPTEC or remotely.

Assistive Technology

Assistive technologies on display at CAPTEC include:



Vision: screen readers, magnification software, Braille displays, and closed circuit televisions



Communication: prediction software, text-based devices, and voice amplifiers



Cognitive: cueing and memory aides, notetakers, and speech recognition software



Hearing: assistive listening devices, telephone amplification devices, and videophones



Dexterity: computer input devices, including alternative keyboards, pointing devices, and speech recognition software

Education and Demonstration

At CAPTEC, managers and supervisors can learn how AT enables employees with disabilities to have equal access to the information environment and be effective members of the workforce.

Medical/rehabilitation professionals can see how AT can provide support and accommodate those who have sustained an injury in the course of employment or military service.

Technology demonstrations and needs assessments can also be conducted via video teleconferencing.

To schedule an appointment at CAPTEC, contact cap.captec@mail.mil.



CAP Initiatives

CAP supports the employment lifecycle by providing accommodations and support services. For human resource managers or hiring officials, CAP helps increase placement of individuals with disabilities by eliminating the cost of accommodations. We help individuals with disabilities and Service members **come to work, stay at work, and return to work.**

Come to Work

Workforce Recruitment Program: Sponsored by DoD and Department of Labor, WRP provides temporary or permanent employment opportunities to college students and recent graduates with disabilities. CAP provides assistive technology for WRP participants. To learn more visit www.wrp.gov.

Schedule A Hiring Authority: Schedule A is the fastest and most efficient way to hire qualified individuals with disabilities. For more information, visit www.opm.gov/disability.

Stay at Work

Telework: CAP ensures equal access to telework programs by providing accommodations to support federal employees with disabilities who work from alternate locations. CAP can evaluate the needs of employees with disabilities and purchase assistive technology that will allow them to be more productive, whether they perform their duties from the office or a remote site.

To learn more about the federal government's telework initiative, visit www.telework.gov.

Work Life Wellness Program: CAP assists in reducing the loss of employees via disability or retirement. Furthermore, utilizing CAP prevents existing conditions from worsening and helps employees stay productive and healthy.

Return to Work

Workers' Compensation: CAP partners with employers and injured workers to help beneficiaries return to work by providing assistive technology at their jobsite or telework location.

Service Member Initiative: CAP provides AT to support Service members, whether they are wounded, ill, injured, have functional limitations, or transition to federal employment. Additional information is provided on the next page.

To learn more about CAP's portfolio of initiatives, visit www.cap.mil.



GOAL

The Federal Government becomes **the model employer** of people with disabilities and wounded, ill, and injured Service members.



Service Member Initiative

CAP educates wounded, ill and injured Service members to increase awareness and availability of AT. Once the appropriate AT has been identified, CAP provides the solutions, free of charge, to support the Service member's required duties.

Through our Service Member Initiative, CAP provides:

- Free AT and training
- Individualized needs assessments
- Training for medical and support personnel

- Accommodations for internships or vocational activities performed while still on active duty

For wounded, ill and injured Service members who are assigned to a military treatment facility (MTF) or wounded warrior program for recovery and rehabilitation, CAP works with medical providers, therapists, case managers, and military liaisons. Integration of AT into the rehabilitation and recovery process greatly improves outcomes and increase future employment opportunities.



For Service members with functional limitations who are still on active duty but not assigned to a MTF or wounded warrior program for recovery and rehabilitation, CAP works directly with them and their direct supervisor or commander to identify and provide effective AT solutions.

Accommodations and training are available for Service members with injuries and limitations that have caused:

- Dexterity impairments
- Cognitive difficulties
- Vision loss
- Hearing loss

Visit www.cap.mil/wsm to learn more.



In support of DoDI 6025.22 establishing policy for assistive technology programs in the Military Health System, CAP works closely with wounded Service members across the nation to ensure they receive effective AT solutions.



CAP Online Tools

CAP offers a number of online tools to help customers, including:

Request an Accommodation

Individuals who are unsure of their needs may complete an online assessment. Individuals who already know the technology or services they require may fill out an online request for accommodation solution(s).

Browse Common AT Solutions

Customers can view commonly requested assistive technology solutions to maintain, increase, or improve their ability to successfully perform their job or seek employment.

Online Newsletter

Our quarterly newsletter, CAPtions, provides program updates, resources, and much more.

Listserv

Sign up to receive information on disability initiative events and news direct to your inbox.

Online Training Library

A series of online training modules to help federal employers understand how simple and beneficial hiring employees with disabilities can be.

Assistive Technology Videos

A series of short videos to demonstrate available assistive technology.

Quick Tips

A series of short videos to help answer CAP's most frequently asked questions.



Webinars

A series of webinars to share the CAP training experience with our customers and stakeholders around the world.

Workplace Ergonomics Reference Guide

A reference guide to help employees stay healthy and productive.

CAP App

Stay up to date on new assistive technology, disability events and more on the go!

Social Media

Stay connected with CAP on Facebook, Twitter and YouTube.

Visit our website at www.cap.mil to start using our online tools today!

Stay Connected to CAP



CAP Mailing List

<http://cap.mil/subscribe.aspx>



Facebook

www.facebook.com/DoDCAP



Twitter

www.twitter.com/DoDCAP



YouTube

www.youtube.com/TheDoDCAP



CAP App

<http://cap.mil/newsevents/marketing/mobileapp.aspx>



Computer/Electronic
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Program



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