

>> THE SPEAKER: I want to make an announcement quickly, if you have any question or comment you want to respond or speak out, if you could wait for me to hand the microphone to you because we are recording this, to provide folks who need the recording for accommodations. Okay.

>> MELODY HARRISON:

Are we ready?

Good afternoon  
everyone.

I appreciate being here  
my name is Cheryl Harris  
Harris I'm with the national  
disabilities rights network  
you'll see on the screen it  
says national disability  
rights network.

And just like  
Pennsylvania is the  
disability rights network of  
Pennsylvania, I work for the  
national organization and  
there are 57 other PNA  
programs like disability  
rights Pennsylvania in all 50  
states and territories direct  
of Columbia I can't, American  
somon, Guam Puerto Rico,  
virgin -- Native American, we

have a PNA program that is specific to the Native American consortium. So I work in the national office, I am delighted that they asked me to come to speak to you today and I'm actually, I'm going to speak about Federal employment and schedule a hiring authority.

So -- I don't know if you know what schedule A hiring authority is but we'll get that -- we'll get to that in a minute. It's basically an easy way to get into Federal employment. So I'm going to start off and talk about why Federal employment there's a number of reasons that an individual might consider going to work for the Federal government first is job security.

Okay.

You have a great deal of protections when you work for the Federal government and your jobs are secure.

They also get top salaries in various positions and there's lots of room for advancement.

Because once you're a Federal employee, you can move to other departments and other jobs.

They have generous vacation and health benefits w's a lot of the agencies have on site day cares and they also provide for dependent care benefits if you have like an elderly parent or a child that needs -- child care or day activities a lot of the Federal agencies have those

and a lot of them have right on site. So it's a tremendous benefit in terms of work force.

They also provide a lot of room for flexible work schedules. The Federal government has a number of policies around work force flexibility. You basically can flex your time as long as you put in your 8 hours a day you can start your day at 6:00 in the morning and finish at 2:00 in the afternoon. Or if you want to come in as late as 10:00 in the morning and work until 8:00 at night you have that flexibility.

And another important feature of -- another issue is there's a student loan forgiveness program. That's

not for every single job in the Federal government, but there's an awful lot of jobs if you go to work in the Federal government your student loans for every year of service, that you work for the Federal government, you are forgiven a percentage of those student loans that people take out. So it's a huge benefit and, the last thing is, they're hiring when no one else is hiring. This year they expect to do 200,000 new hires this year.

So -- I thought I would start off with the reasons of why you would want to go to the Federal government.

Let me give you a little bit of historical background. I actually, my specialty and what I do, with

my job is I train and provide technical assistance on employment of people with disabilities and that's across the board. That can be transitioning students, that can be individuals using the ticket to work, that can be welfare mothers who are trying to go to work for the first time I do the broad spectrum the Department of Labor one stops.

But -- Federal employment, and this is a historical perspective, Theodore Roosevelt proclaimed in the State of the union address December 31907 the national government should be a model employer.

We tend to think that you know the disability movement is really sprung up

in the 70s and 80s, but he recognized it back in 1907 and um -- with the rehabilitation act of 1973, which I'm not really going to go into in any detail that was kind of the beginning of the whole concept of nondiscrimination and full inclusion of the people with disabilities. Under the rehab act there's provisions that require Federal agencies must promote call employment opportunities through a continuing affirmative action program, that's one of the few programs that is required. Any affirmative action program in private business or private industry is usually the result of litigation, where they have been found discriminatory and

it's to compensate for past discrimination. However the Federal government has an affirmative action or an affirmative obligation to hire, retain and promote people with disabilities.

Now, the EEOC which is the equal employment opportunity commission, is the entity within the Federal government, that is basically responsible for monitoring how are the Federal agencies doing in employing, advancing and retaining people with disabilities.

And their reports indicate, that despite the initiatives of multiple administrations and efforts of various agencies charged with add Minnesota sistering the programs of the

appointment for persons with the target disabilities, that's what the PWD I'll explain in a minute, has declined each year since reaching a peak of 1.24% in 1993.

This is an extremely discouraging pattern, especially given the fact of all the rights and protections that we've added into law since 1990 with the ADA.

So -- what are targeted disabilities.

Specifically, targeted disabilities are deafness, blindness, anyone who -- as in this language, let me stop for a second. This language is terribly dated. This is not my language, this is language that is taken from

the regulations themselves we'll talk about them in a minute. So some of these terms are actually a little offensive and certainly very politically incorrect in today's -- in today's climate.

However, it's going to take a regulatory change in order to make some of these changes. So I'm giving you the language that currently exists with the caveat that is recently as last -- a week ago Thursday, I provided comment to the EEOC, while they were seeking comment on the new ADA amendments, I talked about the fact that, the ADA amendments were great for nondiscrimination let's talk about non-Grim nation in the Federal government and

use this as the language has to change the other targeted disabilities are missing extremities and distortion of limb or spine.

Partial paralysis or complete paralysis, convulsive disorders and mental retard and mental illness. Those are targeted disabilities that are eligible for employment through the schedule A hiring authority.

Where did these come from?

Back in 1973, when the rehabilitation act passed and it contained the section 503 section 504 provisions, the Federal government basically had up until that point done a survey, where individuals self-report and self

identified if they had a reportable disability. Now, a reportable disability is above and beyond this list I mentioned. A reportable disability could be anything that the individual feels they consider to be a disability and they self-report. The EEOC took a look at those and kind of discussed them, thought them through and basically came up with a list of what they considered to be targeted disabilities, which was a subset of that group, officially recognized by the EEOC beginning December 1979, when I talked with people who have been around in the Federal government and around in the EEOC, the thinking was that these targeted

disabilities were the more significant disabilities.

And that there were -- there was a readily available pool not only of individuals with these disabilities but also organizations that provided support to these individuals and services available to them so that they would actually help the Federal government meet their work force.

So again it's a little bit dated and it goes back onto the early -- to the late 70s. And criteria at the time as I indicated was based on the severity of the disability and the fees I believe of the recruitment and the availability of work force data.

So -- we know, that

certainly since 1979, types of disabilities have changed. Types of services have changed. But nonetheless this is what we're working with. So how is the Federal government doing now in terms of the employment of people with disabilities?

Not very well.

In fiscal year 2008, the participation rate of people with targeted disabilities fell to .88%.

Of the Federal governments which is the lowest participation rate in 20 years.

And the participation rate has declined while the Federal work force has actually grown.

From 1999 until 2008, the total work force

increased by 31031 toes  
12.22%, but the number of  
employees with targeted  
disabilities decrease  
purchased 27,601, in 1999  
to, 24,447, a net decline of  
11.49%. While these numbers  
may not be important, there's  
a lot of information that we  
don't necessarily know from  
these numbers I'll talk a  
little bit about more about  
that, in a minute.

So -- targeted  
disabilities are those  
disabilities the Federal  
government as a matter of  
policy has identified for  
special emphasis and those  
are in regulation.

The reason that there  
is suddenly this huge look at  
Federal employment, is that  
we know that there's going to

be a huge retirement wave coming and based upon available data, there are not enough youth coming up through the system to be able to replace the traditional number of workers that are exiting the employment system so people with disabilities are going to be a very essential part of the labor market.

That combined with the fact that public policy now, is moving in the direction of kind of a work first, where everybody works. Unlike 20, 30, 40 years ago where people with disabilities were not expected to do things, the feeling is, and the movement is, that everybody works just like everybody else.

And the rehabilitation

act that I've mentioned is based on the premise that every person, with a disability, regardless of how significant that disability is, is capable of engaging in an employment outcome provided they are given the proper services and supports. So what we're trying to do now is kind of make all these policies and practices come together and we sure would like to find -- to have the Federal government step up to the plate.

And I put this last bullet it says Federal agencies are are in your locality. I work in Washington DC, so everything in Washington DC, is either pretty much Federal or programs and services that

support that.

But there are a number of hubs around the country that are also very much hubs for Federal employment and Philadelphia is one of those.

They're scattered across the country, but certainly in Philadelphia you have every Federal office you may have everywhere else. They may be spread across the State but they're clearly in Philadelphia.

So -- what is schedule A?

This is the crux of what we want to talk about.

Schedule A is a noncompetitive appointment.

And what that means is that if a Federal agency has a job opening, whether it be a file clerk, or a mail room

person or someone to answer the telephone or a lawyer, that they can actually hire someone directly into that position if they qualify for schedule A.

So the jobs do not need to be advertised.

If -- well let me go through these, I'll kind of explain how it works. For a schedule A appointment, the job does not need to be advertised and, an organization or an agency does not need to wait for the closing date to fill the job. So for instance, if they have posted a position and let's say the closing date was November 30th, but they come across an application and somebody qualifies for schedule A, and they believe

that individual otherwise has the skills, knowledge and ability to do the job, they can take that person immediately put them into the job and not worry about the closing date of the application.

It also -- the schedule A positions do not require a formal job announcement. So if a Federal agency is doing the recruitment out to the disability community or to different agencies and they can identify people through their outreach and recruitment, they don't even have to post a job announcement. They can automatically say, I know Tracey I met with her before, she can do my job and Tracey come to work for me, they can

skip that all together.  
Which is a huge time saver if  
you know anything about the  
Federal employment.  
Agencies can accept resumes  
without job notices.

So the selective  
placement person for each  
hiring agency can be  
gathering over the course of  
the year or, whatever,  
resumes from people with  
disabilities who are seeking  
employment.

Again, generally, the  
broad classifications are --  
my boss would kill me if he  
knew this was on slide,  
mental retardation, the  
national disability rights  
net -- the national  
disability rights network as  
a national organization, has  
made a very consciencelless

decision we do not use the R word anymore.

However, it is the terminology that is still listed in the regulations.

Someone with a severe physical disability or someone with a psychiatric disability.

Okay.

About 3 years ago, the Federal -- the office of personnel management, who is the organization basically responsible for all Federal employment issued some changes in their schedule A regulations.

So the first thing that they did is they combined schedule A appointing authority into one streamline set of regulations.

They also made a clear

distinction on -- in streamlining we'll talk more about what that actually means in a minute, but they actually made a distinction between proof of disability and certification of job readiness.

Certification of job readiness, basically and Laura, I didn't make the words up, it's in the regulation.

I like Laura believe there's no such thing as job ready. If someone has to be job ready to go to vocational rehabilitation, then, they probably didn't need vocational rehabilitation in the first place. That's a different story for a different day.

The requirements now is

that -- the certification of job readiness is what I think in basic terms means you have the skills knowledge and ability to do the job. You know, are you ready to go to work? It's not the kind of thing where you have to wait until you recover from XYZ. Are you ready to go to work now? If you're ready to go to work and -- you meet -- you have proof of disability, then you probably have what you need for that schedule A certification.

And if the applicant does not have certification of job readiness an agency can hire the individual into a temporary appointment to determine job readiness for continued employment.

And what this basically

means is, I call it the benefit of the doubt.

If the individual basically looks like they can do the job, but perhaps they don't have exactly the experience or background that someone is looking for, you can hire them into that position on a temporary basis to basically allow them to demonstrate their ability to do the work.

So that's what I call the benefit of the doubt and for those of us who do employment on a regular basis, these terms are very, very confusing and have a very different meaning to those of us who do the work every day.

But does that make sense?

Um -- that you know, basically you have proof of disability and you want to go to work and -- and you find or hear of a job or seek a particular job, this is where the dreams come back. If you've always wanted to work for NASA you can check the NASA web site you can find out the kinds of jobs that they have available. They're not always open all the time but that's okay. You find out what kind of jobs they have. And then you send your res may to them and you let them know you really want to come to work for them. Or if you have always wanted to work for the IRS so you can be that guy on the other end of the phone, then, you know, this is your

opportunity.

Who can certify  
disability?

Prior to these changes  
back in 2006 there were only  
two entities who could  
certify disability.

And quite frankly, I  
think that was part of the  
problem.

Prior to 2006, only  
qualified rehabilitation  
counselors employed by the  
State, rehab agency or a  
comparable person at the  
veterans administration were  
the only two entities that  
could certify disabilities.

Under the new  
regulations in their hopes of  
simplifying they it can be a  
licensed vocational  
specialist or a counselor,  
state or Federal agency or

direct of Columbia, that issues or provides disability benefits. Certainly the Social Security Administration can do it. I think if I -- click forward yes. Who else can certify, a licensed medical professional. Psychiatrist can verify an individual has a psychiatric disability.

So -- basically doctors can also do that.

Yes..

Let's wait for the microphone please.

>> AUDIENCE MEMBER:

What would autism fall under?

>> MELODY HARRISON:

I'm guessing would fall under the mental conditions.

That is one of the questions that I actually asked the EEOC, because it's

a little different than I think their origin intent, it's the up and coming one. I don't like the terminology they use.

>> AUDIENCE MEMBER:

Thank you.

>> MELODY HARRISON: So each agency ultimately has the right to decide what documentation they will accept, for instance, a licensed audiologist, a clinical social worker, et cetera.

What does job ready and qualified mean?

It just means that you must be able to work.

A qualified individual with a disability is defined as a person who, with or without reasonable accommodation can perform the

essential functions much the job.

And the qualifications can include skills, knowledge and ability to do the work.

Okay.

It's really a pretty basic in terms of -- this is what you have to do, can you do the job, with or without the accommodation.

When they made the changes to the regulations in 2006, they basically included 3 hiring options.

The first is that you're hired into a temporary position and that's like they say in lieu of job readiness certification. If they -- if the hiring agency thinks you can do the job, but they're not really convinced based on either your

interview if you don't interview well, that happens a lot of people don't interview well. But they can certainly do the job.

Or perhaps you don't have a lot of experience, so your resume doesn't reflect past experience. They can hire you into a temporary position.

And temporary, can actually be up to two years. That's the only caveat you still get all the benefits of Federal employment but it delays your permanent hiring status.

You can be hired into a time limited job.

And the time limited job is -- are one of those jobs perhaps let's say with the IRS. Where for six

months of the year they're incredibly busy and their work load Wayne's so they don't really need to keep you on a permanent basis, but they need someone to work for six months and in that case you can be hired into those time limited positions and if you get enough of those time limited positions the chances are good, that someone else in the permanent position is going to leave you can move over. You can be hired permanently when proof of disability and job readiness is provided.

And under all of these 3 hiring authorities, schedule A is called accepted service.

And I -- I'm guessing that when it says accepted

service, you are kind of accepted from the usual hiring process. This is where the language is just horrible.

And all of these can be converted today competitive service after you meet the job requirements.

The new terminology in the regulations actually did define job readiness as the ability to perform duties of the job in a work environment.

And the Federal hiring manager determines if the applicant is qualified to perform the essential functions. It's not different than any other job, you match the skills and abilities to the jobs that are open.

Oh, schedule A the new regs added the term what does likely to succeed mean?

How many people here are likely to succeed I would want everybody to raise their hand because if you don't believe in yourself, no one else is going to.

But it simply states that a person is ready for employment.

And this statement, I added that bullet that says this statement does not put any liability on the counselor, that the -- I have the C word in there -- that the consumer will succeed. Going back to the old process, I said there were only two entities that were able to certify for schedule A, one of them was the State

vocational -- public VR program and the VA system, anyone knows anything about vocational rehabilitation it is an eligibility program, you have to apply, have a physical or mental disability there has to be a reasonable expectation that you'll benefit from vocational rehabilitation services even though that's presumed.

What was happening was schedule A, with vocational rehabilitation, the individual went to VR and said, I would like you to give me a schedule A letter, the VR counselor would say, wait a minute! I don't know anything about you.

I don't know what you can do. We're going to have to make an eligibility

determination, we're going to have to have you go through this vocational assessment, we're going to have to do XYZ in order for us to be able to put our seal of approval so to speak on you, in order to verify to the employer that you're able to do the job. And the point of the new revised regulations were to say, no you don't have to do it. All you have to do is verify disability and have an -- and allow the person to presume that they're going to be capable of doing the job. And that was deliberately done to expedite the schedule A process so that the job that the individual wanted, was probably not going to be open 8 months down the road.

And to get people in

the door quickly.

Okay.

There's a little bit of a caveat with the schedule A terminology but not unlike in the regular job market. The only restriction for job readiness is, if there is not an accommodation for the disability and when it changed to the -- there's not an accommodation to the disability that would allow that individual to do that particular job.

And quite frankly, I can't think of a job in the Federal government where an accommodation could not be made. But I'll give you the most obvious kind of thought that comes to my head. This is certainly one the ADA -- you have to have good visual

acuity to fly a airplane, if you're blind there's no accommodation that will allow you to be a pilot. I cannot think of an accommodation that can't be made that's not reasonable, but -- but it is, possible, that you may have someone with just the perfect disability, that is just counter intuitive to the job.

And if the individual -- the schedule A is basically a letter I have a sample that follows -- if you choose not to include certification of job readiness, so in other words, if the VR agency is only willing to certify that you are in fact a disability -- a person with a disability who has X or Y disability but they're not willing to make a

statement regarding your readiness for work, they don't have to.

And if you choose -- if they choose not to do that the Federal hiring manager has the option to hire the individual on a temporary appointment, so again it just goes back to what I said. It's the benefit of the doubt to get people into employment.

And the absolute advantage for schedule A employment is that, hiring managers can hire people quickly.

And they tend to forget about that.

So here's your sample A letter.

So whom it may concern. This letter serves as

certification that -- I'm going to throw a name in there Johnny, is an individual with a documented disability, identified by the Virginia department of rehabilitative policy and can be considered for employment under the schedule A hiring authority, this funny little number is something that lawyers use. Is 5 code of Federal regulations 213.3102U.

That's legal jargon you don't have to worry about that.

Johnny, less has certification of job readiness in an -- I said for example, office setting for example, food service warehouse is likely to succeed in performing the

duty for the position for which he or she is seeking. Thank you for your interest in considering the individual for employment you may contact me at and contact information.

Here is a slightly different letter.

The first paragraph is still the same.

The second paragraph says Johnny has certification of job readiness in -- warehouse distribution office setting whatever, environment and is likely to succeed in performing the duty of the position for which or she is seeking provided he or she is -- for instance, might list any are restrictions due to the disability such as operating equipment, if the

individual has a seizure disorder or climb ladders that kind of thing. That is the same kind of thing.

The wording is likely -- the wording likely to succeed is stated in the new regulations, issued by OPM I think I said this earlier does not put any liability on the counselor that the consumer will succeed, but simply states that the person is ready for employment.

So -- I'm sorry. That's duplicate. I should have caught that. How do you find Federal jobs?

Wheres some ways. You can go to the official web site of the Federal government, which is USAJOBS.gov and each agency there has a web site.

So even if -- it's a good way to kind of find out what are the positions in the Federal government. Chances are if the Social Security Administration has it, then probably the Department of Transportation has that similar position -- Department of Labor. You can attend Federal job fairs.

They're often available and right now the military particularly seems to be holding them in relation to the base realignment and closure thing I happen to live down in the Maryland border and they're going to be moving to the Aberdeen proving grounds. I see job fairs all the time there.

The -- I can't talk much.

They offer a lot of internships and -- that information is also available if you're interested in Federal employment I would highly encourage you to apply for a summer internship it gives you experience and will get your name known around so people can hire you.

And there are newspapers, such as, the roll call and the Hill, DC papers.

>> AUDIENCE MEMBER: Do you need the letter for the work -- summer work and internships as well.

>> MELODY HARRISON: No. Those are -- those are actually an political process. The question was, do you need the letter for summer internships or summer

employment? And the answer is no.

Those are specifically designed they have programs specifically targeting people with disabilities, they have the Department of Labor runs a program called work recruitment program.

Where they bring you into Federal agencies for the summer -- those are a competitive application and in fact, on those, you want -- you want to specify that you're a person with a disability or you would not qualify for the program.

>> AUDIENCE MEMBER:

Say there was someone with minor disability, who had not been to any program prior to seeking employment, is the schedule A something where

you can just meet with someone and get a letter or you already have to be enrolled in the programs?

>> MELODY HARRISON:

You don't have to be enrolled in a program you have to have someone verify your disability.

But -- you -- you could -- you can have someone verify your disability and then go directly from there to again, you need to know who to contact within the Federal government and you would need to contact the Federal hiring authority for that agency.

>> MELODY HARRISON:

Couple quick thing I'm almost done you can certainly work with your state vocational rehabilitation agency. We

on a national level are trying to work with them to work with us in expediting this process. Any human resource offices. If you go to this web site [www.opm.gov](http://www.opm.gov), office of personnel management you can find a list of selected placement coordinators those individuals their job is to outreach to individuals in the community for schedule A hiring authorities. So again contact them, send them their -- your resume, their job is to then work with the hiring managers within their organization, to find out who has what job opening and see if we can fill it quickly through schedule A versus a competitive process.

And, of course you need

to sell yourselves in your abilities you can only go up from there.

That's me.

>> AUDIENCE MEMBER: I have a question, if you are going you want to get hired under the schedule A, you want to get the letter and, say you can't get the certification of job readiness and they can go get a job, can you get that revised at a later date?

>> MELODY HARRISON: You can, but as long as -- I think as long as you have a resume that shows some skills or past history that's your verification of job readiness your certification. What they're really looking for is do you have the skills and ability to do the job you

don't have to go back to where you got your schedule A letter and ask them to revise it you give them the schedule A letter and you say, and this is my experience and this is why I can do this job.

>> AUDIENCE MEMBER:

Okay. If you do that, are you still likely to be hired as a temporary -- you know -- up to two years.

>> MELODY HARRISON:

Well at a minimum you would still have to work there for a year before it's converted to a full competitive employment. That's really nothing more than a management coding system for the Federal government. It doesn't impact your benefits doesn't impact your pay.

>> AUDIENCE MEMBER:

You could, if you wanted to not get stuck in that two year cycle go back and ask them to recertify you --

>> MELODY HARRISON:

You absolutely could.

>> AUDIENCE MEMBER:

Okay.

>> MELODY HARRISON:

Other thing about schedule A once you're schedule A certified it stays with you. You get hired by the Federal government and you see another job posting or you hear about another job opening you are still schedule A certified, and you could apply for a transfer or a promotion on the same basis using schedule A.

It's not a -- you use it and you lose it. If

you're schedule A eligible that remains with you.

And the hope and the point of that was to make sure that people not only get hired into the Federal government, but that they stay there and they get promoted.

>> AUDIENCE MEMBER: So you would not necessarily need to revise your schedule A certification if you got extra training.

>> MELODY HARRISON:  
No.

>> AUDIENCE MEMBER:  
Extra training or skills.

>> MELODY HARRISON:  
That would come back to the skills, knowledge and ability required for the job but the basic thing is, disability is disability and your

disability is not going to go away. Your IQ is not going to improve by 10 points, once you're eligible it's good.

>> AUDIENCE MEMBER:

Okay.

>> AUDIENCE MEMBER:

While they're asking questions take a few moments to fill out the survey and please remember to indicate if you're a social security beneficiary or not.

>> MELODY HARRISON:

Schedule A is probably the best kept secret in Washington, DC.

Federal agencies don't really know how to use it.

Christine Griffin who was a commissioner with the EEOC is actually moving over to be an assistant director of the office of personnel

management the advocates in DC are working forward to working with to make Federal agencies aware of this authority.

As pathetic as it is, my PowerPoint I did a presentation two years ago, when people Google schedule A my name come up first, I have Federal agencies calling me, saying you know we thought about it, we like to use it, how do we do it, I found that appalling that I'm the person that has to tell them.

>> AUDIENCE MEMBER:  
Can OVR or can they help students get jobs in the Federal government.

>> MELODY HARRISON:  
They can, I don't know -- you know, different VR agencies do a better job with job

placement than other agencies.

But they certainly can.

And -- the emphasis again in Washington, with their national organization which is the State council of administrators for vocational rehabilitation is to bring this to the attention of the VR administrator he's and have them utilize it more.

You're going to get your exercise. This is what call a natural support because I don't really good legs at my conference I have to run the microphone around, when someone else does it, it's great.

>> AUDIENCE MEMBER:

Couple of years ago, 3 or 4 years ago my son got a letter from OVR, stating that he is

having disabilities and eligible to get a job advertised at the Federal government.

Is that letter the letter -- the schedule A and it is still functional --

>> MELODY HARRISON:

Yes, it is still good.

>> AUDIENCE MEMBER: It should be submitted if you're interested in a job? Only after you contact them --

>> MELODY HARRISON: If you submit that with an application, then that allows them to bypass the process. You never want to give away your original letter. Keep that as a copy. Okay.

Because -- you might end up, sadly enough you may end up applying for ten jobs. And but no, once you have

been certified for schedule  
A, that's good for life. So

--

>> AUDIENCE MEMBER:

Good for life. Thank you.

>> MELODY HARRISON:

Yes.

>> AUDIENCE MEMBER:

What if you have a disability  
you've worked outside of the  
Federal system and now, want  
to, you know, get a better  
job and get a Federal job.  
Can you be certified as  
schedule A at that point even  
though you're midstream in  
your work career.

>> MELODY HARRISON:

Yes, absolutely positively.

There is no age limit.

There's no time limit.

A lot of people have  
especially now with the labor  
market a lot of people who

have been previously employed in private industry, and didn't consider Federal employment, and now they have lost their jobs they're just as qualified. It has nothing to do with -- it has nothing to do with you know, it has nothing to do with whether your first job or your last job it has to do whether you're a qualified person with a disability and helping them meet their Federal obligation to employ and advance people with disabilities.

>> AUDIENCE MEMBER:

Thank you.

>> AUDIENCE MEMBER: In order to get the schedule A letter do you have to go through any sort of test for the Federal government I know

the typical person would have to take a test to get into the Federal government.

>> MELODY HARRISON:

No. If you have the schedule A letter is you get to bypass all of that, it's noncompetitive you still want to be able to demonstrate that you have the skills and abilities you don't have to take a test, you don't have to be ranked. And actually the Federal government is pretty much done a way with those tests for most positions any way. Now you're required to submit a narrative, explaining your skills knowledge and abilities.

>> AUDIENCE MEMBER:

Okay. You got that schedule A letter, I know you could go

on the website.