

# PAVE PROGRAM UPDATE

May 2020

## REASONABLE ACCOMMODATIONS AT WORK

Many employers are confused about resources related to accommodating veterans with disabilities. The [ADA National Network](#) recently released a fact sheet that provides an overview of reasonable accommodations in the workplace and includes examples:

- Change job tasks.
- Provide reserved parking.
- Improve accessibility in a work area.
- Change the presentation of tests and training materials.
- Provide or adjust a product, equipment, or software.
- Allow a flexible work schedule.
- Provide an aid or a service to increase access.
- Reassign to a vacant position.

Read more about reasonable accommodations and how to better support individuals with disabilities [here](#).

## SUCCESS STORY: Florence Nonon

In July 2019, Navy veteran Simda Padagnassou worked with PAVE Employment Analyst, Rodney Lee, a retired U.S. Army veteran, and landed a position as a bank examiner with the Federal Deposit Insurance Corporation (FDIC). Thrilled with his new career path and happy with the strong relationship he had formed with Rodney, Simda encouraged his wife, Florence Nonon, to work with PAVE as well.



*"The PAVE program taught me that networking is not meant for only a professional setting but it should be used in our daily lives"*

The PAVE program is proud to support not only veterans, but also their family members and caregivers. Military spouses, in particular, face high unemployment, as it can be difficult to find meaningful opportunities due to frequent relocations.

Rodney and Florence worked together to tailor her resume so it showcased her relevant knowledge, skills and abilities. They also spent time discussing the importance of networking and having a good elevator pitch. These tools turned out to be the key to her next career.

Last month, Florence walked into a UPS store to mail a package. Using what she learned with PAVE, she started a conversation with the manager assisting her. She gave him her elevator pitch and asked about job opportunities with UPS. The manager was impressed with her pitch, asked for her resume and invited her to interview for a position. Florence was offered the position of Sales Associate for a UPS franchise store.

Read Florence's story [here](#)

## IMPACT + OPPORTUNITIES

### 18 Client Placements

- 18 Paid Employment Opportunities

### 118 Total Placements through May



## CLIENT PROFILE

### 15 Veterans/Transitioning Service Members

### 3 Caregivers and Families

### 3 PVA Members



## Minority Veteran Employment

Minority veterans face a 44% higher risk of unemployment than non-minority veterans. This is one of the reasons that minority veterans have been a strategic focus area for PVA's PAVE program.

I encourage you to take the time and read this Department of Veterans Affairs report on inequality among veterans and educate yourself on who our minority veterans are, how their military service affects their post-military lives, and how they can be better served based on insights included in the report. We are steadfast in our commitment to these individuals. You can find the report, [here](#).

- Lauren Lobrano



Paralyzed Veterans of America

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