

Housekeeping

Thank you for attending.

We can not see or hear you. Please put your questions in the chat.

A copy of the slide deck and recording link will be sent out next week.

Ending Survey.



Register with the QR below.



My next webinar will be in partnership with Consolidated Planning Group on November 7th at noon.

Should I open an Able Account?





Demystifying Workplace Accommodations

Betsy Furler



**EVERYBODY IS A GENIUS. BUT
IF YOU JUDGE A FISH BY ITS
ABILITY TO CLIMB A TREE, IT
WILL LIVE ITS WHOLE LIFE
BELIEVING THAT IT IS STUPID.**

-ALBERT EINSTEIN



Introduction

Betsy Furler – CEO and Founder of For All Abilities

Passionate about people working to their strengths

Background – Speech Pathologist, Workplace and Media

Disability Consultant

We all work better when we can use our strengths, feel valued and are efficient and productive.



Introduction

Moving into the workplace can be overwhelming for a young person with special needs. Accommodations, or supports, in the workplace can level the playing field. This session will introduce you to some great ideas for accommodations and methods to figure out what accommodations are needed for the job.

We all work better when we can use our strengths, feel valued and are efficient and productive.

The Importance of Strengths, Needs and Preferences

- How did you choose your profession?
 - Do you think about what you like to do?
 - Do you think about how you like to work?
 - What supports or accommodations do you need at work?
-
- **100% of people work, think and learn differently!**

Match with Great Accommodations

- Think outside the box
- First Then Visual Schedule or Visual Schedule Planner
- Photos for visual instructions (do not forget they will need updating)
- Communication systems
- Text to speech apps
- Alarms/Timers
- Interactive whiteboard apps like Educreations or Explain Everything
- Music
- Noise cancelling earbuds

Meet Mary – Down Syndrome

- Hospital employee
- Cleans and sterilizes equipment
- Follows a routine well
- Knows what all the equipment is called and where it is stored
- Can write labels and fill out a simple form
- Friendly and enjoys helping other people

Accommodations for Mary – Down Syndrom

- Multi modal training
- Individualized training recorded on Educreations
- During training – given a laminated list of equipment with photos both of the equipment and the location of the equipment
- Laminated examples of any forms/labels she has to fill out
- She has scanned and stored this information on her smartphone so it is always accessible

Meet David – Autism and IDD

- Housekeeper at a hotel
- Very good at details
- Great memory
- Good at housework as he grew up helping with household chores
- Reliable and punctual
- Black and white thinker
- Gets to work alone

Accommodations for David – Autism and IDD

- Visuals of all tasks – laminated on a ring
- List/photos of tasks on laminated page to check off
- Timer on his smartphone to make sure rooms are cleaned quickly
- Fast paced music to keep him moving

Meet John – Autism High IQ

- Data analyst
- Great academic skills
- Struggling socially
- Group work is a struggle
- Organization is a challenge
- Sensory sensitivity
- Hygiene issues
- Needs very direct communication



Accommodations for John – Autism High IQ

- Allow solo work if possible
- Use Microsoft OneNote to take notes, store papers and use calendar reminders
- Allow use of earbuds, ear plugs, or headphones when needed
- Schedule periodic check ins for large projects
- Encourage him to meet with his manager on a regular basis to review work and explain any special circumstances
- Multi modal training

Meet Mary Kate – Mental Health

- Meeting planner
- Struggles with getting to work and meetings on time
- Distracted
- Lack of motivation
- Disorganized and easily overwhelmed
- Performance and mood may vary with medications
- May need breaks in a quiet place



Accommodations for Mary Kate – Mental Health

- Training materials that can be reviewed as needed
- Strategic use of calendars and reminders
- Use of OneNote to organize paperwork and notes
- Use of Trello or Notion for organizing projects
- A designated quiet place that she can decompress in if needed



A Few Other Helpful Accommodations

- Lighting changes
- Set structured schedule for the entire day (especially helpful with neurodiversity or mental health challenges)
- Strategic use of music while working
- IBreathe app
- Planned breaks - Pomodoro Technique – Focus To Do App

Benefits to Employers

- Very focused and great with technology
- Reliable with lower levels of absenteeism
- Trustworthy
- Attention to detail and a high degree of accuracy in visual tasks
- Advantageous long-term memory and concentration ability
- Adds diversity of thought to discussions and group work
- Good at multitasking (ADHD)

More Benefits to Employers

- Great problem solvers
- Very loyal
- Creativity, innovation and varied perspectives on how to confront challenges
- Accustomed to adversity – less likely to be affected by changes like COVID



More Benefits to Employers

- Cost-effective solution to address business needs
- Improves customer satisfaction results
- Reduces the recruitment and training costs associated with routinely filling high turnover positions
- Promotes a more diverse and inclusive workplace and enhances employee morale
- Fosters a culture of corporate responsibility
- Federal tax incentives available



Thanks!

Please keep in touch!

Betsy Furler

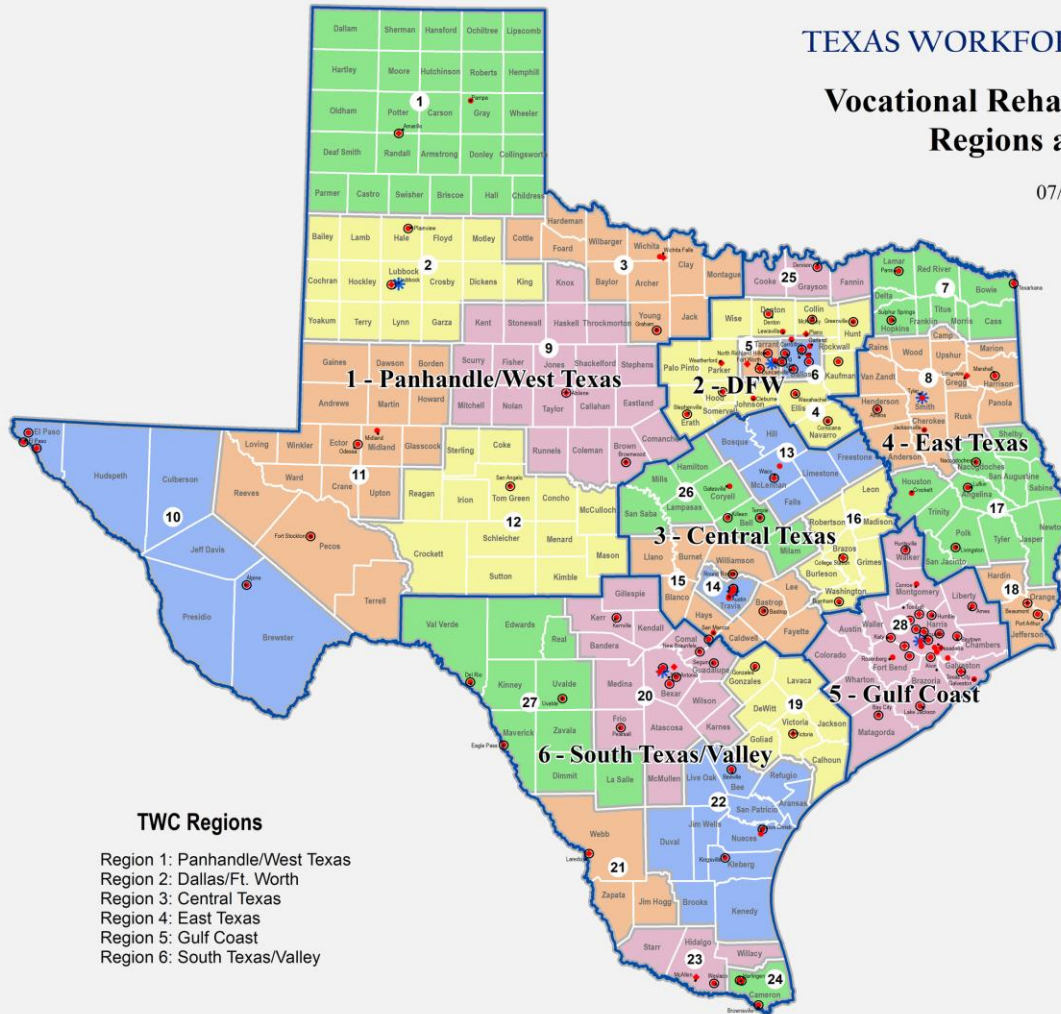
betsy@forallabilities.com

VR & Workforce Offices

TEXAS WORKFORCE COMMISSION

Vocational Rehabilitation Division Regions and Offices

07/29/2021



- City
- ◆ VR Field Headquarters
- VR Field Office
- Integrated with WFS
- ★ VR Regional Office
- County
- ▭ TWC Region
- ▭ LWDA (with color)

Local Workforce Development Areas

- | | |
|-----------------------|----------------------------|
| 1 Panhandle | 15 Rural Capital |
| 2 South Plains | 16 Brazos Valley |
| 3 North Texas | 17 Deep East Texas |
| 4 North Central Texas | 18 Southeast Texas |
| 5 Tarrant County | 19 Golden Crescent |
| 6 Greater Dallas | 20 Alamo |
| 7 Northeast Texas | 21 South Texas |
| 8 East Texas | 22 Coastal Bend |
| 9 West Central Texas | 23 Lower Rio Grande Valley |
| 10 Borderplex | 24 Cameron County |
| 11 Permian Basin | 25 Texoma |
| 12 Concho Valley | 26 Central Texas |
| 13 Heart of Texas | 27 Middle Rio Grande |
| 14 Capital Area | 28 Gulf Coast |

TWC Regions

- Region 1: Panhandle/West Texas
- Region 2: Dallas/Ft. Worth
- Region 3: Central Texas
- Region 4: East Texas
- Region 5: Gulf Coast
- Region 6: South Texas/Valley

**TWC VR
Locator**



**Workforce
Solutions
Board
Websites**



Follow Up Resources

Speakers

Students

Adult VR

Resources

April Martin Student HireAbility Navigator Workforce Solutions
Texoma (Grayson, Cooke, Fannin Counties)
Phone: 903.957.7408
Web: workforcesolutionstexoma.com
Email: april.martin@wftexoma.org

TEXAS WORKFORCE SOLUTIONS - VOCATIONAL REHABILITATION SERVICES
PDF
transition-services-twc

WHAT COMES AFTER HIGH SCHOOL?
Are you a parent of a student with disabilities between 14 and 22 years of age? Do you and your young adult hope a plan for what they'll do after high school?
Texas Workforce Solutions (Vocational Rehabilitation Services (TVRS) and Student Transition Services) can help you prepare a plan for life after high school.
PDF
flyer-vr-pre-ets-students-english-twc (1)

SERVICIOS DE REHABILITACIÓN - VOCACIONAL SOLUCIONES DE LA FUERZA LABORAL DE TEXAS
PDF
vocational-rehabilitation-services-spanish-twc

Contents of the IEP
Wednesday, October 11, 2023
4:30-5:30 PM
Webinar ID:
IDEA BASICS | Writing IEP
PDF
2_Contents of the IEP 10.4.23 PRN JW

SHOULD I OPEN AN ABLE ACCOUNT?
TUES., NOV. 7, AT 12:00 NOON
WEBINAR ID: 874 9137 0352
There are many decisions to be made as you prepare for the future of your special needs family member. Living with disability is often associated with
PDF
2023 11 07 Should I Open an Able Account

TEXAS WORKFORCE SOLUTIONS - VOCATIONAL REHABILITATION SERVICES
Start My VR
Creating opportunities for your abilities

TEXAS WORKFORCE SOLUTIONS - VOCATIONAL REHABILITATION SERVICES

Hiring & You!
Red, White & Blue
Job Fair!
Thursday, November 9th
10 AM - 2 PM

Padlet



<https://padlet.com/aprilmartin3/vr-for-students-families-jf21i7wdt4zvie9o>