



Westchester Institute
for Human Development

<https://www.wihd.org>

Welcome!

Community Support Network Transition Institute 2022



Full time employment for people with disabilities: A discussion about barriers

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WIHD Speaker's Network

My life

I am 25 years old

I was born in Mandeville, Louisiana –
Greater New Orleans Region

I attended Southeastern Louisiana
University – Lions Connected Program

I worked as a shipping manager to
Tactibite
(As seen on Shark Tank)

I currently work part time in the Low
Voltage field

I am an avid New Orleans Saints fan



What I am working towards



**SELF-
ADVOCACY**
your voice matters



- I am looking for a full time job at a company that offers accommodations for people with disabilities
- I am working towards living independently
- I want to get involved in self advocacy and be engaged in conversations with employers about how to best offer employment options to people with disabilities



What's important about having a job?

- I enjoy learning and solving problems at work.
- I like having co workers and making friends.
- Having a job gives me independence.
- It allows me to achieve goals.
- I am able to afford the quality of life that I want in my life.



Do people with disabilities want to work?

More vocational training is fundamental to help students develop the motivation and competencies needed for full time employment.



What makes it hard to keep a full time job?

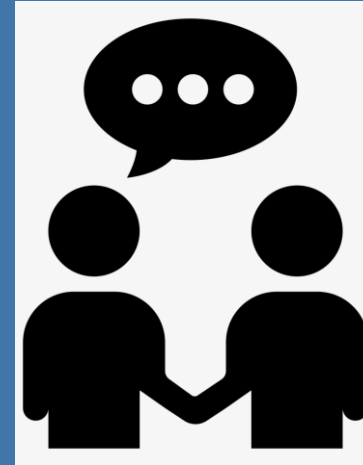
- Let's talk about employment barriers

Being a successful employee – What makes a difference for an individual with a disability?



Transportation Barriers

Flexible Employment



Effective
Communication and
Coaching

Enhanced
opportunities for
relationship building





Transportation Barriers



Major problems with transportation options.

- Unreliable
- Expensive
- Discriminatory behaviors by drivers
- Difficult to coordinate services
- Lack of independence
- Lack of options for driving instruction



Flexible employment can be full-time employment

FLEXIBLE WORK ARRANGEMENTS



Telecommuting

Working away from the office, whether at home or another venue



Flexi-Time

Staff may choose their own starting and ending times within set limits



Compressed Work Week

Staff may work longer hours per workday over fewer days



Part-Time Work



Employee's Choice of Days Off



Job Sharing

2 or more employees sharing one full-time position



Seasonal Work

- Increases ability to recruit and retain top talent
- Reduces unplanned missed work days
- Enhances reputation as an inclusive workplace
- Lowers overhead because of flexible work spaces
- Provides better ability to service all customers



Benefits of Flexible Time

- Increases job satisfaction, loyalty and engagement
- Improves productivity and performance
- Lowers stress
- Reduces environmental barriers for people with disabilities by allowing them to access transportation options at off peak hours

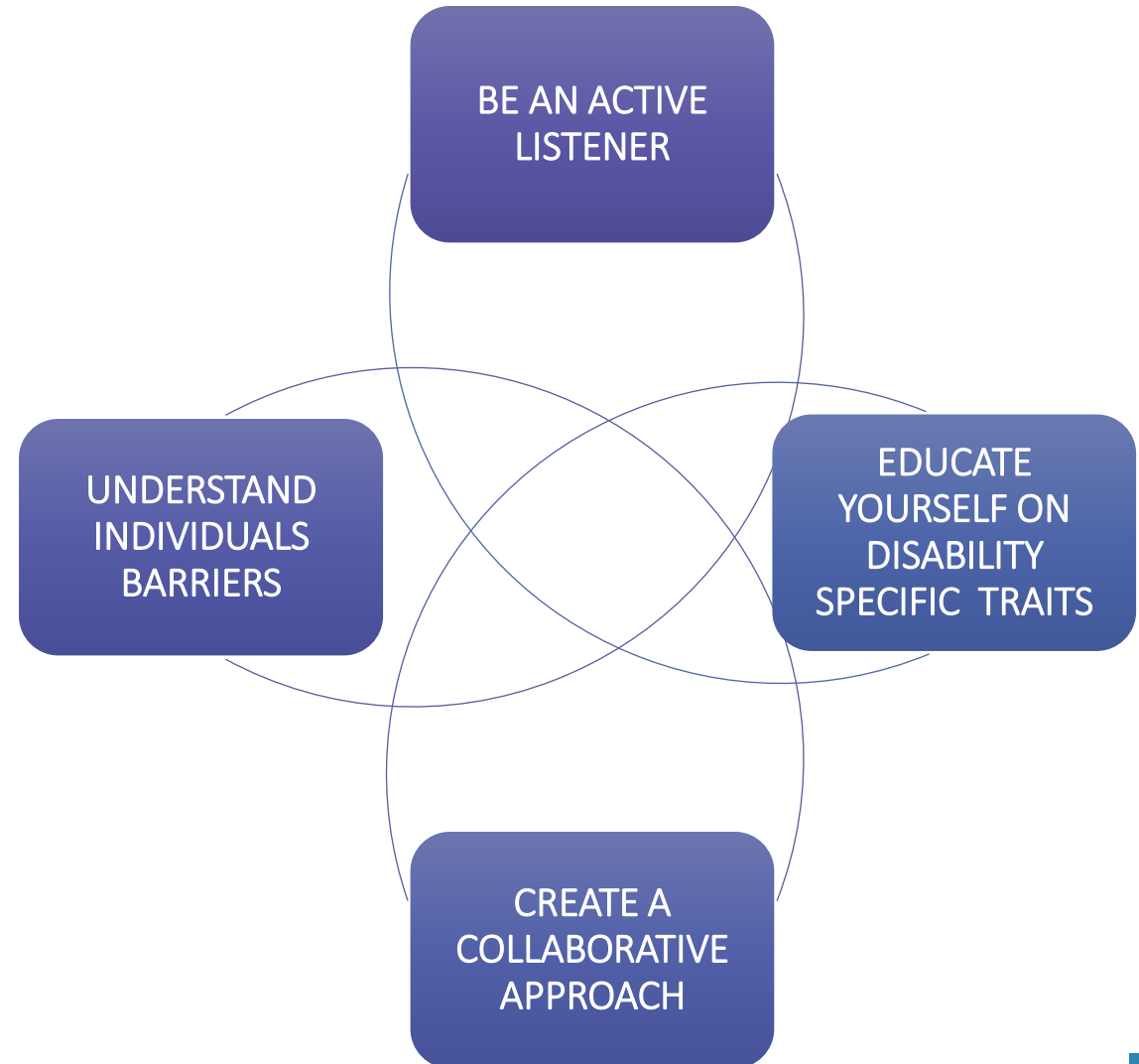
Benefits of Flexible Time



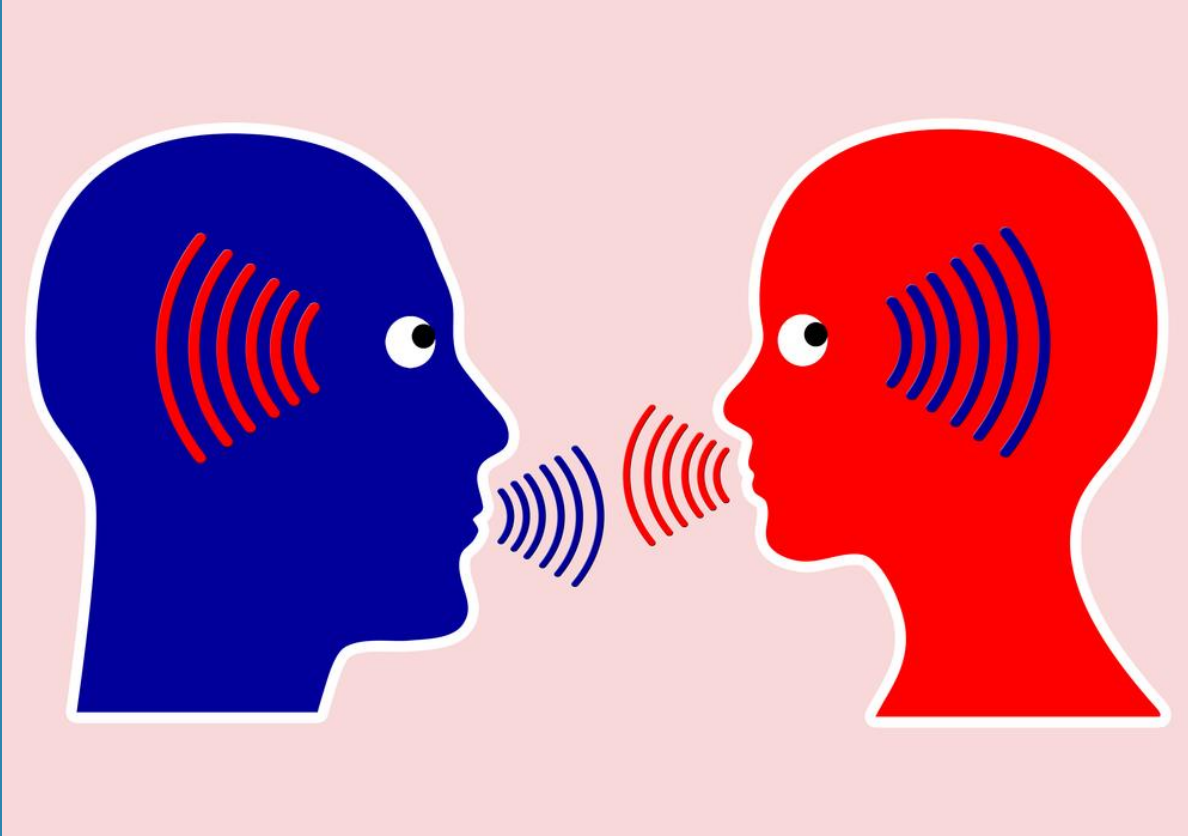
Reasonable accommodation is any change or adjustment to a job or work environment that permits a qualified applicant or employee with a disability to participate in the job application process, to perform the essential functions of a job, or to enjoy benefits and privileges of employment equal to those enjoyed by employees without disabilities.

- providing or modifying equipment or devices,
- job restructuring,
- part-time or modified work schedules,
- reassignment to a vacant position,
- adjusting or modifying examinations, training materials, or policies,
- providing readers and interpreters, and
- making the workplace readily accessible to and usable by people with disabilities.

Coaching and communication in the workplace.

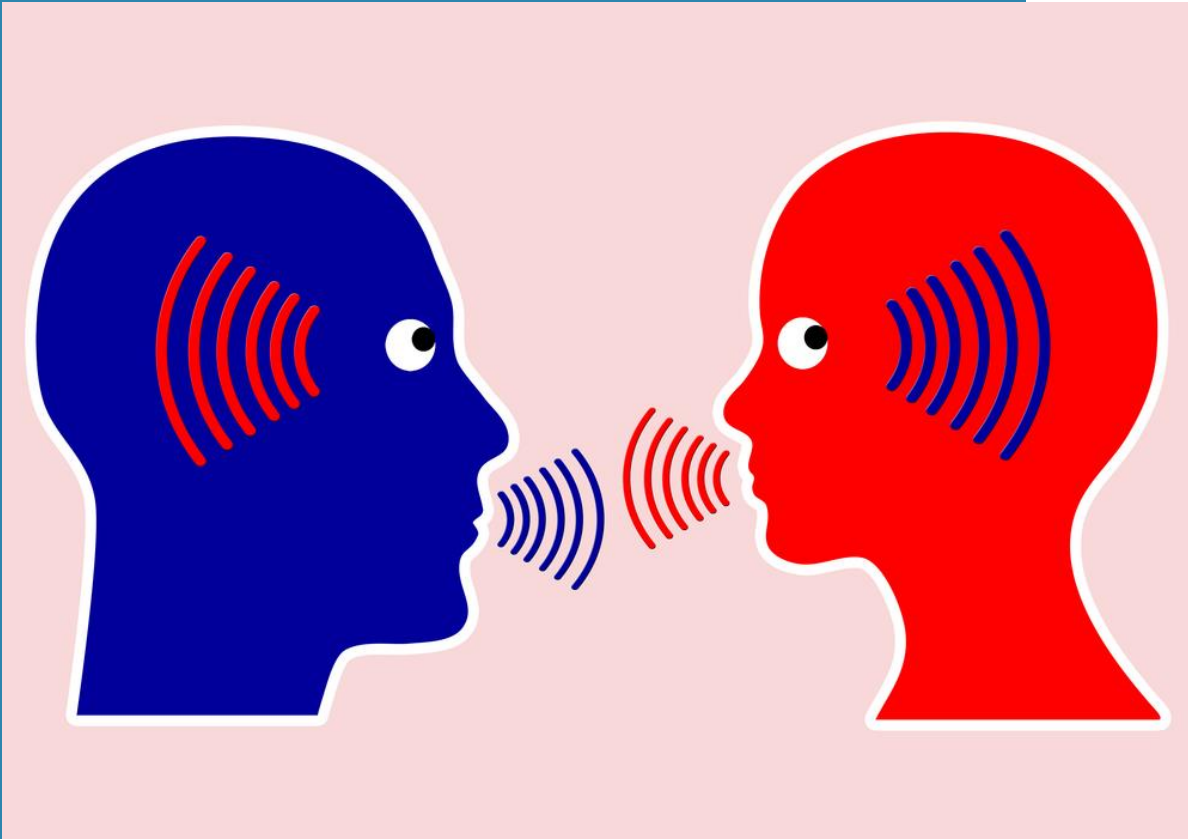


Best practices



- Agree on the issue that needs resolution
- Avoid judging non-verbal cues
- Clarify options
- Show interest- Ask probing questions
- Let the person expand on the topic
- Summarize points of agreement
- Agree on follow up items

Be aware of your own bias



- Avoid statements that can become communication road blocks:
 - “Don’t worry, everyone is a little autistic”
 - “You must be like Rainman or something”
 - “Do you take medication for that”
 - “I have social issues too. I must have Autism”
 - “You seem so normal. You don’t look Autistic”



If a person with Autism starts an argument, it might be because they feel judged or discriminated against.

Stay focused on finding common ground, mutually beneficial solutions and flexibility.

Create effective communication strategies



- Understand the best channel to present information: visual, auditory, oral
- Rely on flexibility when presenting choices
- Be specific about agreed upon outcomes of the interaction
- Follow up timely

Creating a work community



- Clarify how individual performance contributes to the greater goal
- Reward finding common ground
- Acknowledge an individual's effort to adapt and change
- Acknowledge individual's added value to the final plan

PRIORITIES

- 1.
- 2.
- 3.



Have an investigative mindset

- Make an effort to understand why something matters to a person with a disability
- Ask clarifying questions when you are learning about a person's priorities
- Focus on results needed
- Emphasize flexibility when offering ways to solve a conflict
- Follow up promptly on agreed upon decisions

Enhanced opportunities for relationship building.

- Individuals with disabilities might need more guidance and support to build social connections at work
- When we are able to connect with others at work, we are happier employees
- Supported relationship building at work empowers us as self-advocates – we are more willing to ask for help and support





Shaquem Griffin

Every person deserves to feel like a valuable member of a team!

- Give people a chance
- Ask what matters to us
- Make us a part of the conversation
- Inclusivity benefits everyone

Resources

- [Where communication breaks down for people with autism | Spectrum | Autism Research News \(spectrumnews.org\)](#)
- [What To Say & What Not To Say To Someone With Autism | Organization for Autism Research \(researchautism.org\)](#)
- [The Challenges of Living With High-Functioning Autism \(verywellhealth.com\)](#)
- [Arguing: 10 Strategies that Work with Individuals with ASD | Fox News](#)
- [An Overview of the Americans With Disabilities Act | ADA National Network \(adata.org\)](#)
- [Americans with Disabilities Act | U.S. Department of Labor \(dol.gov\)](#)



Questions?

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