

Names: _____

Date: _____

Career Inclusion Solutions Worksheet

Directions – Work with your group members to read each case. Identify the person’s disability and the job tasks that need to be addressed in a successful job accommodation solution. To develop your job accommodation recommendations, use information available on the Searchable Online Accommodation Resource (SOAR) located within the Job Accommodation Network’s (JAN) website. If desired, use the space listed as case six to explore potential job accommodations for a real-life situation involving yourself, a family member, a friend, or a co-worker with a disability.

Case One:

A college student with low vision wants to work at a local coffee stand in order to make extra money for school. He uses computer equipment to magnify printed material for school. The employer is concerned about how the student will manage the cash register when he works solo shifts in the afternoon. The employer is also concerned the student would not be able to read the flavor labels on the variety of flavor mix bottles used for making Italian Sodas.

What is the person's disability?

What are the job tasks to be addressed?

What possible job accommodations would you recommend?

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Case Two:

A baker with mental retardation cannot read or count. The individual has been working with a job coach, but would like to be able to work more independently at baking tasks. The two main challenges are that she cannot read the recipes for the various types of cookie batter she needs to prepare and she cannot count to place a dozen cookies per baking sheet.

What is the person's disability?

What are the job tasks to be addressed?

What possible job accommodations would you recommend?

Case Three:

A foster care social worker with dyslexia has difficulty writing case progress notes and quarterly reports about the children on his case load. The notes are recorded in electronic format on a client data base. The reports are created as Word documents and must follow a specific content template.

What is the person's disability?

What are the job tasks to be addressed?

What possible job accommodations would you recommend?

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Case Four:

A computer programmer with asthma and multiple chemical sensitivity works for a company that recently moved part of their office into a new building space. The programmer began experiencing headaches, respiratory difficulty, and hives after moving to the new building. She suspects the problems are a result of exposure to the fumes from new paint and carpeting materials.

What is the person's disability?

What are the job tasks to be addressed?

What possible job accommodations would you recommend?

Case Five:

A clothing store clerk has a back injury limiting the amount of time he can stand. He typically works eight hour shifts and spends about three fourths of each shift at the cash register. The other time is spent organizing display areas and helping customers locate merchandise.

What is the person's disability?

What are the job tasks to be addressed?

What possible job accommodations would you recommend?

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Case Six:

Describe the situation ...

What type of job is involved?

What is the person's disability?

What are the job tasks to be addressed?

What possible job accommodations would you recommend?