



PRESENTED TO:

2024 Business Success Symposium

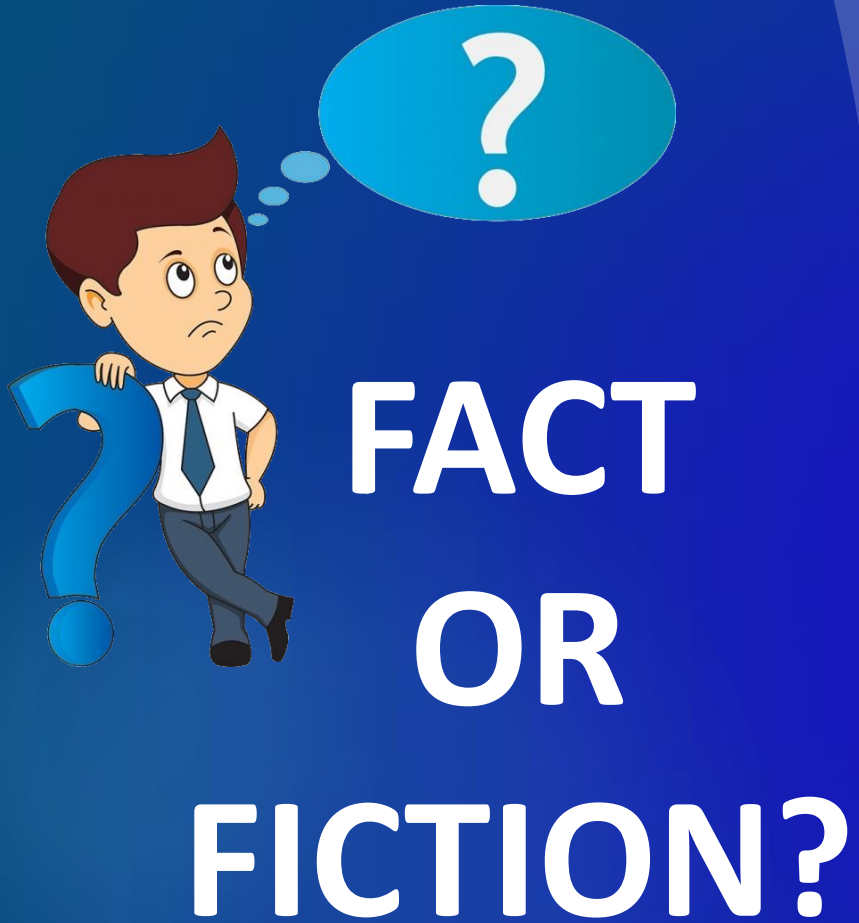
WINDMILLS

CHANGING THE PERCEPTION OF ABILITY

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Put Ability to Work
BUSINESS SERVICES



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When an applicant avoids eye contact with you, in an interview or workplace, it is usually a sign that the person is:



FACT

low self-esteem

B. Evasive or hiding something

OR

C. Nervous or unsure

D. Demotivated



FICTION

F. Any of the above

G. None of the above



When an applicant avoids eye contact with you, in an interview or workplace, it is usually a sign that the person is:

More than just
EXPERIENCE and
EDUCATION

The evaluation of an applicant in an interview involves much more than just experience and education. The face-to-face encounter adds the issue of body language to the equation.

Relying **TOO**
much on **Body**
Language

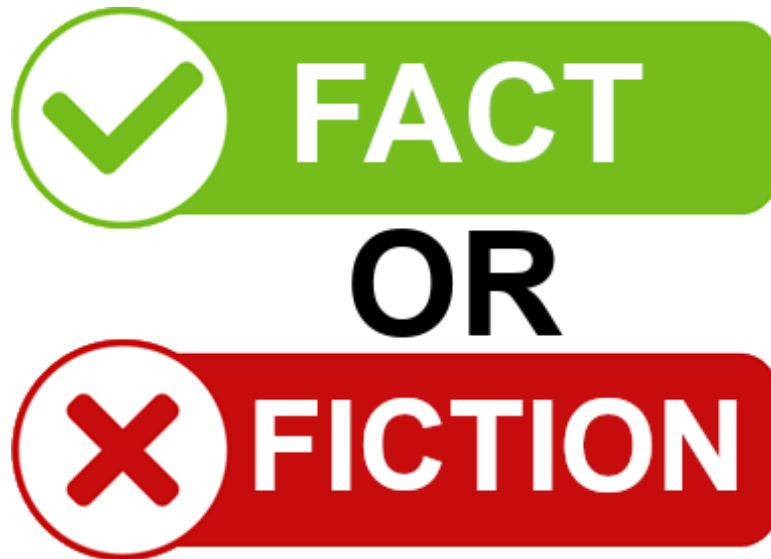
While there is no reason to ignore completely the cues of body language, it is dangerous to rely on them too much. Evaluations of applicants based on body language can be biased due to gender, culture, race, or physical ability.

ANY & NONE of
the Above

Failure to make eye contact could mean any of the above. But it could also mean that the person is from a culture that does not consider looking directly at the eye (some Asian cultures) or believes it is offensive to appear aggressive (some Native American cultures). Or it could mean anything from a physical inability to do so to the fact that they are reading your lips.

**None of
the above**

People with Post Traumatic Stress and Traumatic Brain Injuries cannot return to employment until they are symptom free.



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Never Diagnosed

A significant number of people, including those with post-traumatic stress disorder, are never diagnosed, though those who are most serious and obvious may be awarded compensation for their condition.

Work as PART OF Treatment

Work is not a part of treatment, not after treatment.

Work & Normalization

Work and normalization are not the best therapies for PTSD. Waiting for a person to be cured before returning to work is not an effective strategy.



An individual with a disability should be discouraged from introducing the disability as a discussion topic during the interview or once hired.



OR



An individual with a disability should be discouraged from introducing the disability as a discussion topic during the interview or once hired.

Laws Prohibit Asking, but Disclosure is OK

State and federal laws prohibit employers from making inquiries about health related topics. However, nothing prohibits the applicant from disclosing their disability. Disclosure is an individual's choice however DARS counselors provide guidance and counseling to job seekers on the topic of the pros and cons of disclosure particularly if an accommodation will be required or requested.

Discuss Accommodations

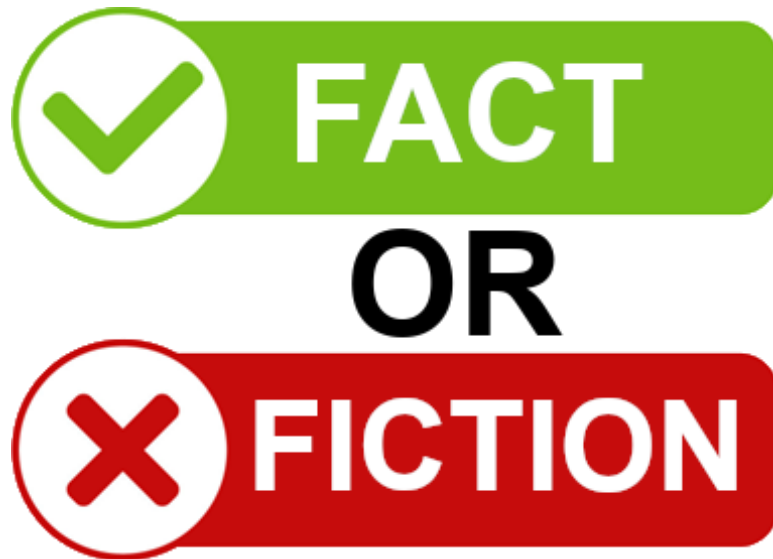
It is advisable to be prepared to discuss the need for an on-the-job accommodation if the person with the disability brings it up.

Relevance Matters

Ideally, discourage any discussion about the disability that is not relevant to the performance of the essential functions of the job.



If a Manager/interviewer has a question about how someone in a wheelchair is going to be able to do an essential function of a job, the Manager/Interviewer must wait to address it until either the employee/applicant introduces the subject, or an offer of employment has been made.

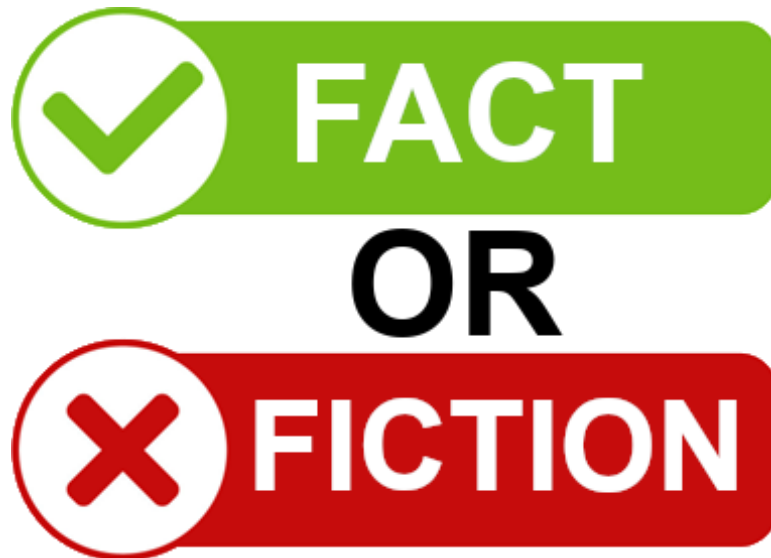


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Each company must determine whether their interviewers discuss an obvious disability in an interview. Employees with a visible disability will participate in the interview process. In the case of a candidate with a disability applying for a job.



If an applicant requests or brings an ASL interpreter to an interview, it is a good indication that he or she will need an interpreter on the job.



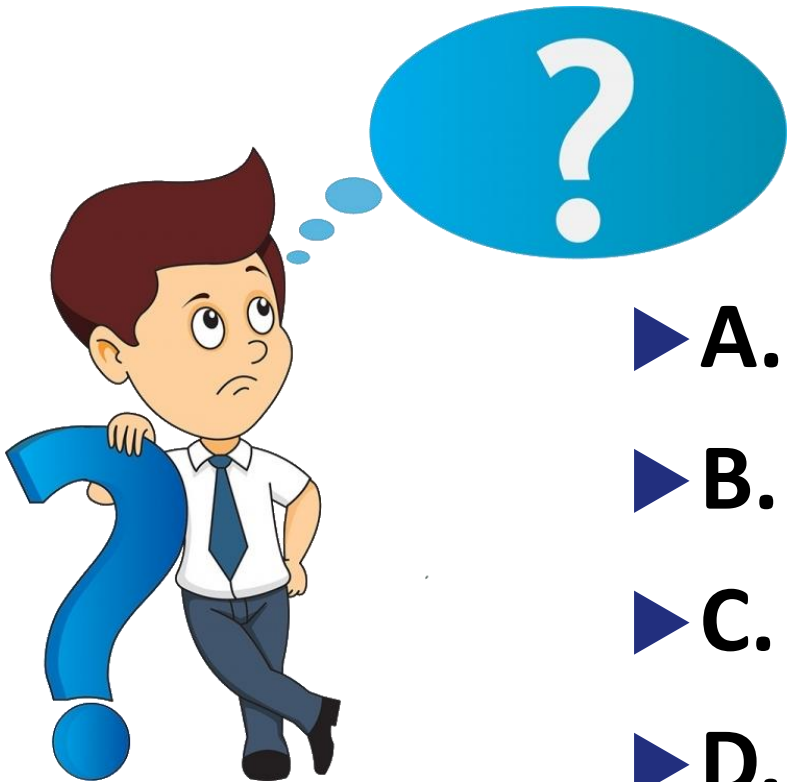
If an applicant requests or brings an ASL interpreter to an interview, it is a good indication that he or she will need an interpreter on the job.

A person who is deaf may have the essential skills to perform the job so an interpreter may not be needed for work tasks.

Consider having an ASL interpreter at Job Interviews, Meetings, Workplace Celebrations, and other meetings that the employee with hearing impairment will need to receive vital information.



The percentage of accuracy for lip reading for people who are Deaf or Hard of Hearing is?



- ▶ **A. 80 – 100%**
- ▶ **B. 60 – 80%**
- ▶ **C. 40-60%**
- ▶ **D. Below 40%**

The percentage of accuracy for lip reading for people who are Deaf or Hard of Hearing is?

Overestimation is Common

The answer will vary depending on how much the person hears as a supplement to lip-reading. However, it is very common for persons who are deaf or hard of hearing to have co-workers overestimate their ability to communicate.

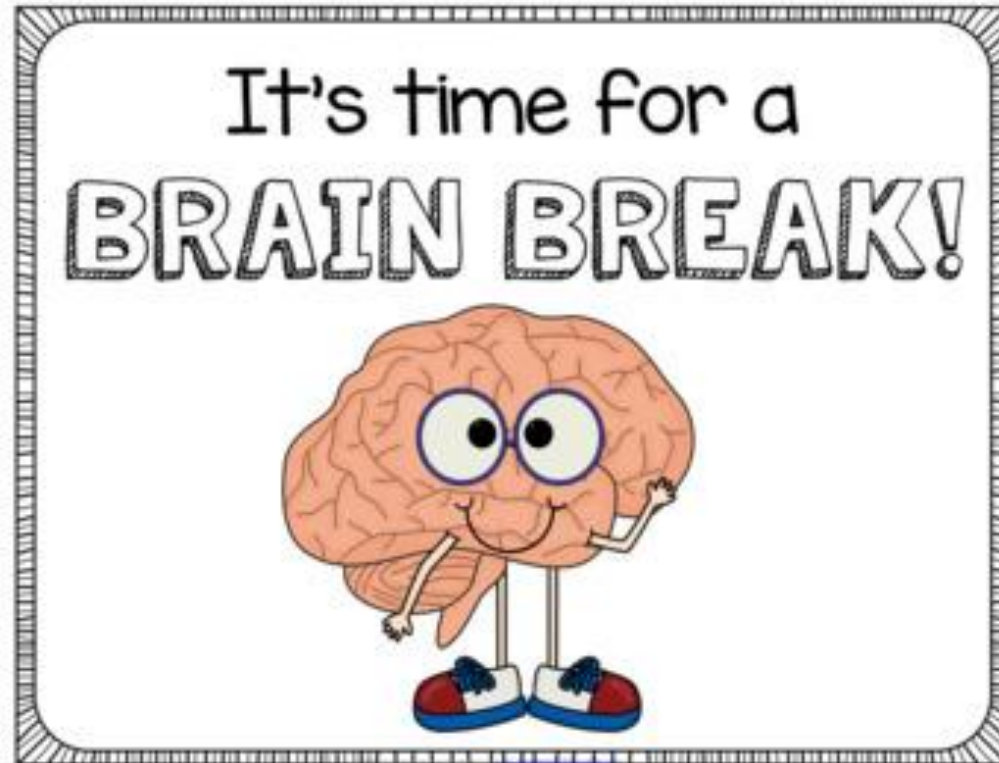
Factors Affecting Quality Can Be **Key** Below 40%

The key is to be sensitive about how things such as distractions, increased numbers of people in a conversation and fatigue can affect the quality of communication.

Communication is Always Critical

Talk to the person to find out what the needs are. Create an open atmosphere where the person feels free to come to you with requests or suggestions for accommodations. Make no decisions without the input and involvement of the person with the disability.

BRAIN BREAK





THINGS PEOPLE WITH DISABILITIES WISH YOU KNEW

BUSINESS SERVICES

Staffing and Recruitment

- Pre-Screened Qualified Candidates
- Training in Workplace Disability Inclusion
- Utilization of Work Experiences for Screening Candidates
- Registered Apprenticeships

Job Retention / Return to Work

- Consult and guidance throughout employment
- Quick Response Coordinator
- Individualized Work Plans and Goals

Financial Incentives

- Workforce Opportunity Tax Credit (WOTC)
- Paid Work Experiences / Internships
- On-The-Job Training Experiences
- Disabled Access Tax Credit

What is your Take Away?



DARS SERVES...

▶ Who May Apply?

- ▶ AGES 14-?

▶ You may apply for DARS if:

- You have a physical, mental, or emotional disability
- The disability keeps you from finding or keeping a job,
- You are willing and legally able to work, and you think our services can help you, and
- You are in the state (living in, working in, or moving to Virginia).
- You receive Social Security Disability (SSDI) or Supplemental Security Income (SSI)
- If you think you have a disability, but have never been diagnosed, you may apply.

CONSUMER SERVICES

- ▶ **Diagnostic** – to identify the impact of the condition
- ▶ **Career assessment** – to determine interests, aptitude and academics with a focus on the disability and its impact on career direction
- ▶ **Assistive Technology & Rehabilitation Engineering** – to develop strategies and ways to “level the playing field”
- ▶ **Training** – to include post-secondary, vocational, job search and retention
- ▶ **Job Development and retention services** – to include job search assistance and support on the job
- ▶ **Job Coach services** – a coach for job search and the maintenance of employment

How to Reach Us

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Training Evaluation



Please take a moment and scan the QR code. We value your feedback as it will assist us in making continuous improvements to our Windmills training.