



Job Accommodation Examples

The Clinical Team
Easterseals Crossroads

Real Life Accommodations

- Names are changed to protect the innocent
- Job
- Diagnosis/Barrier
- Need/Job Duties
- Accommodations

Job Accommodation Examples



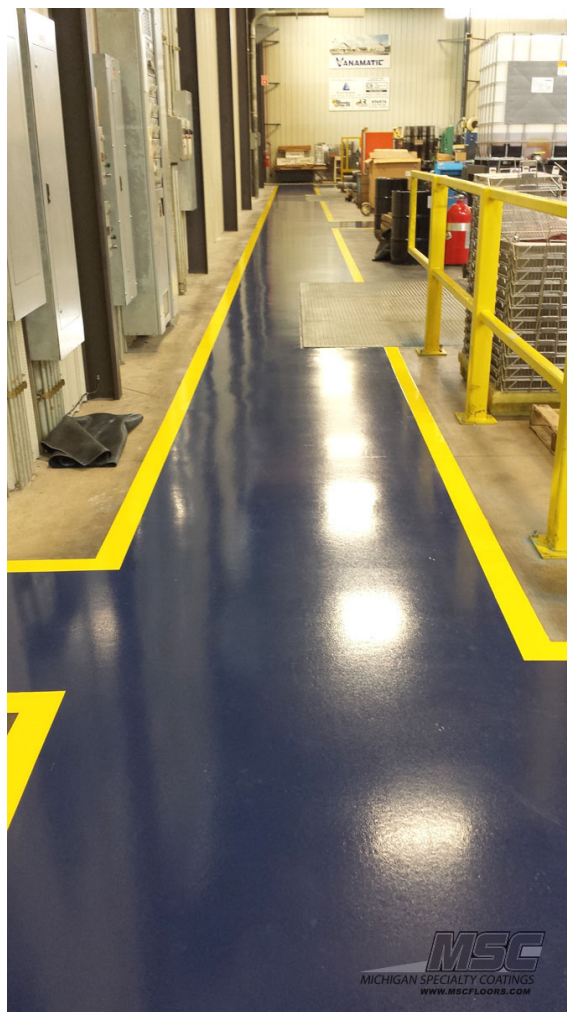
- Worked in Machine Shop
- Visually Impaired
- Inspected pieces on assembly line
- Used handheld magnifier with stand and UV light to check seals on devices while keeping hands free

Stacy – Machine Worker



- Search and Support Coordinator at Call Center
- Blind
- Prescreens job seekers and schedules interviews
- Uses Windows PC, JAWS Professional, earbud and special computer configurations.

Marisa – Call Center



- Manager of Lawn and Garden department
- Visually Impaired
- Scheduling, inventory, ordering, et al.
- High Contrast walkways, large screen monitors for training, specialized cart with Acrobat CCTV Camera

Ken - Manager



- Prep at Pizza Parlor
- Visually Impaired and short of stature
- Making and cutting pizzas, breadsticks and other foods
- Expandable slicer, medical stepping stool, Seeing AI app on iPhone

Tom – Pizza Prepper



- Published Author
- Rare infection caused quadriplegia
- Was dictating to his wife and having her type
- Laptop with Dragon, adjustable mic, over the bed table

Bill – Author



- Bookkeeper/Accountant
- Car accident, lost partial use of upper extremities
- Keeping online accounting information, balancing transactions
- Desktop with Dragon, dual monitors, good microphone

Frank - Bookkeeper



- Receptionist
- Back/neck pain, migraines, circulation, leg discomfort
- Answer phone, greet visitors, filing, et al.
- Ergonomic seating, monitors, stand/sit desk, Dragon, headset, handset lifter, under desk cycle

Jan – Receptionist



- Security guard at trucking company
- Left leg amputee with prosthetic
- Patrol large outdoor area after hours (mostly gravel)
- Specialized track wheelchair

Rodney – Security



- Government employee
- Cerebral Palsy
- Difficulty entering parking garage/other coworkers impatient
- Electric tape measure with keycard attached – second try (first try to was too hard to utilize)

Doug – Mail Clerk



- Chief probation officer in small town
- Multiple Sclerosis
- Difficulty hearing on phone/open office/lots of noise

Can Koozie Noise Cancellation!



Jackson – Law Enforcement



- Clerk in Smoke Shop
- Profound hearing loss/anxiety disorder
- Cannot hear customers at door or drive-up
- Indoor and outdoor Nest Cam connected to cell phone with different vibration patterns

Steve – Customer Service



- Food Service
- T.B.I.
- Lack of stamina, memory loss, trouble staying on task
- FitBit, iPod Touch and Apps for memory, reminders, video modeling and fitness

Jane - Cafeteria



- Coffee Shop Owner
- No Useable Vision/Blind
- Could not identify ingredients, temp milk, work register, see recipes
- Penfriend, iPod Touch, talking scale and cash register, iGrill, bump dots

Chris – Coffee Shop

These are only a few examples

- Lots more out there
- Very important to have evaluation
- What works for one person could make it harder for another
- New tech everyday

Job Accommodation Examples



Questions?

Thank you from the Clinical Team at Easterseals Crossroads

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www.eastersealstech.com

Thank You!