

Holding Engaging Conversations about Work

Services & Supports

**Minnesota Department of Human Services
2016 Informed Choice for Employment Pilot**

The services and supports below are other factors a person with a disability may need to consider when putting a plan for competitive, integrated employment into action. This list is constantly changing as more services/supports and related tips are submitted.

| Service/Support... | Tips |
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| 1. Assistive Technology & Reasonable Accommodations | <p>Assistive technology is any device that helps a person interact with their environment. They can be everything from inexpensive pencil grips to complex technology used for communicating.</p> <p>Minnesota's STAR Program is an excellent resource for more information on assistive technology.</p> |
| 2. Disability Disclosure | <p>DB101's article on Job Supports and Accommodations provides information on disclosing a disability. DB101 notes that disclosing a disability means telling an employer or potential employer that a person has a disability. A person has the right to choose whether or not to disclose a disability.</p> <p>Virginia Commonwealth University notes that effective disclosure can establish a positive working relationship with a person and their employer. Practicing with a close friend, family member, or career counselor can help to increase comfort level and skills. Read the disclosure decision guide to determine what will work best for you.</p> |
| 3. Reasonable Accommodation | <p>DB101's article on Job Supports and Accommodations provides information on reasonable accommodations and requesting an accommodation. A reasonable accommodation is any kind of change or adjustment to the hiring process, job functions, or work environment that makes it possible for a qualified jobseeker or employee with a disability to have equal access to employment and enjoy the same benefits of employment as their peers without disabilities.</p> <p>Although a person doesn't have to make your accommodation request in writing, it is always a good idea to document accommodation requests in case there is a dispute about whether or when the accommodation was requested. One way to document an accommodation request is to make a written request.</p> |

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| | <p>If an employer doesn't have a form, the following in a letter:</p> <ul style="list-style-type: none"> • Identify as a person with a disability • State the request of an accommodation under the ADA (or the Rehabilitation Act of 1973, if you are a federal employee) • Identify specific problematic job tasks • Identify accommodation ideas • Request employer's accommodation ideas • Refer to attached medical documentation, if appropriate <p>Ask the employer respond to the request in a reasonable amount of time</p> |
| 4. Safety | <p>Safety is an important factor, especially when working with a parent whose child has never been alone in a community job without supports. It is important to define what "safe" means. Is there fear of walking out of an open door? Is there fear of being taken advantage of? Once the underlying cause of the fear is defined, supports can be put in place to help mitigate fears.</p> <p>Virginia Commonwealth University gives an example where work plans might include arranging additional support or creating a job where a person is always working alongside a coworker who is aware of their support need.</p> |
| 5. Transportation | <p>As noted by the Virginia Commonwealth University, transportation may be provided for some types of employment. For others transportation can be a barrier to competitive employment. There are a number of transportation options available, some more formal than others:</p> <ol style="list-style-type: none"> 1. Public Transit: public transit includes trains, buses and other fixed route services that go from stops to stops. You can find public transit options at http://www.dot.state.mn.us/transit/riders/ 2. Disability Transportation: this service is often closely aligned with public transit such as Metro Mobility. 3. Private: a person can include transportation in a work plan and in many cases can deduct money from transportation expenses from income when qualifying for cash benefits. 4. Informal Network: a person can leverage their social network to find ride options by trading services or carpooling. 5. Transportation Network: in metro areas a person could use transportation networks such as Uber or Lyft for rides. |