

Tips for Service Providers Working with Students with Disabilities



The following are a list of guiding questions that can be used with students who would like to discuss their disability and/or disability related needs in the workplace. You and the student do not need to have the exact answers to everything! Use some (or all) of the following questions as a guide to assist the student in reflecting about their needs during employment.

Initial Exploration Questions

- Have you noticed anything related to your stamina, fatigue or anything else that may influence the number of hours you work per week?
 - If so, what strategies do you use to manage your energy levels?
- Have you had previous work experience?
 - If so, what worked well for you and what did not?
- Ideally, what do you want your work environment to look like?
 - E.g. busy, laid back, quiet, hands-on supervisor/hands-off, individual/team-oriented
- Based on your review of the job descriptions, responsibilities/tasks, and the skills required for the position, are there any concerns you have related to your ability to fulfill those responsibilities?
 - E.g. does the job require that you work long hours, have dexterity, prolonged concentration?
- What skills do you possess that will be of benefit to the position? How might your disability be an asset?

Accommodation Exploration Questions

- Are there accommodations you may require to participate in an interview?
 - Consider physical, assistive technology, environmental modifications (i.e. lighting), alternative format (skype, phone, in person), screening tests accommodations (i.e. extended time, scribe, receive questions in advance)
- How might the size of the organization impact the supports available to you?
 - E.g. One-on-one check in's? Access to IT department? Does it have a HR or Occupational Health department?
- If an accommodation is required to fulfill job tasks, have you considered how you might approach this with an employer?
 - If not, do you need more support in preparing for this?
- What accommodations do you already use at the Post-Secondary that might be useful in the workplace? Are there additional accommodations that you don't use in Post-Secondary that may be helpful in the workplace?
- Is there anything you can think of that would be a deal breaker for you in a job or at a workplace?