



Service Providers' Guide to Working with Students with Disabilities

The following are lists 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 on their needs during employment.

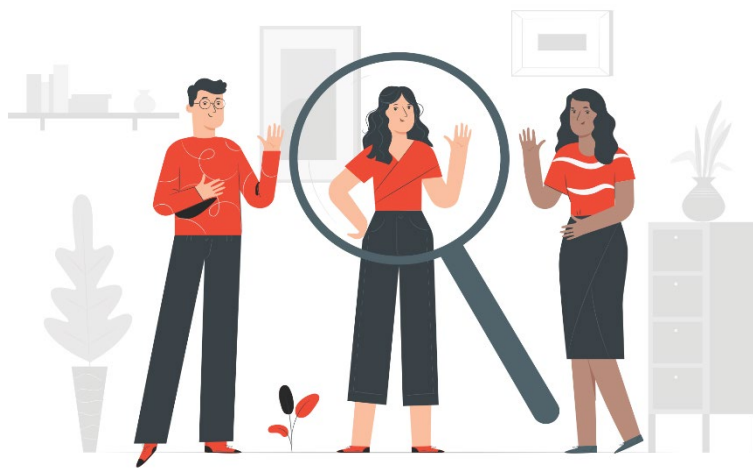
Initial Exploration Questions

- 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?
 - For example, busy, laid-back, quiet, hands-on hands-off supervisor, 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?
 - For example, 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 (e.g., lighting), alternate format (e.g., Skype, phone, in person), screening test accommodations (e.g., extended time, scribe, receiving questions in advance).
- How might the size of the organization impact the supports available to you?
 - e.g., One-on-one check-ins? Access to the IT department? Does it have an 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 institution that might be useful in the workplace? Are there other available accommodations that you don't currently use that may be helpful in the workplace?
- Is there anything you can think of that would be a dealbreaker for you in a job or at a workplace?





References

Carleton University, Accessible Career Transitions Program. "[Accommodation](#)." Accessed June 17, 2023, carleton.ca/career/job-search-support/students-with-disabilities/accomodations/

University of Guelph, Co-operative Education & Career Services "[Academic Accommodations Translated into Employment Settings](#)," Accommodations. Updated February 2019, recruitguelph.ca/cecs/students-alumni/students-disabilities/accommodations

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