Are You Accessible? How to Accommodate Individuals Who Have Disabilities

Beth Lulgjuraj, MS/EdS
Margie L. DeBroux, MS
Sarah Lucas Hartley, MS/EdS
Jill A. Lumsden, MS/EdS

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Outline

- Importance
- Discussion
- Accommodating Disabilities
- Building Relationships
- Developing and Evaluating Technology-based Resources
- Question & Answer
Why is This Important?

FSU Career Center

Year

- 2001: 0.68
- 2002: 0.77
- 2003: 1.01
- 2004: 1.35
- 2005: 2.09

Percentage

0 0.5 1 1.5 2 2.5

2001 2002 2003 2004 2005

Year
Why is This Important?

- Employment Rate (ages 16-64) (Cornell, 2000)
  - Sensory: 48.9%
  - Physical: 33.7%
  - Mental: 30.7%
- Overall, 37% of people with disabilities, as opposed to 79% of people without disabilities, were employed (CDC, 1995)
Discussion

- What are career-related issues faced by individuals who have ___________ disabilities? And how might those issues affect career services?
Accommodating Disabilities
Accommodation Defined

- Any change in the work environment or in the way things are usually done.

- Two types
  - Structural Accommodations
  - Operational and Equipment-Related Accommodations
Understand Disabilities

- Recognize needs related to specific disabilities
- Determine corresponding delivery & interaction methods
- Determine resources & accommodations
Resource Types

- Acquire, develop, and revise resources
  - Disability Module
  - Community Referral Directory
  - Print
  - Web Sites
  - Customized Career Workshops
Customized Career Workshops

- Make sure workshops are accessible

Examples of topics to address
- ADA during the job search and in the workplace
- Disclosure
- Accessibility issues at interview site
- Illegal interview questions
- Discussing your disability in an interview
- Advocating for oneself
- Discrimination
Building Relationships

Student Disability Resource Center
Association for Creating Community for Every Seminole Student (ACCESS) Ability First Adult Learning Evaluation Center Entry Point! Division of Blind Services Project Goals Able Trust Vocational Rehabilitation Visual Disabilities Department Center for Autism and Related Disabilities
Disability Liaison

- Increase awareness
- Develop and maintain relationships
- Serve as a ready resource for career information
- Share information about issues faced by individuals with disabilities
- Collaborate in developing relevant resources (e.g., workshops)
Educate Through Campus/Community Agencies

- Invite speakers to staff meetings to share knowledge of disability issues:
  - Referral recommendations
  - Respectful ways to work with individuals

- Visit disability centers:
  - View facilities
  - Learn about services
Establish & Maintain Relationships

- Workshops/Presentations
  - Division of Blind Services
- Project Collaboration
  - Disability Mentoring Day
  - ADA in the Workplace
  - Usability testing
- Advising at student disability resource centers
Developing & Evaluating Technology-based Resources
Web Accessibility Guidelines

- Ensure documents are clear & simple
- Multiple modalities
- Ability to change look
- Ensure user control within the site
Multiple Modalities

Screen reader is able to describe the content of the photo. The user is able to use an auditory method to help with a visual item.

When you log into your Career Portfolio, you'll be taken to the Main Menu screen. This is your jumping-off point to all the areas you can create and customize in your Career Portfolio.

In the Build area, you can work on your Profile, Skills Matrix, Resume, References and Artifacts to add and update them with new information. In the Manage area, you can personalize what you want seen by employers, graduate schools or even your parents.

If you need assistance with your Career Portfolio, the Learn area contains self-guided tours of the different features, as well as technical help and answers to frequently asked questions.
Ability to Change Look

User is able to enlarge text and change colors using browser accessibility features.

### Resume List

Your Resume is an important piece of your Career Portfolio. A resume is a summary of one's personal, educational, and work experience qualifications. To add a new resume to your Career Portfolio, click on the "Add Resume" button below. If you would like to edit an existing resume, click on the "Update" button next to the appropriate resume. If you would like to remove a resume from your Career Portfolio, click on the "Delete" button.

Also build your: Profile | Skills Matrix | References | Artifacts & Examples

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<th>Type</th>
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<tbody>
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Add Resume | Click to add a new resume entry
Ensure User Control Within Site

Welcome! The FSU Career Portfolio is an interactive tool that will allow you to record, reflect upon, and evaluate your experiences, both in and out of class, while at Florida State University.

Through the FSU Career Portfolio, you can:

- Learn about skills that employers value.
- Discover opportunities available on and off campus that allow you to develop these skills.
- Build a detailed portfolio of your skills, experiences, and accomplishments.
- Include an online resume, references, transcripts and even samples of your work.

Number is highlighted to show user’s place. All of the numbers are linked to the corresponding page.
Examples of How Accessibility Features Impact Different Disabilities

- Limited scrolling
  - Physical: less effort
  - Cognitive: less likely to lose place

- Descriptive tags
  - Visual: screen reader can describe the image
  - Auditory: clients can read transcripts of videos
Steps to Evaluate Accessibility

- Be aware of the standards
  - Web Accessibility Initiative
  - Federal Section 508
- Check program with Bobby
- Navigate without a mouse
- Use screen reader to review
- Review with JavaScript turned off
- Conduct usability testing with people who have disabilities

Suggestions are from Bohman (2002)
Accessibility of Computer Information Systems

- Findings
  - At least 1 version accessible with JAWS

- Considerations
  - Accessible vs. User Friendly

- Recommendations
  - Contact developer
  - Test usability
Create an Inviting and Accessible Environment

- Maintain awareness of needs of individuals with disabilities
- Be aware how to interact with individuals who have disabilities
- Provide alternate formats and accessibility tools
- Have accessible computer programs
- Continue to learn more about disabilities
- Establish and maintain a working relationship with community and campus disability centers/agencies
Questions?