Creating Inclusion with Assistive Technologies

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Introductions

**Lou Orslene
Co-Director
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**John Macko
Director
NTID Center on
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**Ryan Jones
Program Manager
VFO Group**

Lou Orslene
Co-Director
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Why is this important?

One in five American adults has a disability.*

*U.S. Census Bureau Survey of Income and Program Participation June-September 2005 and May-August 2010

Accommodation = Equal Employment = Inclusion

The basis for inclusive employment is the reasonable accommodation (RA) policy and process

The foundation for reasonable accommodation is a robust interactive process (IP)

The trigger for RA and IP is a request for an accommodation or recognition of an obvious barrier to someone with a known disability

A request for accommodation includes two essential elements – a medical condition and a related challenge at work

Resource: OFCCP Pocket Card

http://www.dol.gov/ofccp/posters/files/ReasonableAccomodationPockectCard_10-15-15_JRFQA508c.pdf

Eight Most Common Types of RA

- Modifying schedule or allowing leave time
- Making workplace or work station accessible
- Modifying methods – testing, communication, or training
- Modifying or creating policies
- Purchasing a service – reader or interpreter
- Restructuring job
- Reassignment
- Purchasing or modifying equipment or products
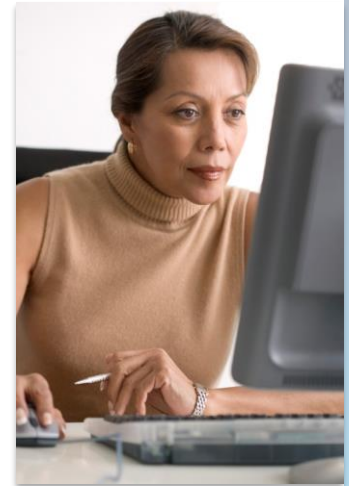
Cognitive Limitations

Limitations we hear of most often:

- Memory
- Attendance
- Problem-solving
- Issues of change
- Working effectively
- Handling stress and emotions
- Maintaining stamina and concentration
- Staying organized and meeting deadlines

Top 3 AT's for Cognitive Limitations

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- Speech to text (Dragon)

- Audio note takers (Sonocent, AudioNote)

- Screen reading / highlighting software (JAWS)

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AT for Cognitive Limitations

Apps:

Sosh - Cost $39.99
http://www.specialneeds.com/products-and-services/autism/special-needs-app-day-sosh

Equanimity - Meditation Timer & Tracker   Cost - $4.99
https://itunes.apple.com/us/app/equanimity-meditation-timer/id351825794?mt=8

Worry Watch   Cost - $1.99
http://worrywatch.com/

Relax Melodies - Cost Free
http://www.ipnossoft.com/

Breathe2Relax - Cost Free
http://t2health.dcoe.mil/

Relax & Rest Guided Meditations - Cost $1.99
http://www.meditationoasis.com/smartphone-apps/iphone-application-support/

Self-Help for Anxiety Management (SAM) - Cost-Free
http://sam-app.org.uk/

AT for Cognitive Limitations

Mobile Apps for People with Brain Injury
http://www.brainline.org/content/2013/12/life-changing-iphone-and-ipad-apps-for-people-with-brain.html

John Macko
Director
NTID Center on Employment

What are the top 3 Telephone Interview accommodations for deaf individuals?

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Interpreter (In-Person)
Video Relay Services (VRS)
Captioned Telephone

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What are the top 3 communication strategies for deaf employees?

Email/Text
Writing
Video Relay Services(VRS)

Job Accommodations

	1 to 1	Small Group	Large Group
Video Relay Services(VRS) 📱 📱 💻 - Using Sign Language - Using Voice - Using Text	✓	✓	✓
Video Remote Interpreting (VRI) 📱 📱	✓	✓	✓
Instant Conversations	✓		
Apps 📱 📱 💻	✓	✓	
Captioned Telephone 💻	✓		
Interpreters	✓	✓	✓

Using Sign Language and Voice

Hearing Caller

Deaf Callers

Using Text

Communication Assistant

Deaf Caller

Hearing Caller

Video Remote Interpreting (VRI)

Instant Conversations
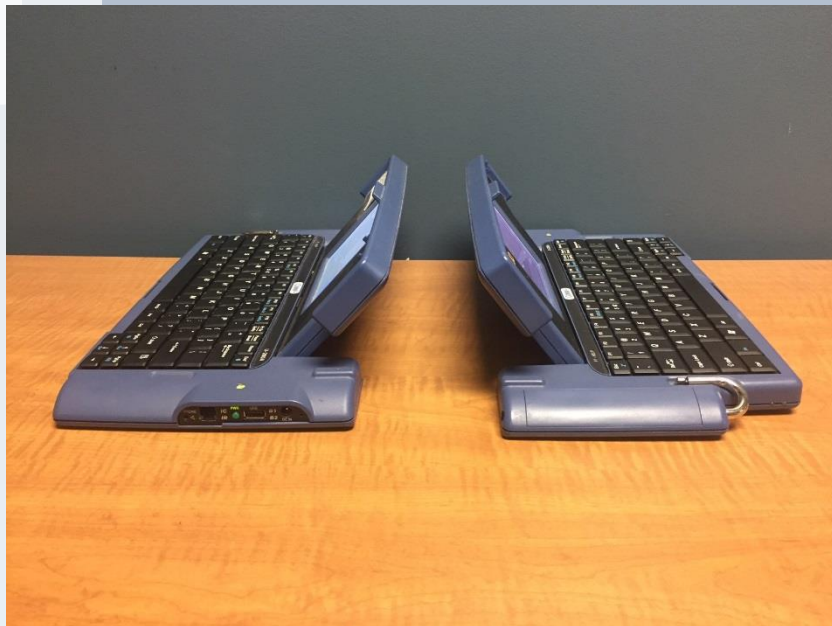
Apps

Automatic Speech Recognition (ASR)	Group Chat		Video Communication
Built-in ASR Notes Google Voice MS Translator	**WhatsApp**(desktop) (android) (iOS)		**Facetime** (iOS) **Skype** (desktop) (android) (iOS)
Dragon (iOS)	**Slack** (desktop) (android) (iOS)		**Tango** (android) (iOS)
Ava (android) (iOS)			**ZVRS, Sorenson, Purple, Convo** (desktop) (android) (iOS)

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Captioned Telephone

Web Captioned Telephone
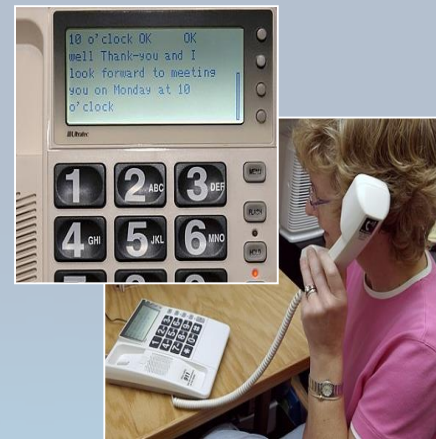
Captioned Telephone

Communication

Additional lists related to deaf-hearing communication options:

**Ryan Jones
Program
Manager
VFO Group**

Screen Reading and Magnification

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- Most common assistive technology for computer users who are blind or have low vision
- Provides powerful text-to-speech for speaking information on the computer screen (JAWS)
- Provides a variety of visual enhancements for viewing information on the computer screen (ZoomText)
- Can be combined together for the most powerful text-to-speech and magnification (ZoomText Fusion)

Capabilities of a Visually Impaired Computer User

- Email and calendar
- Word processing
- Spreadsheets
- Internet browsing
- Presentations
- Most all tasks that other employees do!

ZoomText Fusion

- Live demonstration

Wrap UP

○ **Please share:**
  ○ What is your "take away" from today?
  ○ What assistive technologies will you start using after today?

○ **Keep the conversation going:**
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