

Accommodations in Work-Based Learning Experiences (WBLE)

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Today's Topics

- What are WBLEs?
- Eligible Participants
- What are accommodations?
- How VR can help student and employers have a meaningful experience.





Work-Based Learning Experiences

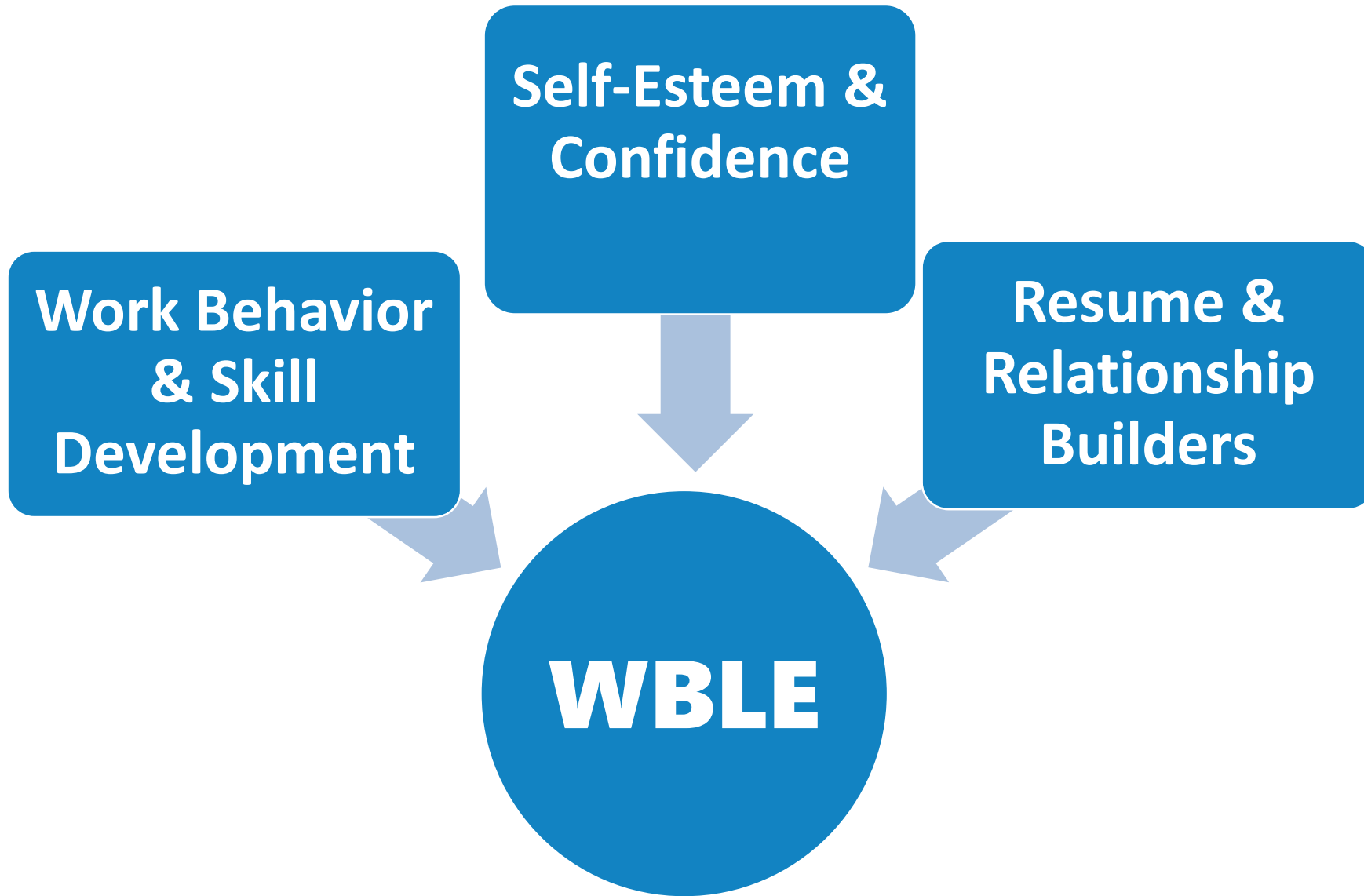
Hands-on learning conducted in a real work environment.





Work-Based Learning Experiences...

- Are a Pre-Employment Transition Service
- Are conducted in a real work environment in the community
- Are driven by hands-on learning
- Can be paid or unpaid
- Require direct employer or community involvement to be successful



Recipe for a Good Work-Based Learning Experience

Work-Based Learning Experiences

WBLEs are an opportunity for students with disabilities to engage in work-experiences while receiving various degrees of services and supports by a VR provider.

They require students to actively participate and include an evaluation of relevant acquired skills.

Services provided by the Employment Specialist (ES) include:

- Career/Interest Assessments
- Worksite Analysis
- Worksite Development
- Employer Assistance
- Learning & Preparation Activities
- Worksite Selection
- Hands-on Learning
- Ongoing Supports
- Accommodations

What is a Work-Based Learning Experience?



- A Pre-Employment Transition Service
- Hands-on Learning
- Conducted in a real work environment in the community
- Work behavior and skill development
- Self esteem and confidence builders
- Resume and relationship builders.

Participating in WBLEs

Any student with a disability may be referred for Work-Based Learning Experiences

A student with a disability means the youth:

- Is between the ages of 14-21
- Is in school
- Has a documented disability

Potentially Eligible

- Referred through the STAR portal
- Can only receive Pre-ETS
- No eligibility determination required

VR Customer

- Can receive Pre-ETS at application
- Additional services provided at IPE

Question Break



Accommodations



The Employment Specialist can be instrumental in determining reasonable accommodations that will be necessary for a student to be successful at a worksite. It is important to discuss these prior to placement and throughout the WBLE if it becomes apparent that accommodations are needed.

Reasonable Accommodation

Title I of the **Americans with Disabilities Act of 1990** (the "ADA") requires an employer to provide reasonable accommodation to qualified individuals with disabilities who are employees or applicants for employment, unless to do so would cause undue hardship. "In general, an accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities."

There are three categories of "reasonable accommodations":

1. Modifications or adjustments to a **job application process** that enable a qualified applicant with a disability to be considered for the position such qualified applicant desires; or
2. Modifications or adjustments to the **work environment**, or to the manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that position; or
3. Modifications or adjustments that enable a covered entity's employee with a disability to enjoy **equal benefits and privileges of employment** as are enjoyed by its other similarly situated employees without disabilities."

How VR can help with WBLE Accommodations

As WBLE are learning experiences intended to assist students explore career options and develop soft skills, VR assists with identifying , providing, and implementing many of these accommodations such as:

- Worksite Analysis
- Employer Assistance
- Hands-on Learning
- Ongoing Supports
- Rehabilitation Technology
- Interpreters for the Deaf



HOW CAN
WE HELP
YOU?

Worksite Analysis

Includes:

- A systematic investigation of the discrete tasks, working conditions, and requisite knowledge, skills, and aptitudes needed to perform a job.
- Identifying the essential functions of a job.
- Using job analysis to match individuals to positions that best meet their needs and the needs of an employer.



Employer Assistance

- Meeting prior to the start of the WBLE to review the goals and expected outcome of the experience, as well as to discuss any needs the student may have (accommodations.)
- Regular communication throughout WBLE to discuss the student's progress toward the expected outcome(s)
- Being available for questions and responsive to employer needs.



Hands-on Learning

Hands-on learning can be:

- One-on-one job duty instruction
- Assisting an employer with understanding all factors impacting the student's work experience.
- Using structured intervention techniques to ensure the student is well matched to a particular job of interest.



Ongoing Supports

Ongoing job support services are supports needed to promote retention in the workplace.

This requires the ES to communicate regularly with the WBLE site supervisor, student, and VR counselor to ensure a successful experience.



Question Break



Accommodation Resources



INFORMATION BY ROLE

Home

Learn more about accommodations based on your role

For Employers For Individuals For Others

- Private Businesses
- Federal Employers
- State & Local Government Employers
- Federal, State & Local Employer Resources
- Other Resources



JAN provides free consulting services for all employers, regardless of the size of an employer's workforce. Services include one-on-one consultation about all aspects of job accommodations, including the accommodation process, accommodation ideas, product vendors, referral to other resources, and ADA compliance assistance.

Private businesses can access JAN services in a variety of ways:

- Telephone
- E-Mail
- Online Tools
 - SOAR (Searchable Online Accommodation Resource)
 - JAN on Demand
 - Workplace Accommodation Toolkit
- Publications and Resources
 - Employers' Practical Guide to Reasonable Accommodation Under the Americans with Disabilities Act (ADA)
 - A to Z of Disabilities and Accommodations
 - ADA Library

ACCOMMODATION SEARCH

Home

Quickly search and find information about various accommodation options.



JAN's Searchable Online Accommodation Resource (SOAR) system is designed to let users explore various accommodation options for people with disabilities in work and educational settings. These accommodation ideas are not all inclusive. If you do not find answers to your questions, please contact JAN directly. The staff of experienced consultants is happy to discuss specific accommodation needs in a confidential manner.

Start your SOAR search

SEARCH THE DATABASE

Enter a search phrase



Search

Most Popular Searches

Limitations Work Related Functions Disabilities Other

- Accommodation ADA Addiction ADHD Aging Air Quality/Irritants Anxiety
- Back Impairment Body Odor Cancer Commute Cumulative Trauma Conditions
- Decreased Stamina/Fatigue Depression Diabetes Fibromyalgia
- Handling/Fingering Headache Learning Learning Disability Leave Lifting
- Mental Health Impairments Multiple Sclerosis Non-compliant Behavior Pain
- Parking PTSD Reading Stress Stress Intolerance Telework
- Temperature Sensitivity

Job Accommodation Network: <https://askjan.org/>



Helpful Accommodation Resources

- **EARN** (Employer Assistance and Resource Network on Disability Inclusion) <https://askearn.org>
- **CareerOnestop**
<https://www.careeronestop.org/ResourcesFor/WorkersWithDisabilities/job-accommodations.aspx>
- **U.S. Department of Labor, Disability Resources**
<https://www.dol.gov/general/topic/disability>

Contact Us

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