Creating a Bridge for Success: Building Apps Into Workplace Supports

The current technology is changing rapidly. I can’t keep up with the current iPhone iOS number. Even in the last 5 years, technology has really “improved”. Its integration into our daily lives to make life “easier” and more efficient is really amazing. So we will talk about how we can use technology to support people at work, and also share ideas for low tech ways to support...
TODAY’S AGENDA

How can we support people to find and keep jobs?
How can AT Help?
AT & Finding a Job
AT & Learning a Job
AT & Keeping a Job

Let’s take a look at what we are going to cover today. First we will explain a useful model for thinking about technology as a employment support. Then we will look at some of the apps that can help people with finding, learning and keeping a job.
What Is Assistive Technology?

• Assistive technology (AT) is any item, piece of equipment, software program, or product system that is used to increase, maintain, or improve the functional capabilities of persons with disabilities.

http://www.atia.org/at-resources/what-is-at/

There are different levels of AT low tech are things like a magnifier, large print text, a can or walker, a utensil holder, a simple communication board
Medium Tech are
High tech are smart phone with apps, a tablet,
What Is Assistive Technology?

• AT can be:
  • Low-tech
  • High-tech
  • Hardware
  • Computer hardware
  • Computer software
  • Inclusive or specialized learning materials and aids
  • Specialized software
  • Much, much more

What are you using to support folks at work? High Tech? Low tech?

AT can be low-tech: communication boards made of cardboard or fuzzy felt.
AT can be high-tech: special-purpose computers.
AT can be hardware: prosthetics, mounting systems, and positioning devices.
AT can be computer hardware: special switches, keyboards, and pointing devices.
AT can be computer software: screen readers and communication programs.
AT can be inclusive or specialized learning materials and curriculum aids.
AT can be specialized software. Like Kurzweil,
AT can be much more—electronic devices, wheelchairs, walkers, braces, educational software, power lifts, pencil holders, eye-gaze and head trackers, and much more.
Common Reasons for Job Loss...

- Abusing break times
- Calling off work
- Coming late, leaving early
- Too much talk, not enough work
- Wandering
- Inappropriate touch
- Lying/passing the buck
- Losing temper/yelling
- Not getting the "work culture"
- Hygiene

Here is our Top Ten reasons people with disabilities lose their jobs and they have nothing to do with job skills! Technology can help with all of this. For example, social stories about hygiene, timers to help people stay on task.
One of the most common reasons for job loss is a need for support with executive functioning skills. Refer to your handout

According to the Center of the Developing Child at Harvard University "executive function and self-regulation skills are the mental processes that enable us to plan, focus attention, remember instructions and juggle multiple tasks successfully."

If there are problems with executive functioning a person must devote extra time and effort to manage these skills and this can reduce their capacity for "higher level" thinking.

These skills allow us to finish our work on time, ask for help when needed, wait to speak until we're called on and seek more information.

Problems with executive function may be manifested when a person:

- has difficulty planning a project
- has trouble comprehending how much time a project will take to complete
- struggles to tell a story (verbally or in writing); has trouble communicating details in an organized, sequential manner
- has difficulty with the mental strategies involved in memorization and retrieving information from memory
- has trouble initiating activities or tasks, or generating ideas independently
- has difficulty retaining information while doing something with it; e.g., remembering a phone number while dialing.

These are skills that are important to being successful at work. Assistive technology can help people who need extra support in these areas.

We have given you a handout that goes more in depth.

Let’s look first at how AT can help people find jobs.
When it comes to finding a job, here is a list of some of the useful resources for helping folks find work.

- Hire Disability Solutions
- CareerBuilder
- Linked In
- Indeed
- Snag-a-job
- PathSource Career & Job Search
- Career Index Plus
Career Index plus is out of the DOL and O*NET. It is a great way to find jobs in your zip code and to help individuals figure out what they are interested in doing and what jobs there are in their areas of interest. Tells wages, qualifications, work environments register for site, put in key words, put in zip code and go! Scroll down to the bottom of the page to see job listings.
For low tech ways gathering information about the person to help them find a job. Do online, use an app or use chart paper and markers.

Here is a quick way to do a mind map for finding a job for someone interested in the fashion industry. Lots of templates online that are free. Google mind map.

After brainstorming you could drive around to do a neighborhood map to looking at the place a person lives and assessing the labor market that relates to their interests. Or use some of the tools we just discussed. You can do the same thing on paper.
another low tech way to learn more about a person to help them figure out what they want to do for work is a personal profile. What is a person interested in? What are their support needs? What are their strengths?

Preferences? Work in Am or PM? Outside or inside? with people or not?

demonstrate App called Know Me communicating personhood
Finding a Job

- Writing a Resume
  - Quick Resume
- Picture/Video Resume
- Interviewing
  - Job interview questions & advice
- Follow up

Here is a list of resources that can be used to create resumes and to practice job interview skills.
Here are some apps you can use to help people write a resume. Many of the career exploration websites also contain a resume writer tool. Resume Ready Lite is Android. Quick Resume is Apple. Remember that a lot of the job search apps and websites have a resume writing tool integrated into them.
Finding a Job

Job Interview Questions App - Simugator

HR interview is Android-Free. Just one of many apps available around interviewing.
Job Interview Questions Apple
Low Tech - Ways to Teach Job Interviews

• Set up mock interviews – (preferably with someone who does not know the individual, or better yet an employer
• Research sample interview questions: Practice, Practice, Practice
• Create picture or video resume/portfolios
A quick thank you email the same day.
Then again 1 week after.
And of course, you can always buy thank you cards at the store and send via snail mail. Actually, with all the email people get these days, the personal touch makes an impact on the employer.

Android app can be sent by email or text.
Apple can be sent by email for free or snail mail for a fee.
Here is a list of strategies to help people learn their jobs:

- Picture Schedules
- Video modeling
- Task Sequencing & Planning
- Time Management
- Communication
How many of you have used picture schedules? How have you used them?

Cost $2.99 iphone, No Android - Universal iPhone/iPod/iPad app also can use to make social stories
➤ Creating visual tasks with attached audio, video or picture (can use pictures made with skitch)
➤ Each new created task is backed up into archive for later reuse
➤ Tasks can have alarms. There are five system sounds to choose from
➤ Alarms can be repeated daily, weekly, monthly or you can select specific weekdays
➤ Tasks can be organized into categories. Each category can have picture attached
➤ Once the task is done, you can hide it and reveal later
➤ You can optionally set on “Full screen” mode. Picture will go full screen while playing a task
➤ Video files are imported to device via iTunes file sharing feature
➤ Export & Import feature - export task or the whole category and import it to other devices
➤ Wireless WiFi sharing - share your categories or tasks wirelessly to other devices
Not free $2.99
Here is a Low tech version. Grab pictures off the internet. Flickr, Google images, Bing there are plenty of free places to get pictures. Use PowerPoint or Word to create the schedule. If you have access to a laminator it will make the schedule last a long time, however if it needs to be revised you will have to start from scratch.
First Then Picture Scheduler for iPhone and iPad. CLICK ON THE LINK TO SHOW THE SLIDE SHOW. It includes checklists, you can email to others, set up routines, good for transition times, best part is the first you do this then you can do this.

Picture Routines _ Google App
Use your phone or iPad camera to make social stories. Example, inappropriate touching.

Example: once worked with a consumer who was obsessed with red hair, always had to touch co-workers hair when he walked by her cubicle.
Movie maker – apple: saves movie clip to the camera roll.

ALSO AVAILABLE FOR IPHONE

viva Video - Google
Another strategy for helping someone learn a job is with task analysis. Once you’ve identified the steps, you can take the video with your phone, and then use movie maker free app on your computer or phone to make it step by step analysis of a task. You could also do it in YouTube and caption it. Here is an example of one that Jackie made.
An Android app is similar to Skitch. It is free.
Another way to set up a task sequence is with Evernote. It also does Time Management, Share Documents, and more.....Available in both Apple and Android

Show task sequence and time management of MISHA DOUBLE TAP
Skitch lets you communicate important ideas in an instant. Snap a photo, mark it up, and send it on. Make your message clear with arrows, stamps, text, shapes, and more. Make a picture task list too in a notebook if not on another software. Free and available in both Apple and Android.

iOS 10 now has capability of marking up pictures in the edit function.
For folks with organization, prioritization, getting started needs, this is a helpful low tech strategy. There are different ways that you can do this. Here is an example of how it was used for a real job.

Credit to www.efpractice.com
Sarah Ward
Low Tech – Task Sequencing & Planning - Example
Grammarly is an app and a website that helps you write with correct grammar and spelling, enhances clarity and meaning.
Use the reminders function on your smart phone or tablet. Also remember to use the alarm function or the stop watch or the timer. For example if someone goes on a break and has a problem knowing when to return to work you could set an alarm or a timer.
Apple Set with Options: customize and save timers for common routines, or any situation. Options include a "60 Minutes" format, in which the disk is always a fraction of 60 min. and operates like the original Time Timer.
Talking Clock for iPhone It is quite simply a speaking clock, which can be used in everyday life. It is visually attractive, polished and clear display, with an animated flip clock function. The application announces, with a natural spoken voice, the current time in varying intervals from 1 minute to 1 hour.
Timewinder is a highly-customizable, social, interval timer and task manager to help you get stuff done.
Go buy a cheap clock and use a magic marker. Take a picture of the clock, print it out, and mark the start, check work, and finish work.
Apple Any-do to do list and Android Simplest checklist - remember that some folks might need more than words. A low tech version of a checklist can be just written on a piece of paper laminated etc.
Dragon is available on both iPad and Android. Text, face time, skype, instant message, programs that sync across devices can communicate changes to both users.

Use of text to speech, or speech to text. Use accessibility features of device. Choice Board creator allows you use pictures and text to create choices for a person to make throughout the work routine.
Hi Tech - Communication

https://youtu.be/v9yTF6PaoJg
Communication – Pro Deaf

Go to the app REMEMBER TO HOLD THE BUTTON DOWN
Low Tech Communication Board

Click on pic for hyperlink
http://do2learn.com/picturecards/printcards/tech.htm
Very Low Tech Communication

Free

YES | NO
?


Laminate card stock and put them on a key ring. Pass around Show example
We've already talked a lot about self-management skills. Time management, planning, etc. But another major reason why people may lose their jobs is social skills and transportation issues.
One way to support people especially (particularly those with ASD) teaching self-management skills through social stories. With this app you can create an electronic storybook. Video editor for android on the right can be used to create a social story using pictures and text.
Social Skills are often best taught using social stories, and many of the other items we listed, appearance, appropriate communication, taking initiative and so on can also be addressed.

Greeting people in an acceptable way.
Remember to let people continue their work
Remember to knock on a door
To maintain eye contact
Riding City Bus to Work

Neisha rides the city bus to work like other adults in Columbus.

10:35  Walk to bus stop at 25th & Home Avenue on corner in front of Subway
Getting on the bus

10:45

Neisha gets on Route 1 at Subway corner. Neisha walks up the stairs in the bus and sits down. Neisha sits by a window on the left side of the bus.
Getting off the bus can be tricky. Neisha will have staff to help her. When the bus passes the bank with “hats” on the top, Neisha pulls the yellow string to stop the bus. The bus will let her off at 4th and Washington by The Commons.
Neisha will go in one of the front doors to YES!

Neisha will say hello to Miss Diane and Mr. Don. She will ask which theater she should clean today.

Neisha will stay focused on why she is there. Neisha will leave the papers and flyers on the tables for customers to pick up.
Social Skills: Soft Skills to Pay the Bills

- Communication
- Enthusiasm & Attitude
- Teamwork
- Networking
- Problem Solving & Critical Thinking
- Professionalism
- Teamwork

https://www.dol.gov/odep/topics/youth/softskills/

Department of Labor Curriculum to assist people with disabilities to learn the soft skills associated with employment success.
Role Play & Practice for Social Skills

Social skills for someone with ASD can be challenging on the job. Here are some examples of ways to role play with the employee, around specific challenges that may occur on the job. Practicing on or off site.

Emotions relax strategies to avoid anger.
To support individuals with getting to work on time and according to their schedule you can use the phone or iPad/tablet calendar app or you can create or purchase a paper calendar or planner.
Attendance issues are often because of transportation. Uber, Google Maps for walking. Many transit trackers but not in all places yet. Check your local resources.
Keeping a Job - Transportation

Ventra App
Transit Stop

Show transit stop app. Many local communities have interactive bus route maps that tell the exact arrival and departure times. Ventra is an app for Chicago transit authority. Transit Stop is an bus and train arrival time. Both available on iPhone and Android.
What’s New & Exciting in AT?

https://vimeo.com/102241400

Talkitt

Be My Eyes http://bemyeyes.com
3D Printing

WHAT WOULD YOU DO?
Questions? Comments?