

Charles (Rhode Island)

Charles Estrela was recently hired by Ocean State Job Lot in Rhode Island. Ocean State Job Lot is considered an essential business and carries a multitude of necessary items, including groceries, PPE equipment, clothing, health and beauty aids, hardware, etc.

Charles was initially interviewed for this position back in March of 2020, but when the pandemic hit, hiring was put on hold. However, as business noticeably picked up, this opportunity was pursued and led to the hire. He works as a stock associate, processing freight in the backroom in preparation for moving it out onto the sales floor.



“People with disabilities have demonstrated their ability and willingness to be adaptable in working alongside all other essential workers on the front lines.”

As part of the onboarding process, dozens of new safety procedures have been implemented; this creates (literal and figurative) distance between shoppers and associates. When the entire approach to business has to be rethought from the ground up, it’s certainly going to affect hiring practices and ongoing employment. In some instances, opportunities have emerged and many people with disabilities have stepped up to fulfill these essential roles. They serve as an inspiration to all!

Charlie is a very intelligent man with a talent for organization and compartmentalization. He doesn’t perceive safety precautions as any type of inconvenience. Rather he streamlines the wearing of safety masks, the social distancing, and the hand washing and sanitization into his workflow. There isn’t much that throws him off his game.



**Celebrating National Disability
Employment Awareness Month!**



We salute essential workers!