

Trainer's Guide Suggested Training Activities

After the group has completed Parts I and II of the case study, one or more of the following questions and follow-up activities could be used to discuss the accommodation and the process involved in greater depth. The Trainer's Guide is designed for trainers and normally would not be given out to participants. These materials usually work best as a total group discussion, ranging from a few minutes up to 10-15 minutes. Questions or activities are typically followed by information to assist in supplementing participant discussion. Trainers are encouraged to add other questions to focus discussion on specific learning objectives and local or state issues.

Compare functional capacities/limitations to essential functions of the job.

After reviewing the essential functions of the job and Vicki's functional capacities/limitations, discuss each function and decide if accommodations were necessary and if so, what was done.

- Read recipe to determine which spices are needed and how much of each spice is to be placed in the plastic bag.
- This job function was accommodated by "job carving"; this task was assigned to another workshop employee.
- Select canisters with specified spice and fill up if necessary.
- Another workshop employee loaded the canisters.
- Measure and place spice in bag, using measuring spoons, continuing until all ingredients have been added.
- This task was performed using the custom-made apparatus consisting of a funnel, a vibrating motor and a fabricated acrylic sheet that would hold exactly one teaspoon of spice.
- Fold bag and staple.
- Vicki was able to do this task without intervention.
- Place filled bag on rack, to be sent to next station on assembly line.
- Vicki was able to do this task without intervention

What other options could be considered for accomplishing essential functions?

- Research commercial product options that could or modified.

Case Study Training Module – Soup Spice Mixer

What other disabilities could a similar devise be used for?

- Low vision: Vision does not have to be as acute with self-measuring component.
- Mental Retardation: This devise takes any guesswork out of measuring.
- Stroke: A similar devise could be helpful where one side is weak or paralyzed, as devise can be used with one hand. In this specific case another accommodation would be needed for the stapling task.
- Cerebral Palsy: Design minimizes effects of spasticity.

Can you think of any off the shelf equipment that could be used in the fabrication of this devise?

- Commercial baking products?
- Off the shelf funnel, motor, etc?



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