

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 Trainers Guide is designed for trainers and normally would not be given out to participants. The Trainers Guide provides suggestion for 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.

Discuss some of the barriers Jamie faces with activities of daily living.

- Extra time and attendant help needed to leave home
- Reliance on attendant assistance for bathing, dressing, eating, and toileting
- Environmental/climate control of home

Review other input alternatives for computer keyboard use.

- Mouth stick with comfort or space saver type keyboard
- Head mouse system
- Eye gaze system, if later needed

Review other phone alternatives.

- Headset (Would require someone to put this on for her)
- Use the computer internal modem that provides dial-up capabilities using the Microsoft Windows or Macintosh Accessories/Communications features.

Discuss your states Medicare waiver laws.

- <http://cms.hhs.gov/medicaid/waivers/>

Discuss possible ADA related responsibilities of employers that might interview Jamie.

- Accessibility issues for Jamie to enter place of business.
- Extra time for written employment tests
- Someone to assist with written tests
- Assistance with completion of application (could also mail to Jamie for completion before interview.)

Case Study Training Module – Telecommuter

After hire, discuss possible ADA related responsibilities/issues for employer.

- Attendant care (Typically responsibility of employee, not employer.)
- Accessibility to break rooms, restrooms, and meeting rooms, off-site company related functions, etc.
- Accessibility of computer, workstation and company related programs.
- Equal access to initial and ongoing training opportunities.

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