Good morning and welcome to Creating Employment Opportunities for People with Significant Disabilities. This is a one hour webinar. My name is Freda McArthur-Lee and time with the University of North Texas Workplace Inclusion and Sustainable Employment. We are located within the College of health and public service of the Department of rehabilitation and health services. Behind the scenes we have Natalie Evelyn providing technical support and we appreciate her so much. For all of you joining us on the Internet, please take note of that webinar Control Panel. Follow down the side of it and see where it says westerns. There is a small arrow next to it. Click on the arrow and it will open up a box for you. This is where you are going to ask questions that you have for our presenter today. Right now I would like everyone to say hello to me. Two young ladies of Artie said hello. Perfect. Let me know if you can hear us. If you’re having issues, please send an email to this email and they will get you fixed up. Thank you so much for being with us today. Perfect. Everybody can hear us. That is outstanding. Further down, you will see where it says handouts. Click on that small arrow and that will open up another window for you and you will see a PDF called creating employment opportunities. That is our presenter's PDF. Feel free to grab that and download it and you can follow along with us. Use it for in-house training if you want to do that. That is fine. Along that same line, what we are doing today is recording this presentation point so you can use this for your in-house trainings. If you have other people that need continuing education there is obviously a fee involved and we will tell you how to get that at the end of the presentation. It looks like everybody can hear us. Now the most important part of our day, I will introduce you to our speaker. We are very happy today to have Dr. Benson Kinyanjui . I had to practice that, I am so sorry.

Benson has 33 years of experience in disability management and implement services for people with a wide range of disabilities in the public and private sector. Part of that experience includes 12 years as a vocational consultant and disability management of injured workers and 11 years of certified brain injury specialist and rehabilitation counselor in an outpatient cognitive debilitation program. He has also worked with people with visual impairments and spinal cord injuries. Benson is a certified rehab counselor, certified case manager, and is a diplomate of the disability analyst. Special education, Masters degree in rehabilitation counseling and two bachelors degrees, when a special education and learning disabilities. He has published several articles and chapters on disability related issues. We are pleased to have you here today. The floor is yours.

Thank you so much. Good morning everybody. The topic has been presented and will be talking about how to create employment opportunities for people with significant disabilities. Significant disabilities are described as severe disabilities. Let me go ahead and make a disclaimer right here at the beginning. This is not new information that nobody has ever heard. It is not the only way to do this. I want to look at it more as a discussion to look at some of the things that we can do when we are working with people who have significant disabilities who are interested in going back to work. So I may say something that you are very familiar with. I might say some things that you probably have never heard of and may help you. Hopefully that is what the ocean will be about, maybe two things we have not looked into. I may also talk about stuff that maybe you tried and it did not work, maybe it failed. There is no one way of doing things. When I was a teacher many years ago, they told us they're going to train you how to become teachers and they gave us information but I remember one professor who kept saying the teacher does not need training. Teaching is being innovative and coming up with stuff that probably no one else has done and cutting your own path into the Avenue of education. Even with all the education that one can get, sometimes it might not be helpful. It might not be all that they need.
There is always the need, the opportunity, to look into things that have not been done before. So with innovation we are talking about venturing into areas that probably nobody has talked about or talk to you about in the past. That is my disclaimer. As we go along, you don't need to look at me as though I am the expert and whatever I say is gospel. We discuss things to see what opportunities may be out there that we want to explore. When you're working with people with significant disabilities, and I want to clarify that again and they we're talking about people with all kinds of disabilities, but as you know, there are various levels of severity and there are some people who have disabilities that probably don't have difficulties working. For example, statistics show that people with visual impairments and hearing impairments don't have as much difficulty obtaining employment as let's say disabilities and people with a developmental disability. Those are the ones we are going to focus on, those who are a whole lot more difficult to place and who are more likely to be unemployed because of their disability.

>> To begin with, we have a definition of significant disabilities, and I'm sure many of you are familiar with these. We don't need to spend time on that. Usually they are defined as a severe physical or mental impairment and the emphasis here is on the limitation that it imposes. It seriously limits one or more functional capacities and in this particular situation we are talking about employment. So these are disabilities that impact individuals employability and the ability to sustain employment. And also severe disabilities are described as those that pertain to limited ability to provide for one's own basic life-sustaining needs. We have people who probably may not be able to live alone. They will need family members to help them with some of their activities of daily living. Just generally being there to support them. And of course those with intellectual disabilities and people with brain injuries. [Indiscernible] people who have brain injuries and is a people these are people who are difficult to identify their reasons why they cannot sustain employment because they might seem perfectly okay in one area but then have this issue in another area, which limits their ability to keep a job. Autism, or as we call it nowadays as burgers Aspergers, many people with autism look like they don't have any difficulties at all. It may be very very good in specific areas and yet have significant difficulties sustaining employment. These can be due to social problems, as we know. Behavioral and emotional disturbances in the area of mental health, and one of the difficulties with this is the disability may exacerbate [Indiscernible] and might disappear at another point, so even those who may be employable for some time may become unemployable to where the disability becomes more pronounced. People with speech impairments and also those with multiple disabilities so we ask why do these people need to be employed? Early on, as I was getting into special education and I was living in a region of the world where people do not care too much about children with disabilities because they were like hey, we have enough trouble working with these kids who don't have disabilities educating them, finding jobs for them, why should we worry about these ones here who probably won't ever become anything? So why do you want to train a person with a disability to -- [Indiscernible] so many able-bodied people who do not have jobs. But, people with a disability as we all know, do want to work and there been many studies done and one was done in 2016 that showed 85% of people with disabilities who were surveyed expressed a very strong interest in employment. Many of them believed they were not employable because of their disabilities or that nobody would care to employ them, but they all expressed an interest. So that sort of question would be like, would you like to work? Yes. Could you are? I don't think so, I have tried and failed or have looked for opportunities and there are none there. But they do want to be employed. Some of the reasons is they are human beings. They do have basic natural human needs. Having a family, having children, just living like anybody else despite their disability. The second reason they give is empowerment. They want to feel they are contributing to the world and want to feel that they have a
Voice and they know when they are not working [Indiscernible] look at them as second-class and not very productive members of society, so when they get a job and they could go out in the morning and come back from work like everybody else, they feel empowered. The benefits of working our self-esteem and sense of worth. They feel they are worth something. Independence. This can be financial, mostly. They can have money of their own instead of depending on other people. Social responsibility. They want to belong to society but they don't want to be looked upon as parasites, those who take advantage of society. More importantly, there is a need for [Indiscernible] in the economy. National, local, or global. But in employment with people among disabilities is high and one of the disadvantages as we know, is if you have a disability you are most likely to be [Indiscernible] category and [Indiscernible] leads to disease and that can lead to more disabilities. It becomes a vicious cycle. Being unemployed or having people with disabilities not working is costly because the taxpayer has to support them. Employment rates among people with disabilities, again this is some information that you have. In 2017, 38.4% were employed compared to those who do not have disabilities at 73.6%. Even those who are employed, 92% of that number were employed part-time. That is just two years ago. That shows 18.7% according to 2017 statistics. When you look at the unemployment side of it, 3.8% of the general population is unemployed. That is the current unemployment rate in the United states whereas for people with disabilities, 9.2% are unemployed. When you look at people with significant disabilities, 85% of them have no jobs. Those are people with developmental and intellectual disabilities, as I mentioned earlier. That is a group we're looking at today. This chart here shows the employment rates and it is good to differentiate people with disabilities in general. Many of them are people with disabilities in general, including the blind, hard of hearing, those are the categories. Those with significant disabilities, if you look at the first bar there. 15.4% are unemployed and the fourth bar down, those who have difficulty with independent living skills are those with severe or significant disabilities, 16% of those are employed. And the bar at the bottom which shows people without any disabilities at all. Why are these people not working? There are various reasons historically and one of them we know is employer attitudes. When I said past, I'm talking about the 80s and 90s, when I was working in job placement. [Indiscernible] employers, because they do not know what disabilities are and they do not care about. It was like no, we cannot hire someone with a disability. They're going to be hurt or hurt somebody or we will have a major liability issue going on. That was even before they closed the door on you. So that was and still continues to prevail. Family and societal attitudes towards people with disabilities, attend to over protect and the society tends to be scared off of people with disabilities. Sometimes it is the way they look or the way they talk. There are stories where a person with disabilities will be asked to leave a restaurant because there was a member of society who they thought should not be in public. There are a lot of skills and attitudes because you don't have an opportunity to work. You don't have the experience that is needed. Also because of your [Indiscernible] difficulties or physical disabilities, you are not able to do acquire any sufficient work skills. There is also the emphasis, some with families of emphasizing the disability itself. Looking at what they cannot do instead of focusing on what they can do no matter how difficult it is. There is also a lack of opportunity and support to get a job and that is what we're focusing on today. Opportunities may be there, but there is no collection between the opportunity and the person with the disability because they're not able to and those who are charged with breaking the connection, sometimes they don't know how to or don't try hard enough or sometimes they are too busy to look for those connections and they focus on those people who have less severe or less significant disabilities.
Many of us can describe ourselves as confidants or people who work in the placement of people with disabilities, sometimes we are the ones who fail our clients because of following ineffective placement approaches, conventional approaches, and not thinking outside the box early on. Transportation. That one has always been there. Not much can be done about it especially those with disabilities who live in rural areas or wherever there is public transportation. But, having said that, there is a lot of good that has been occurring over the past several years. The trend of employment among people with disabilities has been improving gradually over the last 10 or 15 years. Statistics show that the number of people who have significant disabilities that are employed -- that are unemployed, went from 10.5% in 2016 to 2.9% in 2017. That was a significant decrease that was noted there. also, there were large numbers of people with disabilities and discernible back jobs in that year, four times as many as the year before. We're talking about all kinds of disabilities here, not the significant disabilities. When we come to significant disabilities, there is a lot of change. We have seen more corporations hiring people with disabilities. It used to be Walmart, the quintessential Walmart greeter. Sometimes you see a person with a disability. Other companies like Kroger hire people's with disabilities bagging groceries, beginning bringing carts from outside. So those were the pioneers and a few other companies I have not mentioned, in this country that started to actively hire people with disabilities. Over the last few years, more and more corporations have started being proactive and being openly willing to hire people with a disability and I have given examples there of some of the newer larger corporations that have included in their policy to proactively include people who have disabilities. Again naturally you will see most of the people have mild to moderate disabilities. So why is this happening or why has this happened over the last few years? We have seen an increase in public awareness and increased acceptance of people with disabilities were as used to be people with disabilities regarded as not present to be presentable in public. There has been a lot more inclusion of people with disabilities in TV shows. Every once in a while you see one or two per trade or included in a comedy. Sometimes in regular feature films. There's also a large increase in TV advertisements. You see them all the time. I saw an ad for United healthcare and almost all of the actors they had there were people with a disability. Employers are increasingly realize the benefits of employing people with disabilities. Other companies like Kroger hire people's with disabilities bagging groceries, beginning bringing carts from outside. So those were the pioneers and a few other companies I have not mentioned, in this country that started to actively hire people with disabilities. Over the last few years, more and more corporations have started being proactive and being openly willing to hire people with a disability and I have given examples there of some of the newer larger corporations that have included in their policy to proactively include people who have disabilities. Again naturally you will see most of the people have mild to moderate disabilities. So why is this happening or why has this happened over the last few years? We have seen an increase in public awareness and increased acceptance of people with disabilities were as used to be people with disabilities regarded as not present to be presentable in public. There has been a lot more inclusion of people with disabilities in TV shows. Every once in a while you see one or two per trade or included in a comedy. Sometimes in regular feature films. There's also a large increase in TV advertisements. You see them all the time. I saw an ad for United healthcare and almost all of the actors they had there were people with a disability. Employers are increasingly realize the benefits of employing people with disabilities. Other companies like Kroger hire people's with disabilities bagging groceries, beginning bringing carts from outside. So those were the pioneers and a few other companies I have not mentioned, in this country that started to actively hire people with disabilities. Over the last few years, more and more corporations have started being proactive and being openly willing to hire people with disabilities. Even those with significant disabilities. They realize it improves corporate image because where people initially thought business and this a person with a disability, they will not be comfortable. It is a change of perspective that when people come into my building and see a person with a disability, the general public does not show my business but rather it respects it. It esteems it better because they see my company as socially responsible.

More importantly, studies have shown increases revenue. That is the reason companies exist. They are out there to make money. Hiring people with disabilities will increase revenue and they will lose money they have now started understanding and believing it increases revenue. There has been a lot of research done by many companies and an important one is called, which is out of New York. This company here does research and they publish a daily disability index and that is published in Bloomberg for the U.S. markets as a way of showing a return on disabilities rating report. There are companies out there show them how to make money or where they are losing money so they can make better decisions. These particular companies focus on returns based on whether you have hired a person with
a disability or not. What came out was a surprise when the statistics showed that hiring a person with a disability actually did increase revenue. The company did not lose revenue but actually it did gain some revenue out of that. There is a group called return on disability and in 2008 after the other one has started, they did an analysis of more than 1000 publicly traded U.S. corporations, and they were calling each one of them on a disability with respect to [Indiscernible] make money or do you lose money? It turned out that you do, as a corporation, increase revenue. They came up with what is called a return on disability and what each company was willing to embrace and subscribe to. [Indiscernible] incorporate productivity and they came up with this statistical index that they use which they can give a corporation based on whether they have people who have disabilities or not, so companies cannot sit back and ignore, because this is before people use to approach [Indiscernible] approach them from a begging point of view. We please have mercy on my client? He has a disability. Could you hire him? Well probably, no, maybe not. [Indiscernible]. Employers are gradually recognizing that employing people with disabilities is positively correlated to business results. So they have hired people with disabilities and reportedly increased revenue. They are starting to look at people with disabilities and a strategy that is integral to business, which means it is a strategic move that is beneficial to the company's bottom line and that is mostly what they care for. Also publicity, publications, global mail, and that is a major [Indiscernible] on business. There was an article in 2015 and it was stated working wisdom, how employees with disabilities give a company an edge. Not how they just sit there and work at how they give the company an advantage. [Indiscernible] they had an article called business next frontier and they were talking about hiring people with disabilities. There have been many articles in the Wall Street Journal, BBC, etc. Some time in 2016, the RoD group created an index which is traded on Wall Street on the New York Stock Exchange and it is called RoD index. So they follow that is a traded thing. So companies are now interested in looking at people with disabilities. They are looking at them as a productive commodity. They are not shutting them out of their business, but more importantly, they are looking at hiring [Indiscernible] people with disabilities but among the five commonly given reasons given by corporations when you talk to them in hiring a person with a disability supports organizational culture. Whereas before they would say he or she will be disruptive and people will not be comfortable in the office. They are looking at cohesion and looking at it as improving culture of the organization instead of degrading it. Also it does support integration and diversity because company sometimes are required to hire a minority so they don't appear to be racially discriminated. People who have disabilities, from all races so looking at it from a racial issue, companies are looking at it more and more now as will I be a good corporate employer if I hire a minority and I will hire the next level of minorities which are people with disabilities. They believe it is the right thing to do, mostly because everybody else is doing it, and they're finding more and more because they are looking now that there is a lot of talent there that matches their open positions. Before [Indiscernible] anybody with disabilities cannot do [Indiscernible] anything out there, anybody out there that probably can do this even though they may have a disability? It also supports corporate social responsibility. We are saying the companies are ready. They are now looking at interested and they're much easier to talk to than before. We worked really hard trying to convince them why they need to hire a person with a disability and now who work with people with disabilities were interested in employment, we can walk in there feeling a little bit more confident because we are not so much on the begging side and we do have bargaining chips that we can present to the employer that they will be interested in. A, I have a person with a disability, and if you don't want them it is your loss. Before it was like begging them to do that. We are looking into changing the focus and showing the employers the advantages that you have by hiring a person with a
disability. The question now is or should be have you hired a person with a disability whereas before we were like, would you be willing to hire? Usually it was yes, but. Almost always it was yes, but. Some people were brave enough to say no but most of them because of their point of view it would say yes, but we don't have anything they can do here. Would you be willing to hire someone with a disability? Yeah, but we don't have any open positions now. Now you can ask that question, have you hired? Because if you have not hired an individual with a disability, you are losing out. If you do not have an employee with a disability, this is what you're missing out on. We do have the opportunity to go in and focus beyond just the existing positions in a corporation and we look to creating new ones. When you ask them if they have had any person with a disability and they say no, but that is because we don't have any work that they can do, but would you be willing to? Of course they say oh yes, oh yes. That is when you go to the next proactive step and say can you come into your business and show you what or where you can place an individual with a disability? Because they are willing, most companies will say yes, you are welcome to come and see. Other companies will say oh yes, definitely. We have been wanting to do that and we need help. Somebody can show us where we can place an individual with a disability. So that is why being proactive [Indiscernible] innovative approach comes from us. Because employers do not work with people with disabilities. We are the ones who do that. Their job is to run their business and our job is to help these people find employment. Again, we need to look into not just what is there, because traditionally we have looked at want ads, the companies may have a position and when their position is open we could have a person with a disability do this and they could do this that or the other, or we can have a position to suit their needs. We can go beyond that and when they think they don't have any positions open at all, that should not be the end, because we know that they are willing but they don't know that they have a position. So our job is to go in and show that they have a position. That is why this discussion is important as is talking about creating and looking into jobs, probably where none exist. It involves going in and finding jobs that are not there and it is looking at the job descriptions of the operations they have and looking at -- into how positions can be bundled, and looking at a bunch of job descriptions and seeing if a position can be carved out of all those job descriptions that an individual with a disability can perform some of those tasks. We are not just looking at low level positions. When you're working with people with disabilities, they think they can do a job as a cleaner or be in a factory, we are also looking at higher level positions. Maybe a company that hires only engineers. That is all they do. So you know that everybody is intellectual so there may be no room for a person with a disability. But looking at all those high-level positions and seeing if there is anything, different task, they can be bundled together they can be pulled from all of those high positions and create a position for a person with a disability. Of course the corporation is willing to place an individual there. We also need to be knowledgeable regarding risk, liability, and safety requirements. You don't want to go into [Indiscernible] which may not be safe for individual with a disability or any individual for that matter, and try to place an individual there. you want to know about the issue of insurance coverage and where it is necessary and you need to negotiate those things with employers. So what I'm going to talk about here for the next one or two slides are examples of how that can be done, how positions can be created. I will base them on personal experiences and so let's look at a few examples. One primary example I had here is on creating a job where none exists.

>> This first example is Veronica. She is 24 years old and she is dependent on a wheelchair. [Indiscernible] intellectual disabilities and speech impairment and she also has physical limitations. Veronica had usage of only one hand, which she uses to control the wheelchair. Several job positions had been tried for her and nothing had worked because of those limitations. Speech, intellectual, and
also physical. That is a combination that makes employment rather difficult. She enjoyed working with kids. She loved kids and she also loved animals, especially dogs. Her interest was to work in a daycare situation but she was not able to successfully work in a daycare situation because it requires picking up little kids, babies, changing diapers and sitting them on your lap, reading, and she is not able to do that for obvious reasons. So she would go to the mall because her mother [Indiscernible] for your information this was in Ohio. She would [Indiscernible] BB R and had difficulties placing her but the vocational [Indiscernible] went to the mall because they knew she was interested in she goes there it hangs around, goes to the pet store and waits for her mother to pick her up on the way home. She looked around and she cannot find any job that Veronica could do in the mall. She sat down at a coffee shop, at Starbucks, and an idea came to her. She was like a, she saw people coming in getting coffee and going away to different parts of the store where they worked. She looked for ideas in that particular situation and an idea came to her while she was there. She asked the management if they would consider bringing on a staff member who a potentially make the store more money. This was not like, can you hire somebody here because they have a disability and help them to support them? It was like coming from the proactive, this is what you’re going to gain, benefit perspective. Of course they said yes. Would you entertain an idea that will bring in more money? The answer is always yes. She realized the people working in other stores in the mall wanted coffee and they would only get it during their breaks or when there was another employer who would replace them, so she suggested adding a delivery service. [Indiscernible] Veronica's wheelchair, a lockbox and cupholders, and then took several days with Veronica using the new coffee delivery idea, and she asked people in the other stores if they drink coffee, yeah, would you be willing if it was delivered to you, is that a good idea? She did a market survey and it turned out to be very positive point so going onto the next step, she got a tray on Veronica’s wheelchair and what she would do is deliver orders. Instead of owing to Starbucks to pick it up, they would call and she would deliver the order. That is an example of a position where there was no job before but it benefited the employer and Veronica and it showed she was an employee of the business and eventually she started getting tips and so she ended up earning probably more than some people who made the coffee. That was an example of looking into a position where there was no job and creating one where you have to presented in a manner where the employer is willing to work with you. Another example I had their was an individual called James. James had worked in an assembly line factory and he suffered brain injury. He had a memory deficits. He had difficulty accomplishing complex tasks. There was a counselor who was working with them and try to put them into several jobs and nothing had worked but he kept saying, I want to go back to my trucking job. Of course people with traumatic injury, especially those that affect the frontal lobe, have difficulties adjusting into other situations. They want to go back to what they could do before. Because of his brain injury, he could not pass the certification that was required, so as counselor made an appointment to visit a company that creates truck engines. She watched what employees did and she was hoping something may come up, and idea. She saw these highly paid assembly-line employees bringing boxes of equipment and oil and if something happened they would clean things. So she approached the foreman and asked if they would hire someone at $11 an hour who would relieve the duties from those highly paid employees so they can produce more. So the question here would be like would you like to increase productivity and this is how you can increase productivity. These employees are doing fine but they could do better if you hired somebody at $11 an hour who was going to take some of their tasks. She looked to the job and she was able to bundle some tasks from those highly employed people, and gave them to James and of course it was a win-win for everybody. Productivity increased, James had a job, and had a job traded from
somewhere where there was no job before. And so as we are saying, as we are thinking about such situations, wherever you are in your local area, I don't know what is there. I don't know if there are big corporations or small companies, but wherever it is, think about creating positions where they don't expect them. I had other examples here that I was thinking about the other day. I'm not saying these have been tried out, but in line of creating jobs where none exists, there is a community where there is an H away and every week or so, somebody drives by looking at the yards and reporting those who have not mow their lawn for a while, those with point three branches falling down, trashy areas, and they report to the homeowners association and they get a letter saying you need to do this that or the other. An idea crossed my mind. How about somebody who has a disability? I have known many who don't have a job. They walk around the neighborhood every morning. Some by wheelchair. They drive around. People with intellectual disabilities, many like walking around and will take long walks all over the place. How about that? That is probably something somebody can do. I am not saying it is unexplored, that it is an example of thinking of a job where none exists. How about if an arrangement could be made for a person with a disability, to go around and take photographs of all houses in the neighborhood, maybe three or four neighborhoods, so they can have more work? Then send these photographs to the homeowners association, and there are many homeowners groups over the place, and they can look at that video or photograph and send the letters because they have proof [Indiscernible] highly paid person drive around and do that. I was thinking also about exam proctor. Sometimes I have worked in colleges where they have students taking exams and their proctored. They pay people a lot of money to come and do that. Sometimes they are unavailable. Sometimes people refuse to do that because they do not pay as much. A person with an individual disability can sit in a room and being there, that presence, can help whoever is taking the exam the more honest.

>> Also there online exam companies. There is one that gives test online and use people who can monitor the computer the individuals working on and let them know they will be monitoring you so you cannot reach into a desk and pull out notes or anything. That is a situation were probably an individual with a disability could work. You can think of any other examples. This is not exhaustive, just some examples of what you can do. Probably work with the security company that has to review hours and hours of footage [Indiscernible] and sometimes they want to look at a whole week and see what happened. It takes a lot of time and people who are highly employed to do that probably may not be available or may not have the patience and we know that our people with disabilities are very [Indiscernible] and patients, most of them. That is something that they can do. I’m giving examples see you can also think about -- along those lines anything that can create employment where none exists.

>> Lastly, I want to do this define disabilities. It used to be people with disabilities were considered as low rate and so historically they were bundled in workshops or their given positions that paid less than minimum wage but employment for this particular purpose [Indiscernible] in the workforce, also working for competitive wages which means at least minimum wage and having benefits whenever possible. We want people with disabilities working alongside others. We’re not talking about isolation. They agreed to hire them and not keep them in a back office or warehouse so nobody can see them. Companies are more bold and more willing to show a person with a disability among their employees instead of hiding them, as it used to be. It involves them working alongside others and having the same opportunities to participate in jobs and social activities as other company employees. The stigma is somewhat decreased and we need to take advantage of that. That shame used to be associated has increased decreased over the years. Employee employment also means being employed and it is
working with a person with a disability in following what they would want to do and be looking into where that position can be created. There used to be jobs called stuffing envelopes years ago and I am glad they disappeared because many of them were fake. You would see advertisements for stuffing envelopes jobs, but they did not. This is probably the only thing during those days when we used to work with people [Indiscernible] one job they did at home and probably cannot think of anything else. Occasionally you will find a factory that is willing to give an individual who works at home to be assembly, but stuffing envelopes nowadays is not around anymore. I'm sure there are many other opportunities [Indiscernible] from home. I don't have specific examples right now, but that is out there for you and I to think about to see where such opportunities may be available. It is also working traditionally in traditional settings [Indiscernible] permitted to pay less than minimum wage. Let me make it clear for those workshop typesetting, the best thing is [Indiscernible] job is guaranteed with the company, that is if they're going to pay less than minimum wage, otherwise they should pay minimum wage or above. It is also working the full integrative [Indiscernible] fair wages. That is my discussion there and I'm hoping that I have provoked your minds, but I have given you some ideas and that you're going to look not only into locating jobs that are available and advertised, and that you will be looking into jobs that are not existing currently. Any questions at this point?

>> This is freedom. We have a couple questions and one of them is related to that last lied. It is related to the workshop and the person is curious, are you saying that workshop typesetting's are appropriate or not appropriate at this point ask

>> The traditional workshop settings that are used to called sheltered workshop situations, where a lot of people with disabilities would be bundled together and they would be paid less than minimum wages, the advantage with a sheltered workshop was because they worked when they could and they can miss a day or two, but they were paid less than minimum wages. I am saying that is not appropriate.

>> That is what I thought, too. I thought that is what you meant. The person just wanted clarification. We still have a few of those in the great state of Texas. There are a few and they are slowly slowly being converted. They picked up the pace here in the past year because of our legislation, which is good. The one I am familiar with was an organization that had people counting hangers, so the same idea as stuffing envelopes but counting hangers, and yeah, I have another comments. Although I have seen willingness to hire more individuals with disabilities, I have seen not seen much willingness from employers to hire individuals who utilize wheelchairs. What suggestions do you have to increase these opportunities? Great question.

>> A very good question. Many people who are in wheelchairs do not actually have significant intellectual disabilities, which is what we are focusing on. The main thing here is the disability but more importantly the skills the individual will bring. The wheelchair is the international symbol or disability, so that one is obviously clear. I don't know that there are any specific recommendations for people or individuals with disabilities that are different from any other disability, apart from accessibility issues. Is the question pertaining to are there specific jobs for those people? Or is the question asking whether employers are more open to them?

>> What suggestions do you have to increase the opportunities? She has seen a lack of opportunities for people in a chair, and how to approach the employer if you have a customer who uses a chair? Any suggestions?
Again, the wheelchair is part of the disability and the person does not have mobility or cannot walk all the time. That is not the end of it. What is the functioning of their [Indiscernible] and what is the intellectual functioning? That is what really [Indiscernible]. I don't know if we can look at them differently than any other, looking at what they can do, by going to a company, of course I'm going to be mindful of the person I have and that they do have a wheelchair and of course I'm going to look at environmental factors, but with a person who does not use a wheelchair [Indiscernible] to me, I answer to this question is, the same as with any other person with a disability, we look into creating positions and bear in mind the mobility issue.

I agree. In my personal experience with this, I think what you have to do is you have to sell their skills just like anybody else. What is the skill set of the person? Do they have a degree? Are they good with computers? Do they know Excel X all of those kinds of questions you have to get out there and they always say you need to sell them on their cover letter and too great an interview and I think we had a couple more comments. Individuals with the same issues but related to -- I need to scroll back down, [Indiscernible] after two years of interviews this particular customer was hired after a tryout interview and he is still working and this took a lot of patience and perseverance. Absolutely.

It does.

You have to keep knocking on doors.

We are talking with people with significant disabilities and people who are more difficult to place. More difficult to obtain employment.

The term carb employment, I'm showing my age here, that is what you have to look at is you have to be able to go into a setting into a business and look at what is missing and see where the person you are representing can it into that area based on their [Indiscernible].

Absolutely.

We are right at 11:00. Wait wait I have a question but I think we got them all. If not I'm sorry but we are out of time. We appreciate you being with us here today.

Thank you so much.

Anytime sir, and we will have you back a couple times so everyone keep a look on our schedule. I don't have the exact schedule in front of me but I know it is on our website. There are a lot of good comments about your presentation. We appreciate that. We have recorded webinar and will post it on our UNT-WISE website in our on-demand section. You'll receive an email with our survey, so please fill it out. If you have suggestions or training, please let us know. A certificate of completion will be uploaded in your user portal in the next 3 to 5 business days and I failed to say something in the beginning. If you are calling in life own only today, in other words you do not log into the system and you only called in using the number we provided you, please make sure you send us an email at UNT-WISE, one word, at UNT.edu. That is the only way you will receive credit for your participation. We always offer CRC credits. Send it to the same email. We will make sure that CRC form gets filled out. Vincent, thank you so much sir. We look forward to hearing from you again and everyone have a great day and we will see you in a couple of days. Goodbye.

Goodbye.
>> [Event Concluded]