

ACCOMMODATIONS CASE STUDIES WORKSHEET

1. A youth who has a very mild case of mental retardation and is regarded as “high functioning” is applying for a cashier’s position at a neighborhood drugstore, but has difficulty making change.

Q: How would you coach her and the potential employer to accommodate this task?

Solutions:

2. A youth with an attention deficit disorder has just been hired to work in a packaging facility, but is having problems staying on task.

Q: How would you assist this youth to keep his job?

Solutions:

3. The youth you’re working with has a severe learning disability and has been hired to “dress & package up” burgers at a fast food restaurant. The youth can not read, and can only recognize specific letters on orders for hamburgers.

Q: How can you assist the employer and youth in accommodating this job?

Solutions:

These examples have been adapted and excerpted from materials developed by the President’s Committee on Employment of People with Disabilities and used in the ICI “One-Stop Disability Resource Manual. Used with permission.

ACCOMMODATIONS CASE STUDIES WORKSHEET (Cont.)

4. A youth who is blind has just been hired as receptionist for a law firm. She cannot see the lights on the phone console which indicates which telephone lines are ringing, are on hold or in use by staff.

Q: What type of accommodation(s) could be made for her to do this job?

Solutions:

5. A large grocery store wants to hire, as a bagger/stock person, a youth you've been working with who happens to have significant hearing loss. The employer's concern is that she will not be able to hear the paging loudspeaker system that is used to call employees to different parts of the store for work assignments.

Q: In what ways could the employer accommodate this youth in this position?

Solutions:

6. A youth with severe depression and who has been working successfully for the past year as a clerk-typist for a major insurance company, begins to show radical behavior changes. These changes are affecting her work. Her supervisor calls you with concerns about what to do.

Q: What do you suggest to the supervisor in the way of accommodating this youth's disability?

Solutions:

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ACCOMMODATIONS CASE STUDIES WORKSHEET (Cont.)

7. As the result of diabetes, a productive youth working in sales at a clothing store is experiencing fatigue, and needs time during the day to administer medication. She is having difficulty performing her sales duties for a sustained period of time.

Q: How could the employer accommodate her in this position?

Solutions:

8. A youth with a traumatic brain injury (TBI) from a motorcycle accident three years ago is hired by a small local bank. His job duties include processing checks and other transactions. Items must be numbered and placed in a sorting machine tray in a special manner. The problem lays in periodic confusion due to memory loss and weakness on one side of his body.

Q: What would you suggest the employer do to accommodate this youth in this position?

Solutions:

9. A youth with juvenile arthritis wants to apply for a job at a department store as a retail clerk. She has great people and communication skills. She also has issues with stamina and balance, and uses a 3-wheel scooter.

Q: How would you coach the youth and potential employer to accommodate her?

Solutions:

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