

Starkloff

Disability Institute

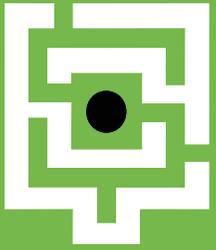
The workforce, workplace disability advisor.



TIPS FOR EMPLOYMENT FOR PEOPLE WITH DISABILITIES

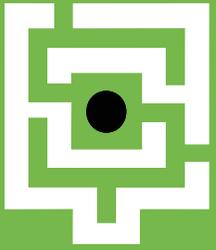
Lori becker, COO & Director of Development and Communications

Jason Hartsfield, Adult Career Services Coordinator



BIGGEST EMPLOYER COMPLAINTS

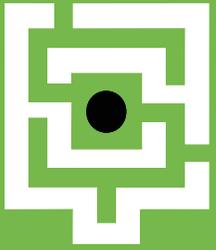
- Not meeting their IWD hiring goals because
 - Not enough candidates
 - Candidates aren't qualified
- IWDs lose their jobs because
 - Don't understand the accommodations process
 - Don't know how to manage workplace conflicts
 - Don't ask for help!



TIPS FOR FINDING JOBS

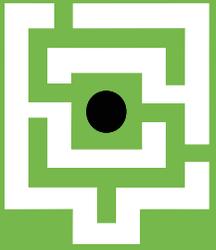
- Larger employers more likely to understand and provide accommodations
- Identifying inclusive employers
 - Look for “disability” on the D&I web page
 - Is their career page accessible?
 - Partnering with other disability organizations?
 - Federal contractors?
 - Glassdoor.com reviews





TIPS FOR APPLYING FOR A JOB

- Hiring managers want to know 3 things
 - You can do the job
 - You want to do the job
 - You'll do the job well in this environment
- Qualifications!
 - Preferred = “We’d like you to have these.”
 - Required = “You must have these.”
 - Unless stated otherwise, the qualifications are **REQUIRED**
- 1 year of experience = 1 year of full-time experience



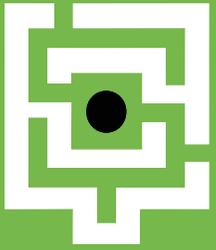
WHAT ARE KEYWORDS?

- Hard skills

- Software
- Hardware
- Programming languages
- Specialized equipment
- Anything you can be certified in

- Soft skills

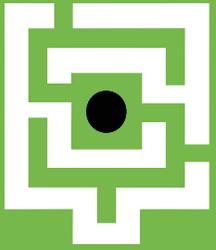
- Communication
- Coordination
- Cooperation
- Customer service
- Management
- Timeliness
- Conflict resolution
- Listening
- Empathy



TIPS FOR TAILORING RESUMÉS

- Summarize at the top
- Show, don't tell
- Focus on specific accomplishments
- Use numbers

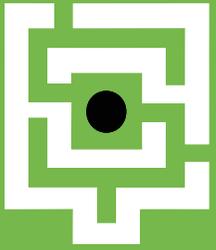
Okay	Great!
“Team-oriented”	“Collaborated with a team of 6 to develop strategies that boosted productivity 15%.”
“Customer service”	“4 years of customer service experience including 3 years of call center experience.”



TIPS FOR INTERVIEWS

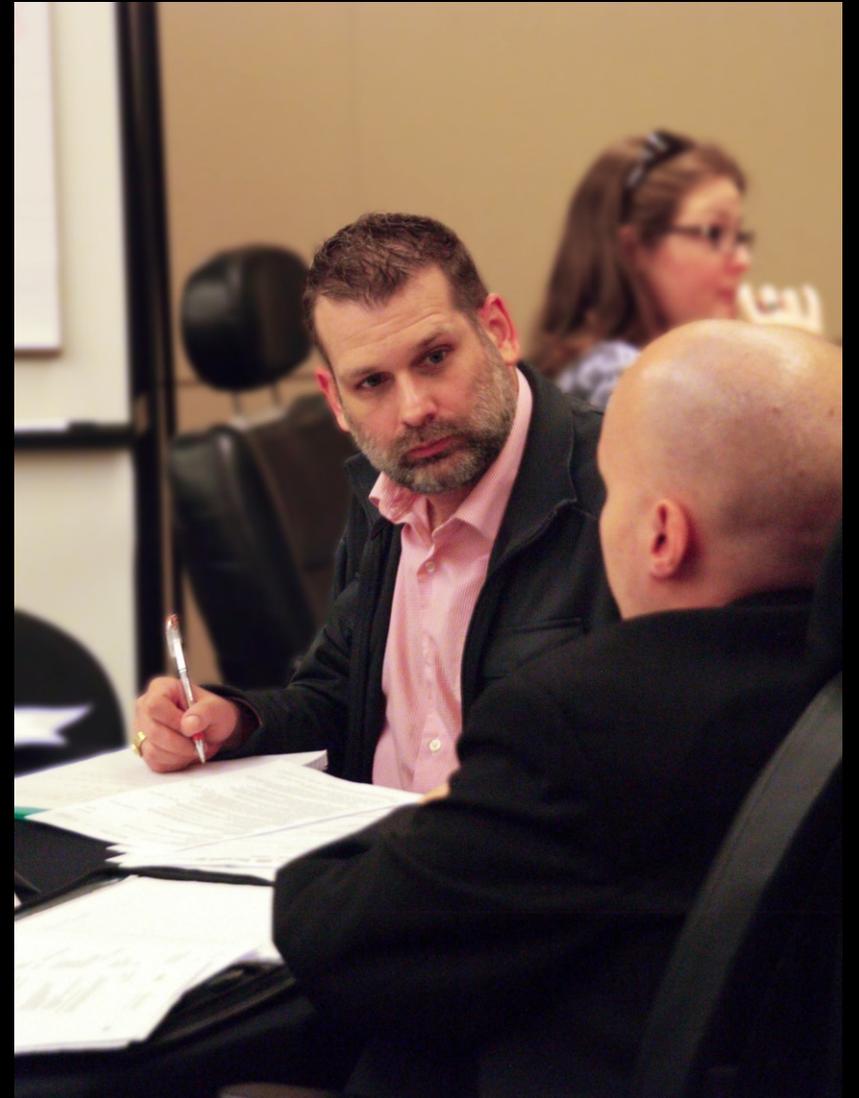
- Use your network
- Read the job description
- Research the company
- Practice common behavioral interview questions
- What do you want to know about the job and company?
- Write your interview answers
 - You are allowed to bring notes

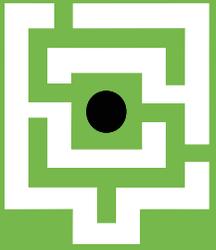




TIPS FOR ACCOMMO- DATIONS

- The accommodation process is a **negotiation**
- The employer decides what is reasonable for them
- They can ask for proof of need
- Come with reasonable ideas
- Be flexible and patient
- Be open-minded

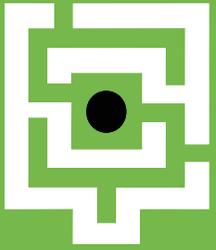




TIPS FOR MANAGING CONFLICTS

- Know your role in the conflict
- Seek unbiased input
- Follow the proper channels
- Communicate empathetically
- Don't be timid

If you're arguing, you've already failed



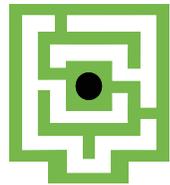
TIPS ON ASKING FOR HELP

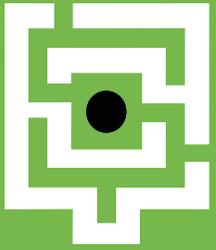
- How long do they expect you to take to learn your job?
- Establish how performance will be measured
- Request check-ins with your supervisor
- Find a mentor
- Remember that accommodations are **your right**

Q & A

Starkloff Disability Institute

www.starkloff.org





STARKLOFF CAREER ACADEMY

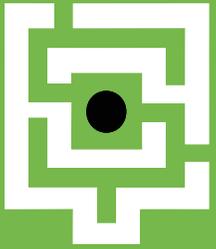
Adult Career Services

- 2 Ten-week Capstone Course (60 hours each)
- Individual career counseling
- Accessible networking events

IN 2019

- 65 Adults served (43 new)
- 307 hours of direct service

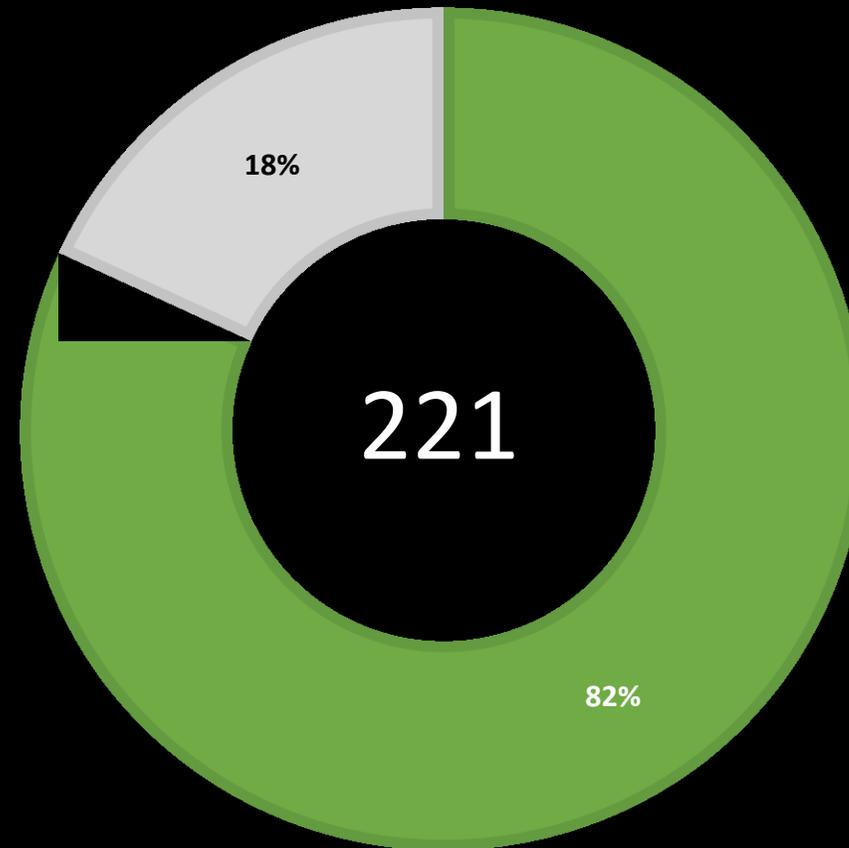


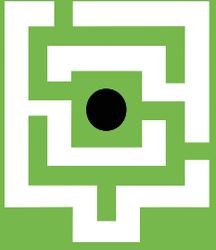


CAPSTONE COURSE SUCCESS

CAPSTONE COURSE GRADUATE EMPLOYMENT SUCCESSES

■ Employed Graduates ■ Unemployed Graduates





DREAM BIG

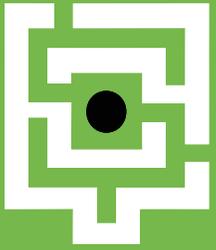
A PRE-EMPLOYMENT
TRANSITION SERVICE

- 3 one-week Career Camps (37.5 hours/week)
- Individual transition counseling
- Special events for families

IN 2019

- 18 students attended camps
- 13 companies welcomed students
- 125 parents and educators attended special events





ACCESS U

A PRE-EMPLOYMENT
TRANSITION SERVICE

- Self-advocacy and pre-employment training
- Connections to internships
- Peer support

IN 2019

- 45 students received resources
- 13 students received counseling
- 9 local universities
- 25 high school transition counselors



PARTNER COMPANIES

- Alberici
- Ameren
- Bayer
- Bi-State Development
- BJC
- Boeing
- CannonDesign
- Centene
- Cigna/Express Scripts
- Clayco
- Cortex
- Danforth Plant Science Center
- Edward Jones
- Enterprise Bank and Trust
- Enterprise Holdings
- Fabick CAT
- FedEx Freight
- Fleishman Hillard
- George Warren Brown School of Social Work
- Kennedy Capitol Management
- Launch Code
- Mallinckrodt Paramedical
- Maryville University
- Microsoft
- Mercy Healthcare
- Missouri Historical Society
- Nestle Purina
- Nestle USA
- Olin Corporation
- Panera
- PerMobile
- Pfizer
- Riot Games
- Royal Banks of Missouri
- Spectrum Healthcare Resources
- SSM
- Saint Louis University
- St. Louis Cardinals
- St. Louis Community College
- St. Louis Zoo
- Savvy Coders
- Stifel
- Thompson Coburn
- U.S. Title
- Washington University Medicine Multispecialty Clinic
- Webster University
- Wells Fargo
- World Wide Technology

