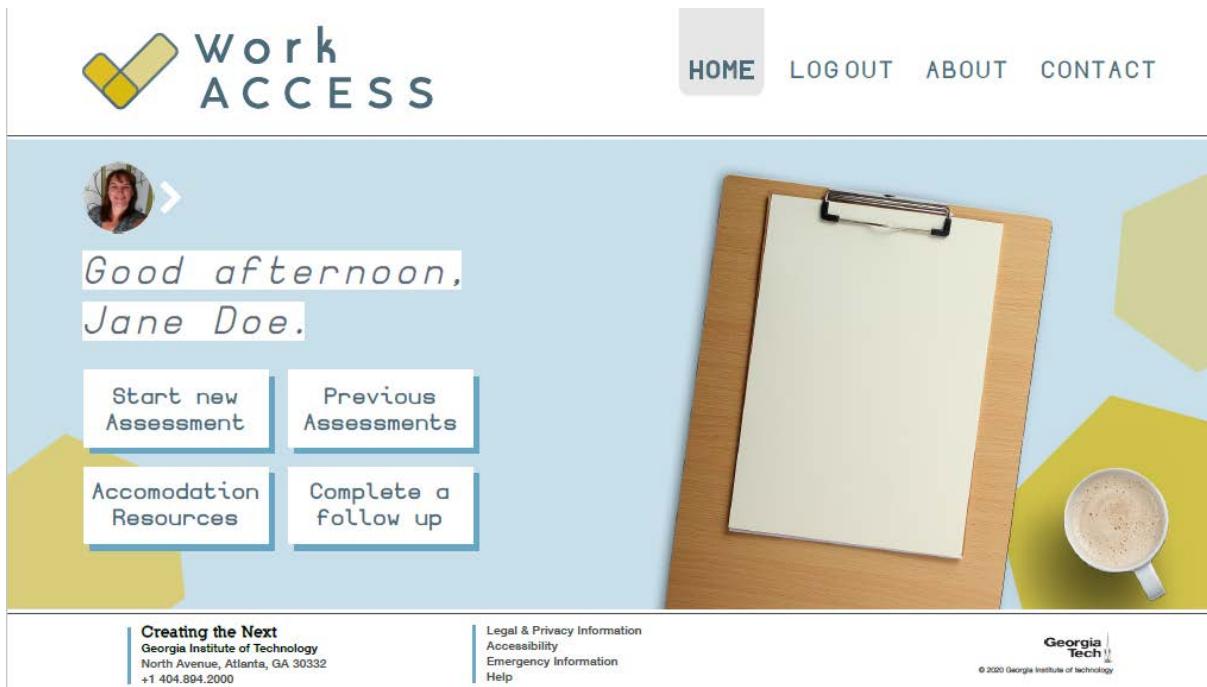


Introducing the Workplace Accommodation Expert Support System (Work ACCESS)

A new online tool / app to help people make informed workplace accommodation decisions

Problem: Many employees with disabilities report unmet accommodation needs, and part of the challenge is that work accommodations are chosen without input from accommodation specialists. Employers / employees may not know what options are available and lack information about what accommodations are more likely to work in which situations. Therefore, we are developing an online tool/mobile app to provide this guidance.



How Does it Work?

- Work ACCESS collects information about the employee, work tasks, and environment to define the accommodation problem.
- A decision tree links problems with performing work tasks to accommodation suggestions. It recommends types of products and features (rather than specific products) to try.
- Potential solutions are filtered / prioritized based on additional individual, activity, environmental, and external factors (e.g., working at a shared workstation, low computer skills).
- Finally, Work ACCESS provides information and links to resources to assist with implementation (e.g., our Assistive Software Knowledgebase tool, funding options).
- When completed, Work ACCESS will address accommodation needs for employees with a variety of jobs and disabilities.

How is it Unique?

- Existing workplace assessment tools consider only the individual's disability and job tasks, and skip over other factors that could impact the viability or success of the accommodations.
- The tool is being developed through "crowd-sourcing" so that the accommodation solutions reflect experts' experience with real people, real problem, and real solutions.
- Accommodation suggestions that are more complex (e.g., an AAC system) or which have medical/health implications (e.g., standing wheelchair for a person with SCI) come with a warning that experts need to be engaged before proceeding further.
- Work ACCESS will follow up with users to learn whether the recommended accommodations were successful, and will adjust its recommendation algorithms accordingly. This best-practices information will enable employers and employees (and service providers) make more informed workplace accommodation decisions.

How Can I Get Involved?

- Participate in one of our remote group interviews (e.g., via conferencing system).
- Help us validate a section of decision tree (e.g., via online survey).
- Sign up to help us field test the first version of Work ACCESS this spring.
- Tell us about your needs! What additional work tasks should we add in future years?

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