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Topic 1

For a person with a disability to effectively perform their duties at the workplace, they should be provided with accommodation matching their special needs to help them achieve their full potentials during work. At the workplaces, various assistive technologies like computers with dual monitors, audio materials and recording machines, text to speech or speech to text machines, and color-coding aid the daily activities of people with disabilities. Additionally, to effectively utilize these accommodation materials at the workplace, the persons must be aware of how they are used and applied and know the strengths and weaknesses they offer during their applications (Idaamerica, 2014). One should also note that accommodation rules differ because the services during the learning duration in both k-12 and colleges are different from the rules guiding the same at the time of employment.

Therefore, when looking for an employment opportunity, a person with a disability should negotiate for accommodation once they are on the job. Requesting for accommodation when already at work helps the person with the need to know the culture of the workplace, study the specific job requirements and also be able to know exactly how the co-workers carry themselves at work. Therefore they will know specific accommodation tools needed to aid their work (Idaamerica, 2014). Besides, to have the required experience on using the required accommodation, it is notable that the accommodation process in college is key in preparing one of what they expect at workplaces. For successful employment, one should develop a history of work experience whereby while in college, one engages in job-related activities like work-study programs and campus leadership opportunities. The experience gained at any level helps one to transition from college to workplace demands smoothly.

When advocating for accommodation at the workplace, one must be well aware that such demands might, in one way or the other, affect workmates. Therefore, for effective job transition from college, one should negotiate for an accommodation that best suits their need and at the same time seek help from workmates whenever necessary. Also, to achieve a diverse and inclusive workforce, supervisors should recognize accommodation tools that are friendly to all their staff and request all the workers to be assistive to their disabled colleagues all the time (Askjan, n.d). This promotes teamwork at the workplace.

Topic 2

Reflecting on where I started at the beginning of the semester, my knowledge concerning assistive technology improved before joining this class. I have hence learned that assistive technology uses those technologies by the people with disabilities to perform certain tasks that they cannot manage if not aided by those technologies. On the same note, I have learned that accommodations are those alterations made in an environment to allow those with physical disabilities to easily access learning to bring equity in knowledge and skills acquisition to all. Lastly, I am now aware that functional limitations involve a lack of abilities to perform certain tasks by the body. The most interesting thing I learned in this AT class is computer software that can check grammar, predict words and templates. I was surprised how easy it can predict the words about to be typed by people and assist in checking grammar for those who may have grammar limitation. The software made me happy with other accommodation tools because it can be used in offices by office assistants to type the office documents faster with the correct language demand. Most importantly, from the course, I am knowledgeable about how people with disabilities should be accommodated from primary school to the workplace. Understanding

my life will allow me to assist any person with a disability in any environment, including the workplace.

I draw my interest in this entire course, most specifically when I learned that both the work and learning objectives and expectations must not be lowered to the people with disabilities and should be assisted to achieve the same expectations required of others. Organizations must, therefore, not lower their standards for the people with disabilities but rather assist them in achieving the organization's goals and objectives just as the rest. In my current job, I will help provide all the required assistive technologies and helpful tools to my physically disabled colleagues to achieve the company's goals and expectations. The course challenged me that people with disabilities must be granted the same opportunities as their able counterparts because they can give the same or better results when assisted and accorded such opportunities.

References

- Idaamerica. (2014). Transitioning from college to work. <https://idaamerica.org/transitioning-from-college-to-work/>
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