

AT for Seniors in the Workplace



HOW TO ADAPT AND OVERCOME BARRIERS TO SUCCESSFUL EMPLOYMENT WITH AGING

JAMES A. WHITNEY, OTD – ASSISTIVE TECHNOLOGY CLINICIAN

Objectives

- ❖ Define terms like assistive technology, disability, ageism, and “reasonable accommodation,” to set the stage for the rest of the presentation.
- ❖ Become familiar with legislation that is in place to protect the rights of seniors with and without disabilities.
- ❖ Know what disabilities the aging population may face.
- ❖ Learn about which Assistive Technology can be utilized to promote successful employment.
- ❖ Discussion
- ❖ Conclusion – Information on how to contact MDTAP / our partners

A little about me...

James Whitney, OTD → james.whitney1@maryland.gov

I hail from Salisbury, MD

Graduated from Salisbury University with Bachelor's in Psychology and a Minor in Sociology

Graduated with my Doctorate in Occupational Therapy from Virginia Commonwealth University.

Began working with the Maryland Assistive Technology Program (MDTAP) as an AT clinician.

I love empowering individuals to increase their quality of life by becoming more independent and successful in engaging in meaningful activities through the use of Assistive Technology.



Survey

Are you familiar with or have you used the services of the Maryland Assistive Technology Program?

Answers:

- Yes
- No
- Yes but unclear of what your services include

About the Maryland Assistive Technology Program (MDTAP)

We provide statewide access to assistive technology (AT) through equipment demonstrations, loans, reuse, financing, and training.



www.mdtp.org



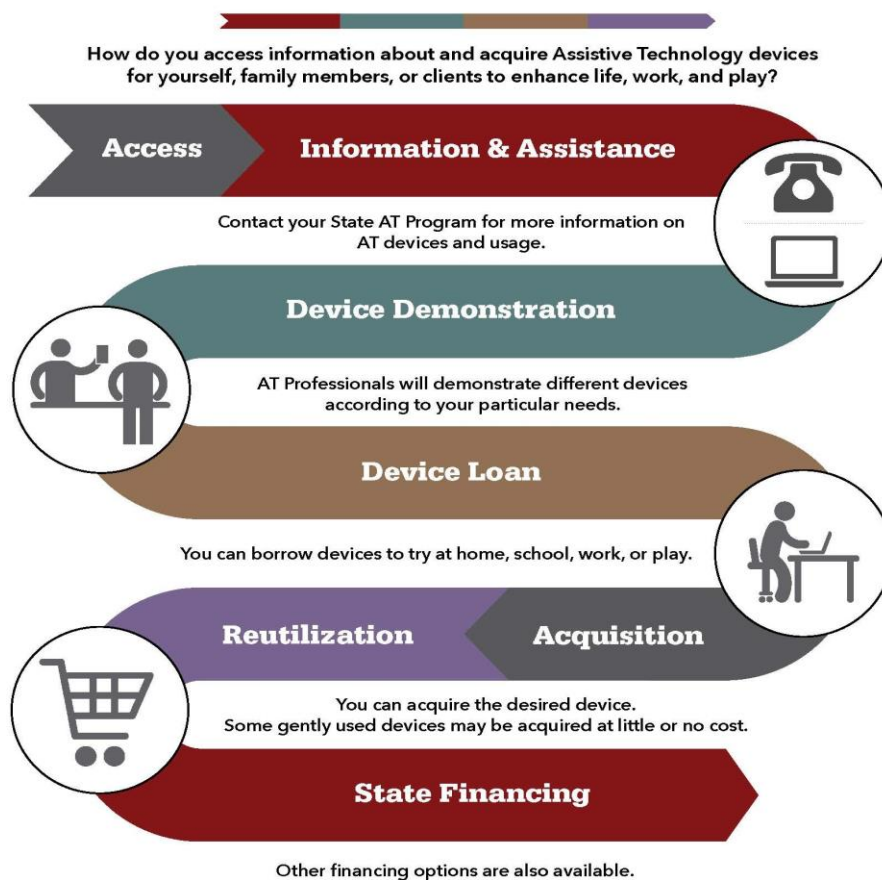
AT Services Flow Chart

Reach out to us by phone call, email, or our online form (www.mdtaap.org) to get started!

We can offer direct assistance or refer you to another resource that may be able to help you if the request is out of our scope of practice!

- We can conduct an AT Consultation to find out more about the individual and their needs etc.

ASSISTIVE TECHNOLOGY (AT) SERVICES FLOW CHART



- We can demonstrate AT devices to show the individual how they work and what to expect while using them
- If all parties agree, then we can move forward with a 30- day loan of the device for the client to take home and use in their natural setting (school, work, home, etc.)
- We can also assist with price comparison shopping and finding a proper vendor if the client likes the AT device enough to make their own purchase.

So, why are we here?

The number of Americans over the age of 65 is projected to double from 2010 (N=40.2 million) to 2050 (N=88.5 million). (Harada, C.N., Natelson Love, M.C., Triebel, K.L., 2013)

Individuals with disabilities / impairments CAN be a productive and valuable employee!

Our aging adults who choose to work are legally allowed to do so with or without the use of **reasonable accommodations**.

One or two disabilities / impairments does not negate the multiple skills an individual has.

It is not easy for employers to find good workers - Employers may not know that you are entitled to reasonable accommodations that facilitate your ability to complete your job and just need to know what you need.

Why are we here? Continued...

Older workers remain a vital segment of today's workforce.

Some individuals have retired from one form of work and chosen to switch careers or work part-time to earn extra money and maintain insurance benefits, keep active, learn new skills, or socialize.

With the aging of the baby boomer generation, the average age for workers will increase, and the likelihood that more employees will be managing a disability increases.

Please keep in Mind...

Aging, by itself, is not an impairment, but a person who has a medical condition (such as hearing loss, osteoporosis, or arthritis) often associated with age - has an impairment on the basis of the medical condition. If that impairment substantially limits a major life activity, the person may be entitled to accommodations under the ADA.



For people without
disabilities, technology
makes things easier.

For people with
disabilities, technology
makes things possible.

- IBM training manual, 1991

What Is Assistive Technology?

Devices

- “any item, piece of equipment, or product system, whether acquired commercially, modified, or customized, that is used to increase, maintain, or improve functional capabilities of individuals with disabilities” (AT Act of 1998, as amended)

Services

- "any services that directly assist an individual with a disability in the selection, acquisition, or use of an assistive technology device" (AT Act of 1998, as amended)

Definition of “Disability” Under the ADA

A physical or mental impairment that substantially limits one or more major life activities: caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working... the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

PUBLIC LAW 110–325 Sec.4(1)

Let's Talk About Ageism:

What is it?

- Prejudice or discrimination on the grounds of a person's age.

Examples:

- Losing a job because of your age
- Not getting hired because the employer wanted a younger-looking person to do the job
- You were fired because your boss wanted to keep younger workers who are paid less.

Negative Psychological Effects of Ageism:

Older adults can internalize ageist beliefs and begin to believe and behave as though they are no longer independent, healthy, vibrant adults. (Levy, 2009; Levy & Banaji, 2004).

Older adults exposed to negative age stereotypes in laboratory studies demonstrated worse memory, handwriting, and self-confidence and have appeared to age “instantly” – moving in a stereotypically older manner (Levy & Banaji, 2004; Meisner, 2012)

Negative Physiological Health Consequences of Ageism:

Research suggests that ageism may be associated with short- and long-term physiological health consequences .

Levy and Colleagues (Levy, Hausdorff, Hencke, & Wei, 2000; Levy et al., 2008) documented heightened cardiovascular stress responses among older adults subliminally exposed to negative stereotypes of aging compared to those exposed to positive stereotypes.

- Frequent elevation of blood pressure and heart rate can lead to hypertension and may contribute to or exacerbate other chronic health issues such as heart disease, stroke, kidney disease, obesity, and diabetes. (Go et al., 2013 ; Julius, Valentini, & Palatini, 2000 ; Lago, Singh, & Nesto, 2007)

LEGISLATION



The Age Discrimination in Employment Act of 1967

SEC. 623. *[Section 4]*

It shall be unlawful for an employer-

- (1) to fail or refuse to hire or to discharge any individual or otherwise discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's age;
- (2) to limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's age; or
- (3) to reduce the wage rate of any employee in order to comply with this chapter.

Americans with Disabilities Act of 1990

The ADA protects the rights of individuals with disabilities in employment, access to State and local government services, places of public accommodation, transportation, and other important areas of American life.

- Title I applies to Employment
- Title II applies to State and local government services and programs
- Title III applies places of public accommodations (businesses that offer services to the public)

Title I of the ADA: Employment

Title I of the Americans with Disabilities Act of 1990 prohibits private employers, State and local governments, employment agencies and labor unions from -- discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment.

The ADA covers employers with 15 or more employees, including State and local governments. It also applies to employment agencies and to labor organizations.

https://www.ada.gov/ada_title_I.htm

In short:

The ADA protects you from discrimination in all employment practices, including:

- job application procedures
- hiring
- firing
- training
- pay
- promotion, benefits, and leave.

You also have a right to be free from harassment because of your disability, and an employer may not fire or discipline you for asserting your rights under the ADA.

Most importantly, **you have a right to request a reasonable accommodation** for the hiring process and on the job.

What Constitutes a “Reasonable Accommodation”?

Any change or adjustment to a job, the work environment, or the way things usually are done that would allow you to apply for a job, perform job functions, or enjoy equal access to benefits available to other individuals in the workplace. There are many types of things that may help people with disabilities work successfully.

Accommodations are sometimes referred to as “productivity enhancers”. Reasonable accommodations should not be viewed as “special treatment” and they often benefit all employees.

Examples of “Reasonable Accommodations”

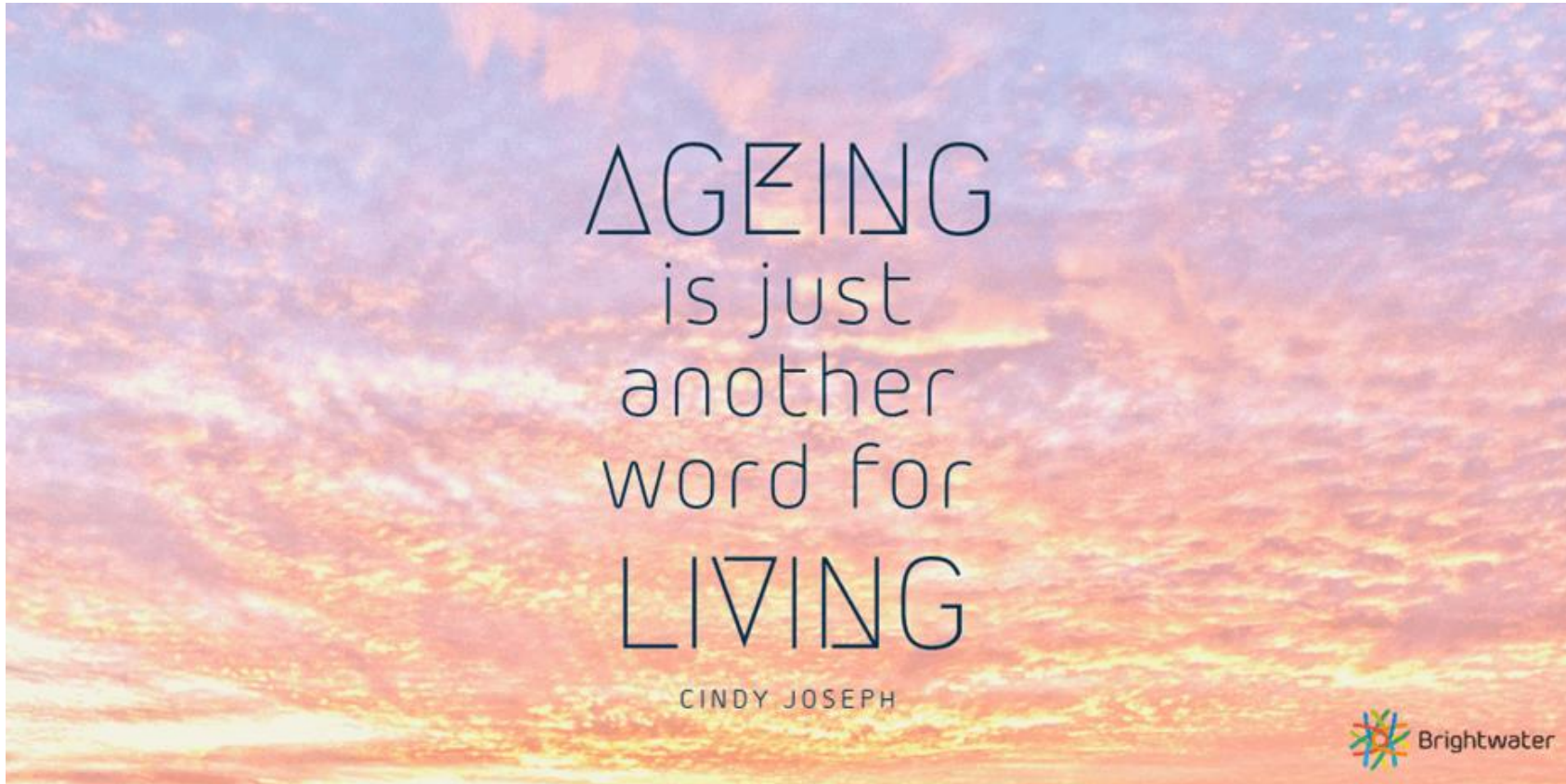
According to Cornell Law - 42 U.S. Code § 12111 - The term “reasonable accommodation” may include—

making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and

job restructuring, part-time or modified work schedules, reassignment to a vacant position, **acquisition or modification of equipment or devices**, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.

Between the ADA and the ADEA you have a legal right to NOT be discriminated against on the basis of age and/or disability in the workplace.

Aging and Disability – how it ties together



Injuries and Disabilities that Aging Adults May Face

May include but is not limited to:

Repetitive Stress Injuries (RSI)

- Carpal Tunnel Syndrome, Bursitis, Tendinitis, Epicondylitis (tennis elbow), etc.

Age-related vision impairments

Age-related hearing impairments

Age-related cognitive impairments

- Deficits in memory, concentration, organization, managing stress and emotions

Motor Impairments

How to Combat Repetitive Stress Injuries?

What is an Repetitive Strain / Stress Injury?

RSIs also known as repetitive motion disorder occur from damage to tissues caused by repeated physical actions.

- These actions are often work-related, such as typing or performing manual labor.
- The tissues effected are often in the upper body.

Survey

Has anyone ever endured a Repetitive Strain / Stress Injury (RSI)?

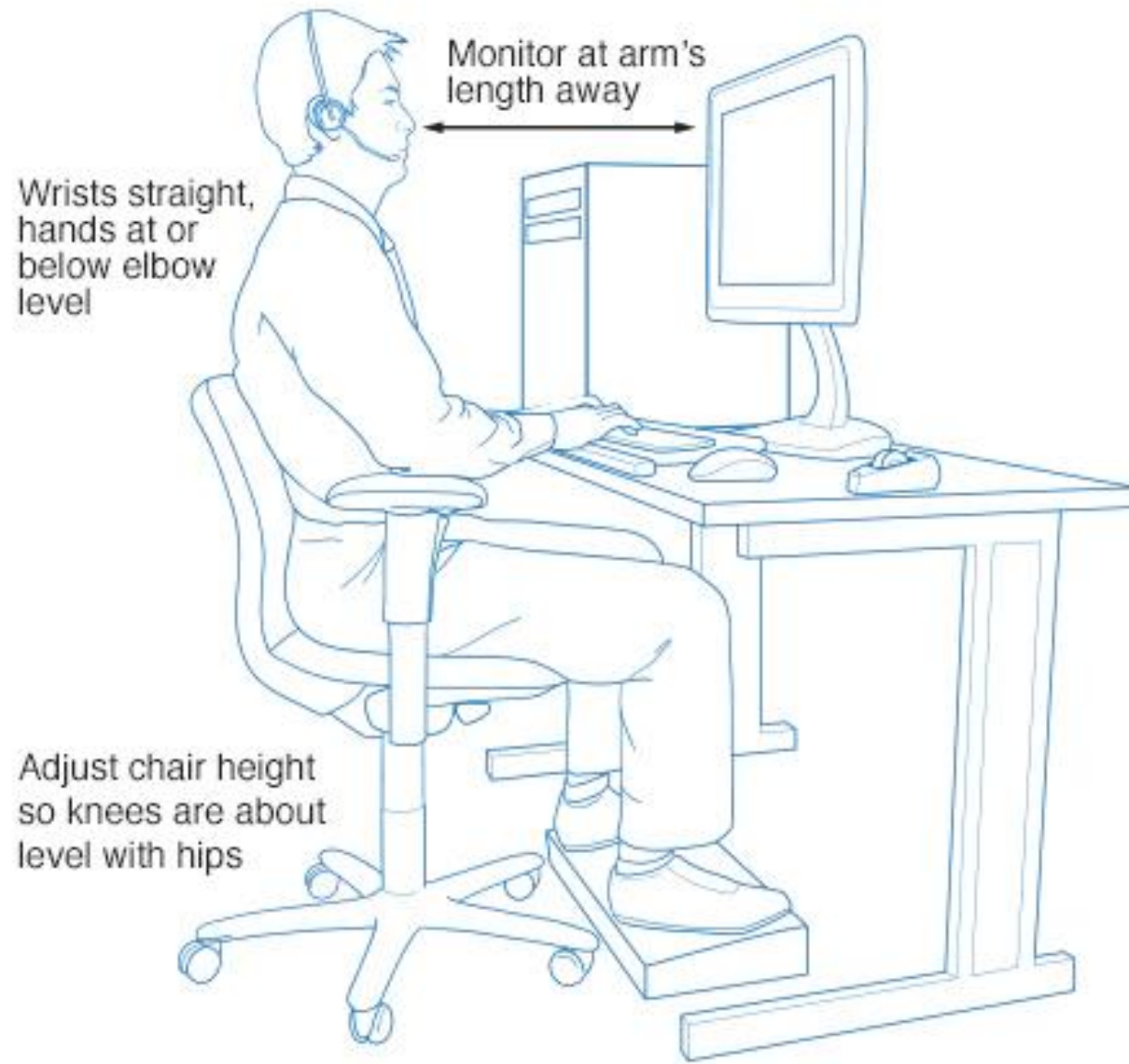
- E.g. Carpel Tunnel Syndrome, tendonitis (wrist or hand), Tendinosis, Tenosynovitis, Bursitis, Tennis Elbow AKA lateral epicondylitis, Cubital Tunnel Syndrome, Trigger Flinger or Trigger Thumb AKA stenosing tenosynovitis or any other RSI not mentioned.

Answers:

- Yes
- No
- Unsure

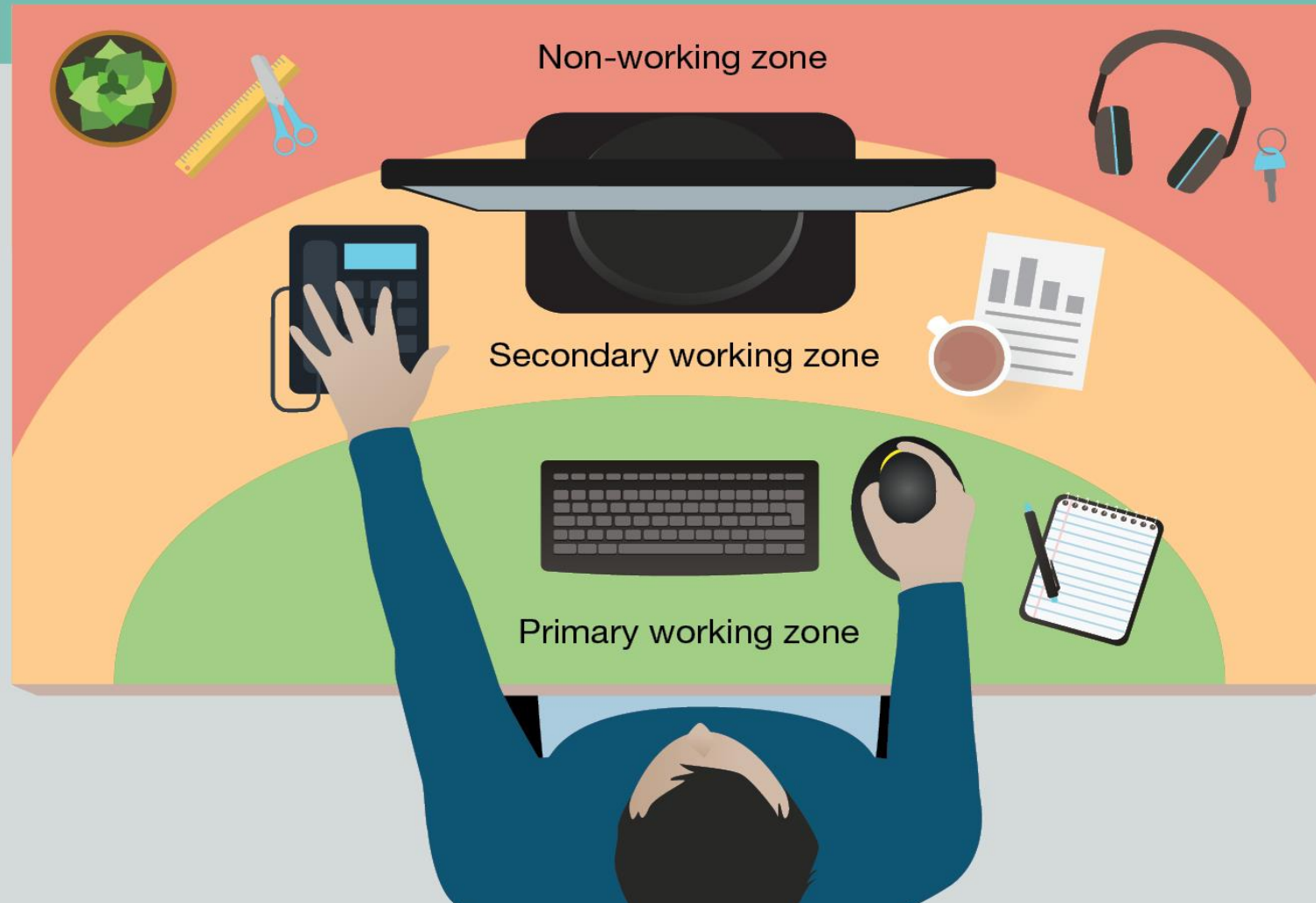
Ergonomic Positioning

BUT WHAT DOES THAT LOOK LIKE?



Know your ergonomic working zones

You can reduce your risk of musculoskeletal injury simply by arranging the equipment on your desk into zones.



Primary Working Zone:

The primary working zone is the area on your desk that you can comfortably reach when sitting fully back in your chair with your elbows relaxed by your sides. This is where you should keep your most frequently used items:

Keyboard

Mouse

Notepad

Pen

this may look different for each individual. Whatever you use the most should be here and it might differ from the next person!

Secondary Working Zone

The secondary working zone is the area on your desk that you can reach with your back still in contact with the back rest and your arms extended. This is where you should keep less frequently used items:

Phone

Reference Materials

Cup of coffee

Etc.

Non-Working Zone

Anything positioned on your desk outside of the primary and secondary zones can encourage leaning and reaching, which can increase the risk of repetitive awkward movements that may lead to discomfort. Either bring that item closer, or stand up and move to it to retrieve it.

Items to place here:

Pot plants

Personal belongings

Rarely used stationery

Ergonomic Devices

Uplift Desk



A desk that can be raised and lowered with the press of a button.

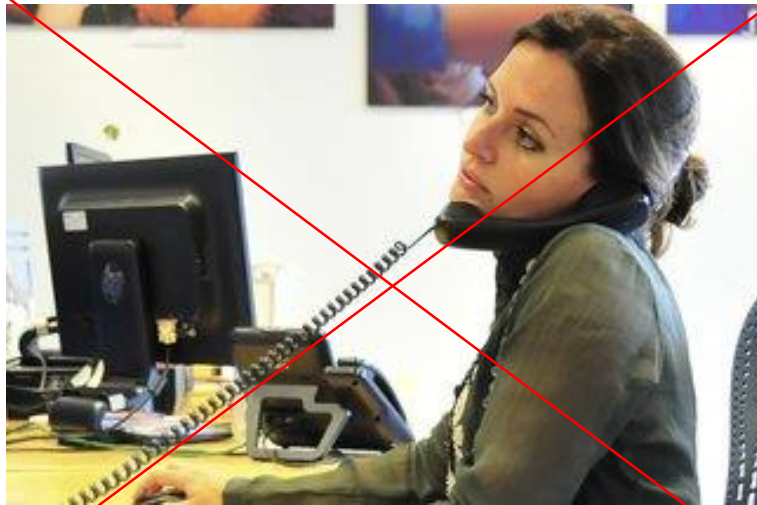
No matter if you use a computer chair, wheel chair, or power wheel chair or any other seating / mobility device this desk can be raised and lowered to accommodate the user's needs.

Can be raised up to be a standing desk as well for those who don't like to sit for prolonged periods of time (back pain).

Price depends on size!

Telephone

If you frequently talk on the phone and type or write at the same time, place your phone on speaker or use a headset rather than cradling the phone between your head and neck.



Microsoft LifeChat LX-6000

\$56.59

https://www.staples.com/microsoft-lifechat-lx-6000-headset/product_330095



Keyboards

Standard keyboards force you to hold your wrists and arms at stressful angles, which can cause discomfort or pain in your hand, arm, or shoulder.

Rempel, Keir, & Bach (2008) found that carpal tunnel pressure is influenced by wrist posture during typing and, independently, by the act of typing.

This study also found that the use of a split keyboard reduced hand discomfort and pain when compared to subjects using a conventional keyboard.

Standard vs. Ergonomic keyboard



Kinesis Freestyle2

\$99.00

<https://kinesis-ergo.com/shop/freestyle2-for-pc-us/>



Vertical Mice

- May make it easier to operate if user has limitations on pronating forearms



- Keeps forearm and wrist in more neutral rest position which minimizes muscle use.
- Avoids forearm and wrist pronation (rotating of the wrist counterclockwise) that compresses the median nerve and can lead to carpal tunnel
- Keeps bulk of the underside of your wrist off the desk, further reducing pressure to that area.



AirObic Ergonomic Vertical Mouse

- \$88.00

- <https://askergoworks.com/products/airo2bic-mouse-ergonomic-mouse?variant=953215777>



Track Ball Mice

WHY? BENEFITS?



Why use trackball mice?

- Reduce chance of repetitive strain injury (RSI)
 - Very little “windshield” motion when using trackball
 - Arms and shoulders can remain in a neutral position with most movements occurring in either thumb or different combination of fingers
- Tremors or unsteady hand movements
 - Assist the user in making more calculated movements with the cursor by scrolling with the trackball and not as reliant on keeping hand still.
 - Move your hand away from the trackball when you are on the right spot and the cursor will cease to move
- People whose hands or fingers get fatigued easily
- People who work or operate in tight spaces



Logitech
Trackball
Mouse:
\$34.06

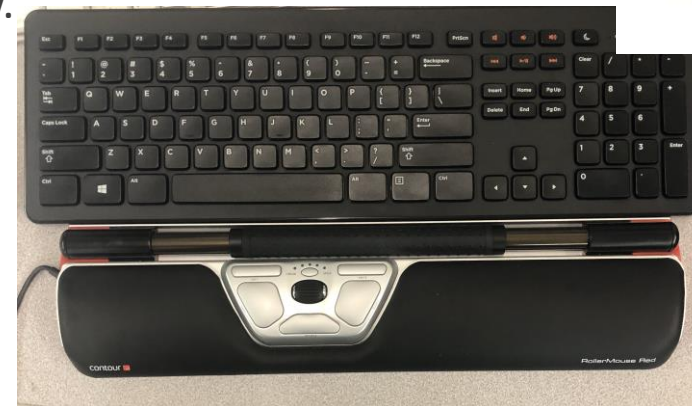
BIGTrack
2: \$85.00



RollerMouse

- Assist with reducing repetitive strain injuries
- More ergonomic positioning
- Assist those with reduced ROM with upper extremities
 - Only have to roll the roller part up and down instead of extending your shoulder and flexing and extending elbow.
- ~\$200.00

<https://www.youtube.com/watch?v=OsWCK4mEtyo>



Accommodations for Visual Impairments

Survey

Do you magnify text in order to read or use a screen reader?

- E.g. video magnifiers, Optical Character Recognition (OCR) devices, text-to-speech, hand held magnifiers, Zoom software, or any other devices I haven't listed?

Answers:

- Yes
- No
- Need it but don't know how

According to McDonnall & Sui (2019)

Unemployment rates for people with visual impairments ranged from a low of 4% (in 1994-1995) to a high of 19.8% (in 2011).

Employment rates ranged from a low of 36.3% (in 2011) to a high of 44.2% (in 2017) .

These results indicate consistent employment rates for people with visual impairments across time.

The lowest employment rate and highest unemployment rate were recorded following the great recession and these rates have been improving since 2012.

Simple Steps an Employer can Make...

Provide small group or individual tours of the work place at the time of employee orientation and after workplace changes such as moves or renovations.

Provide adequate lighting in entryways, parking areas, hallways, restrooms, and common areas and providing orientation tools such as maps and printed directions in a format that employees are able to see and use easily.

- If permanent changes to a wall are problematic, vinyl decals may be a useful alternative.

Signs with large high-contrast print and tactile letters and symbols or even Braille may help individuals to navigate independently and avoid embarrassing mix-ups in common areas and restrooms.

Magnification

These can be low-tech like a classic handheld magnifier(see image right)

Or they can be high-tech like a Video Magnifier or CCTV

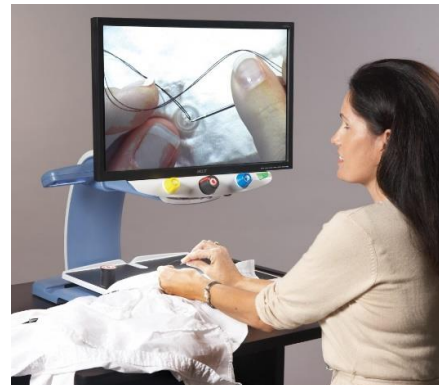
These give you the ability to Zoom in and out, change the contrast, and take a still frame photo so you don't have to keep the device held up against whatever it is you may be observing.

Can be used for reading text or for working with

Fine motor skills and small objects!



Ruby XL HD - \$895.00



Topaz EZ HD D
Magnifier - \$2,495.00



Visomed Biconvex Hand-
held Magnifier – 3x \$17.00

Optical Character Recognition (OCR)

OCR refers to a computer's ability to recognize printed letters, numerals, or symbols, (optical characters) as discrete entities rather than as simply an image containing lines, curves, and shading.

3 essential elements:

- **Scanning** – takes a photograph of the text and stores it creating temporary files containing the text's characters and page layout
- **Recognition** – takes account the logical structure of the language
- **Reading text** – the synthesizer in the OCR system then speaks the recognized text.

Other OCR Devices

OrCam MyEye - \$4,250.00



OrCam Read - \$1,990.00

OmniReader - \$2,495.00



Demonstrate the Humanware Connect 12 Electronic Magnifier

Motion Sensor Auditory Alerts

Can let you know if someone has entered the room

There are many different companies and ways to go about purchasing a motion sensor. Google Nest, Amazon Alexa, Ring, and more have motion sensor compatibility. Here is one route you could go:



[Amazon Echo Flex](#) – \$24.99



[Amazon Motion Sensor](#) - \$29.99

Cheaper OCR alternative:

Seeing AI: Free app for iOS Devices!:

- Functions:
 - Short text
 - Documents
 - Barcode scanner
 - Recognizes People / Scenes
 - Currency reader
 - Light detector (generates audible tone corresponding to the brightness in your surroundings)
 - Describes a perceived color
 - Even reads handwritten text!

KNFB Reader – \$99.99 for a 2 device activation

- is available for iOS, AndroidOS, and Windows 10 devices
- Can do text-to-speech, text-to-braille
- Cloud compatible
- Multilingual
- Multi-page mode.



Blind / Low Vision Software for Computer Access:

ZoomText Magnifier \$625.00:

- An advanced screen magnification program that enlarges and enhances everything on the computer screen, making your computer easier to see and use.

ZoomText Magnifier with Speech \$875.00:

- Magnification (like above) + it echoes your typing and essential program activity, and automatically reads documents, web pages, and emails.

JAWS Screen Reader: \$95/year provides speech and Braille output for the most popular computer applications on your PC. You will be able to navigate the Internet, write a document, read an email and create presentations from your office, remote desktop, or from home.

ZoomText with JAWS \$2,240.00: Combines the magnification with JAWS screen reader software.

Demo of turning on
access features in OS:

Accommodations for Hearing Impairments

Survey

Do you use amplification systems, hearing aids, or visual alerts?

- E.g. FM systems, hearing aids, cochlear implants, sound amplification devices, visual alert systems, or any of the other devices that are out there?

Answers:

- Yes
- No
- I have in the past but no longer use it.

According to the National Institute of Health...

“Approximately 1 in 3 people in the United States between the ages of 65 and 74 has hearing loss, and nearly half of those older than 75 have difficulty hearing”

D/HH Accommodations

Employees who are hard of hearing may benefit from accommodations to enhance **Communication**.

For example:

- Over the telephone
- Or during meetings and trainings

Two of the most common strategies for improving telephone-related communication are **amplification** and **captioned calls**.

If an employee already uses a hearing aid, it may be possible to use specialized equipment such as a hearing aid-compatible headset or bluetooth technology to connect the sound from the phone to the hearing aid.

- The treating audiologist may be able to make target recommendations about what technology would work best with a particular person's hearing aids.

Amplification Telephones

Clarity Amplified Coded
and Cordless Combo
Phone System with
Digital Answering
System:

\$124.99



Panasonic KX-
TGM420W +
(2) KX-TGMA44W

\$85.00 - \$209.95
depending on which
model you purchase.



Captioned Telephones

CapTel 840 Captioned Phone

- This telephone transcribes everything the other party says into written text, using the very latest in voice recognition technologies.
- The written text appears on a bright, easy-to-read display window built into the CapTel phone.



\$75.00

CapTel 2400iBT Touchscreen Bluetooth Captioned Phone

- Similar to the CapTel 840 but this has touchscreen and bluetooth to allow the user to easily pair a bluetooth head set, neckloop, hearing aid, or cochlear implant.



\$99.95

ASL Interpreters

If you are an ASL speaking individual you have the right to use an interpreter for meetings and communications with others!



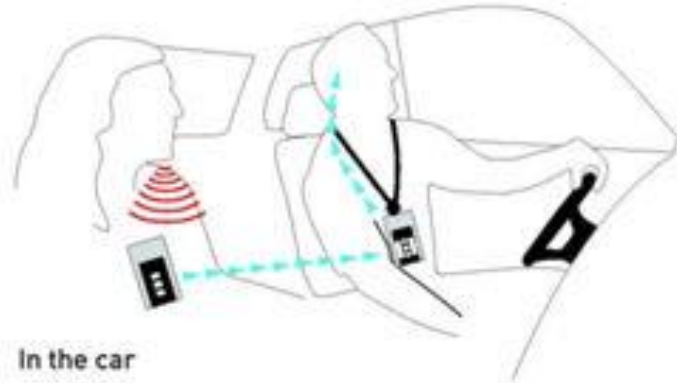
FM Systems

FM Systems are wireless assistive listening devices that enhance the use of hearing aids, cochlear implants, and also can assist people who are hard of hearing but do not wear hearing aids, in particular, over distance and in noisy environments.

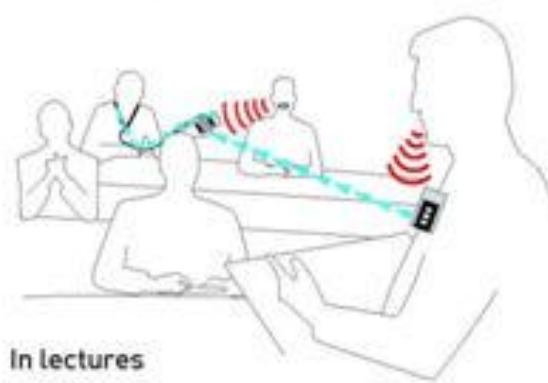
A traditional FM system has 2 main parts – a radio transmitter and radio receiver.

- The transmitter captures sound via a microphone or direct connection to a sound source and transmits to the receiver.





In the car



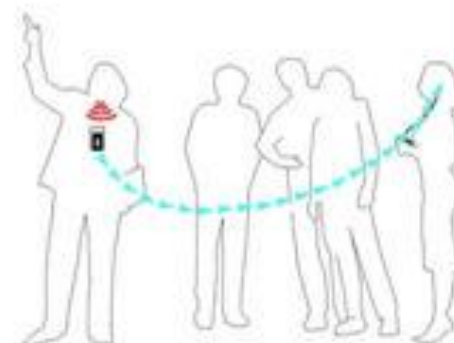
In lectures



Watching TV



At home



On holiday



Shopping



At the dinner table



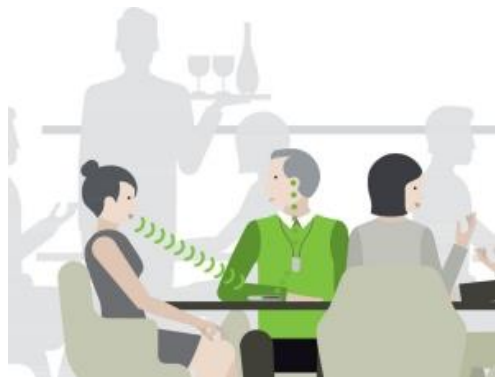
Walking

FM System: Receiver:

Roger Neckloop:

- This is a universal receiver compatible with any hearing aid or cochlear implant with a T-coil.
- Better speech understanding in noise and over distance
- Can also help improve the accuracy of automated speech-to-text software for captioning.

\$209.00



FM System Transmitters:

Roger Select:

- Roger Select™ is a versatile microphone ideal for stationary situations where background noise is present. When placed on a table, it discreetly and automatically selects the person who is talking and seamlessly switches from one talker to another. When multiple conversations take place, the listener can manually select whom to listen to. It can also transmit the sound of multimedia devices e.g. T.V



\$835.00

FM System Transmitters cont.

Roger Pen

- Operates much like the Roger Select in the previous slide.
- Designed with discretion in mind
- features adaptive wireless transmission, fully automated settings, TV connectivity and an audio input for listening to multimedia.
- It can also be used alongside other Roger Clip-On Mics and Roger Pens in a microphone network.
- Roger Clip-On operates much like the pen does (see image left)



\$915.00

ClearSounds Quattro 4.0 Pro Plus Amplifier - \$229.95

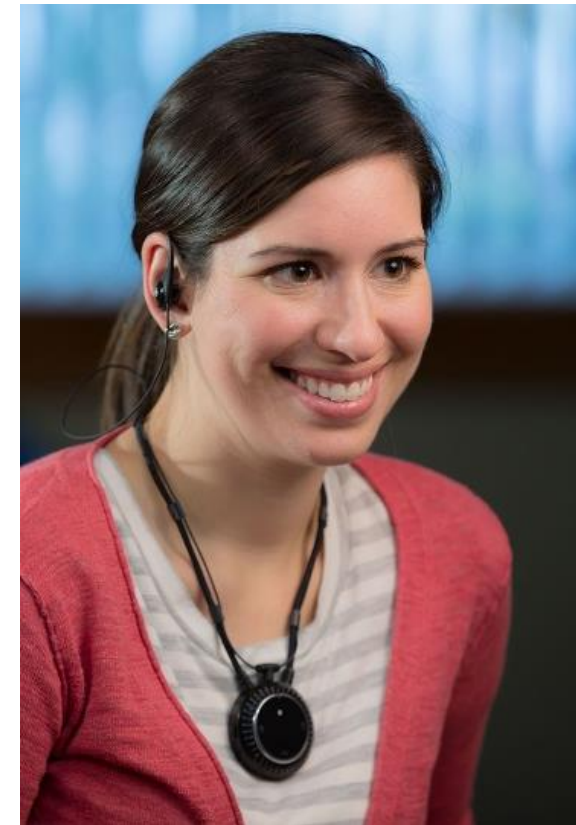
Streams and amplifies sounds

Works for most listening environments

Can be used with regular headphones (if user does not have hearing aids or cochlear implants)

Microphone can detach from the neck loop and be placed closer to the sound source that you want to hear

Can be paired via Bluetooth to tablet, office phone, cell phone, TV, headphones, etc. to amplify those sounds better.



Sound World Solutions: Sidekick \$399.00

Bluetooth wireless personal sound amplifiers:

- Fits sort of *like* a hearing aid
- Can be used right out of the box. Can adjust the volume and choose between 3 listening modes to suit your hearing needs.
- Multilingual
- Bluetooth pairing capabilities to your iPhone, Android, or desktop computer and use it for:
 - incoming/outgoing phone calls
 - listening to music/audio
- Has a free Customizer app that allows you to customize your hearing settings directly from the app.



Superear - \$69.95

Sound amplification device

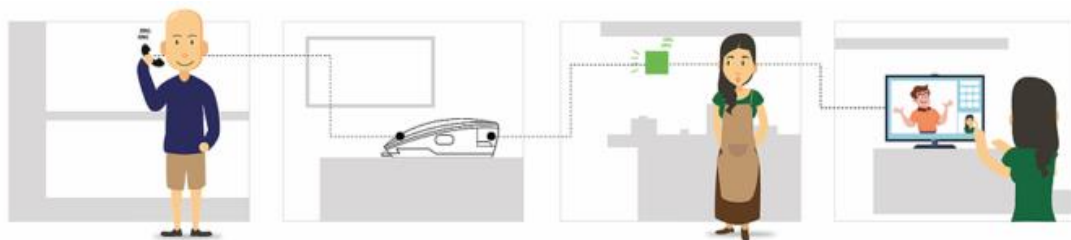
- Help you get the most out of lectures, meetings, conversations, etc.
- Comes with earbuds and headphones
- Can help you gain 50+ decibels and pick up sounds up to 100 yards away
- Multi-element high sensitivity microphone
- Battery powered (AAA)
- Clip on pouch to clip it onto belt loops or anywhere that is a good spot to maximize sound reception and portability.



Squareglow - \$259.99 Cheaper and more expensive packages are available

Visual Alert Systems

- Can be used for a phone, doorbell, motion sensor, smoke or CO2 alarm, alarm clock, etc.
- Will light up the Square (receiver) when a transmitter has a stimulus activating it.



John decided to give his co-worker a call.

The call connected through Squareglow's Phone receiver.

The Squareglow Flasher alerts the deaf caller on the other side, letting her know someone is trying to contact her.

She hops on her VRS VP device and talks to her co-worker.

Squareglow's Phone devices can be connected to any of these.



N-Touch VP



Caption Phone



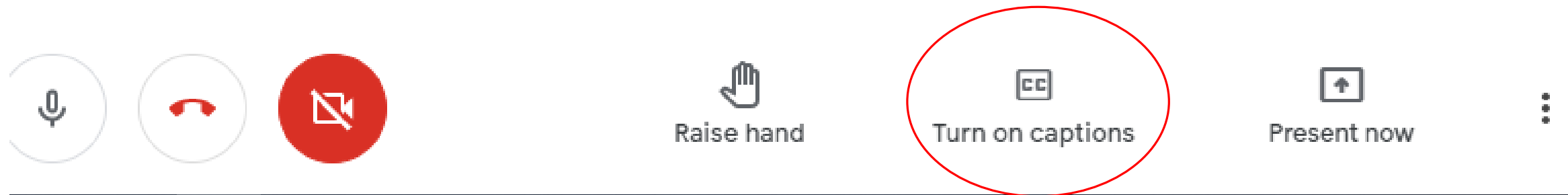
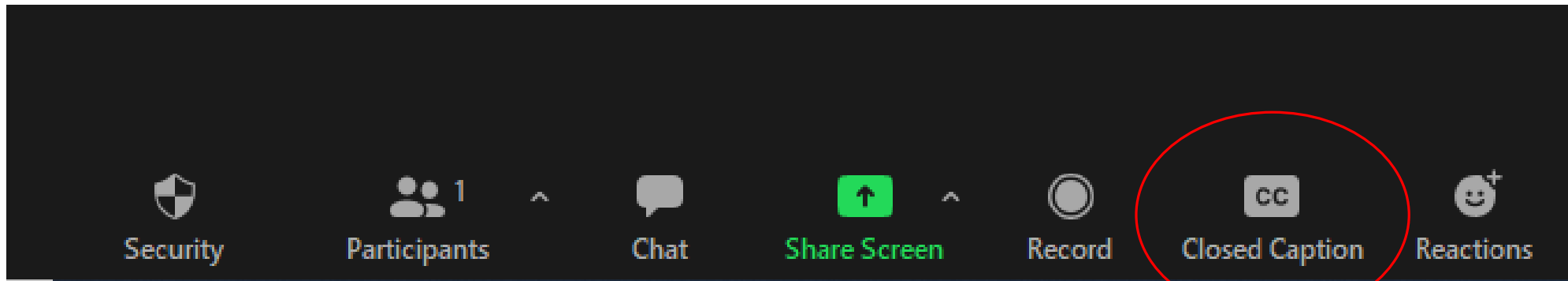
Landline



Comes with a clip on vibrator for when you are moving around and aren't by your Square!



Adding Captioning to a Meeting



Age-related Cognitive Impairments and what Accommodations Employers can Provide

Survey

Do you use any type of Cognitive Aid?

- Calendar reminders, written notes to self / cues, color coding files / tabs, using high lighters when taking notes, using timers to keep yourself on task,

According to Harada, C.N., Natelson Love, M.C., Triebel, K.L. (2013)

Cognitive change as a normal process of aging has been well documented in scientific literature over time.

Some cognitive abilities, such as vocabulary, are resilient to brain aging and may even improve with age.

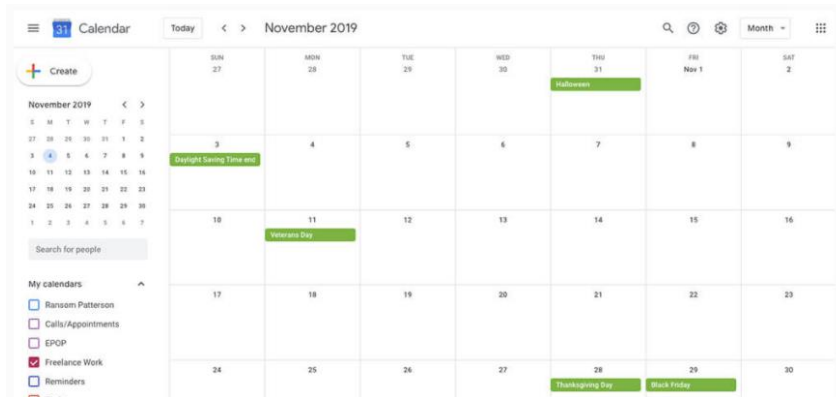
Other abilities, such as conceptual reasoning, memory, and processing speed, decline gradually over time and not every individual experiences the same changes!



Memory: Calendars

Do you have difficulty with remembering appointments, tasks, etc.?

Calendar apps:



- Smart phones come with these plus there are others out there
- [Google Calendar](#) – what I personally use. Easy to integrate among laptop, smart phone etc. Can set up appointments (can make them repeat e.g. every 4th day of the month and so on), tasks, reminders, out of office, events. (Free)
- [Apple Calendar](#) – as far as calendar functionality, Apple offers all of the features you'd expect, but they have a strong integration with Siri that allows you to add events with just a few words. (Free)(iOS Software)
- [Outlook Calendar](#) – create appointments and events, organize meetings, view group schedules, and more. Available across Android, iOS, Mac, Windows, PC and is \$69.99/year but your employer or school probably provides free access!

You could also use...

Low-tech AT:

Paper-based appointment book or calendar

Dry erase board calendar (35" x 23" pictured right = \$81.99)

Large print or braille appointment book or calendar [vision]

Task reminder To-do lists:

- Pen and paper
- An app for smartphone / computer like [todoist](#) (\$3/month) which can help you plan out your whole work day, plus leisure items, (see next slide)
- Free app for iOS: [Remember The Milk: To-Do List](#)



Team Inbox

Today 8

Next 7 Days 8

Vacation 2019! 24

Cleaning 4

Important 32

Projects

Work 9

New Brand 9

Web Update 10

Product Road Map 11

Meeting Agenda 6

Personal 2

Fitness 9

Groceries 7

Reading List 6

Today

2:00 Meet with Laura ☕

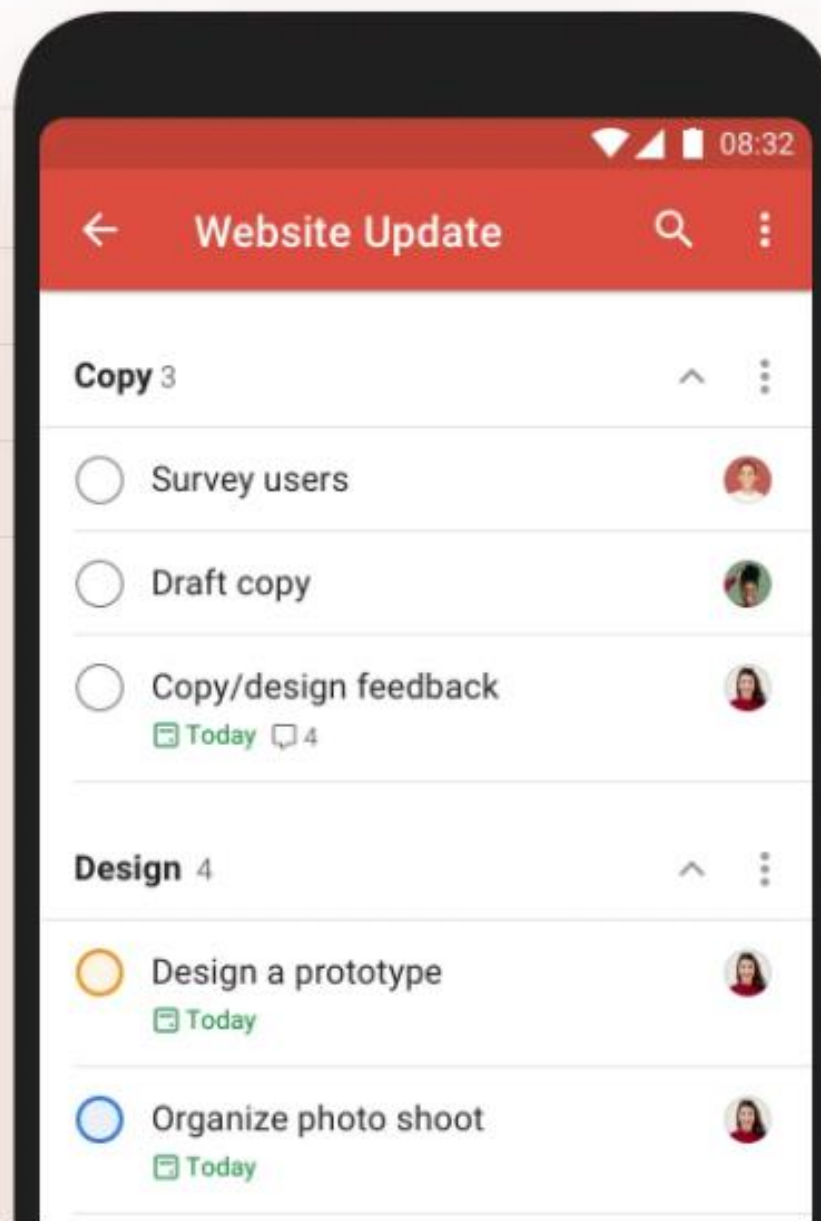
Polish brand idea
Important

Design a prototype

Organize photo shoot

Bring an umbrella ☂

+ Add task



Personal

New Brand

Website Update

Website Update

Personal

Difficulty staying on task?

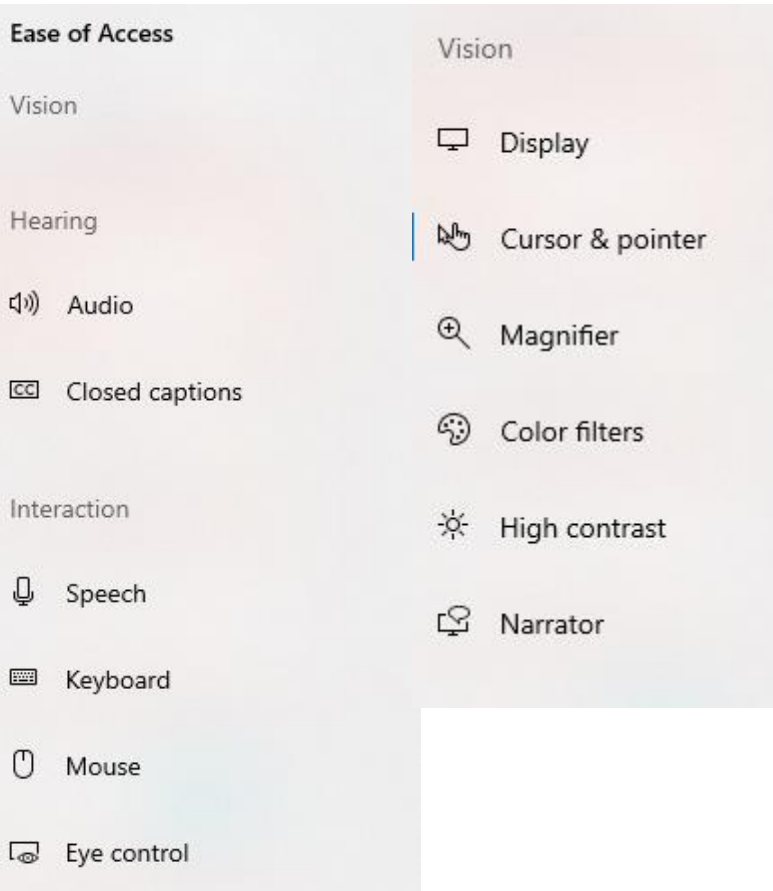
Use the to-do list tasks that we specified earlier

Channel excess energy in ways that allow you to stay on task and not distract others

- Hand-held fidgets
- Use a [ball chair](#) for temporary alternative seating (image below = \$69.98)
- Use a sit-stand workstation to allow yourself to change positions occasionally while working
- Maybe use an [exercise peddler](#) under the workstation to pedal while working (\$19.95)

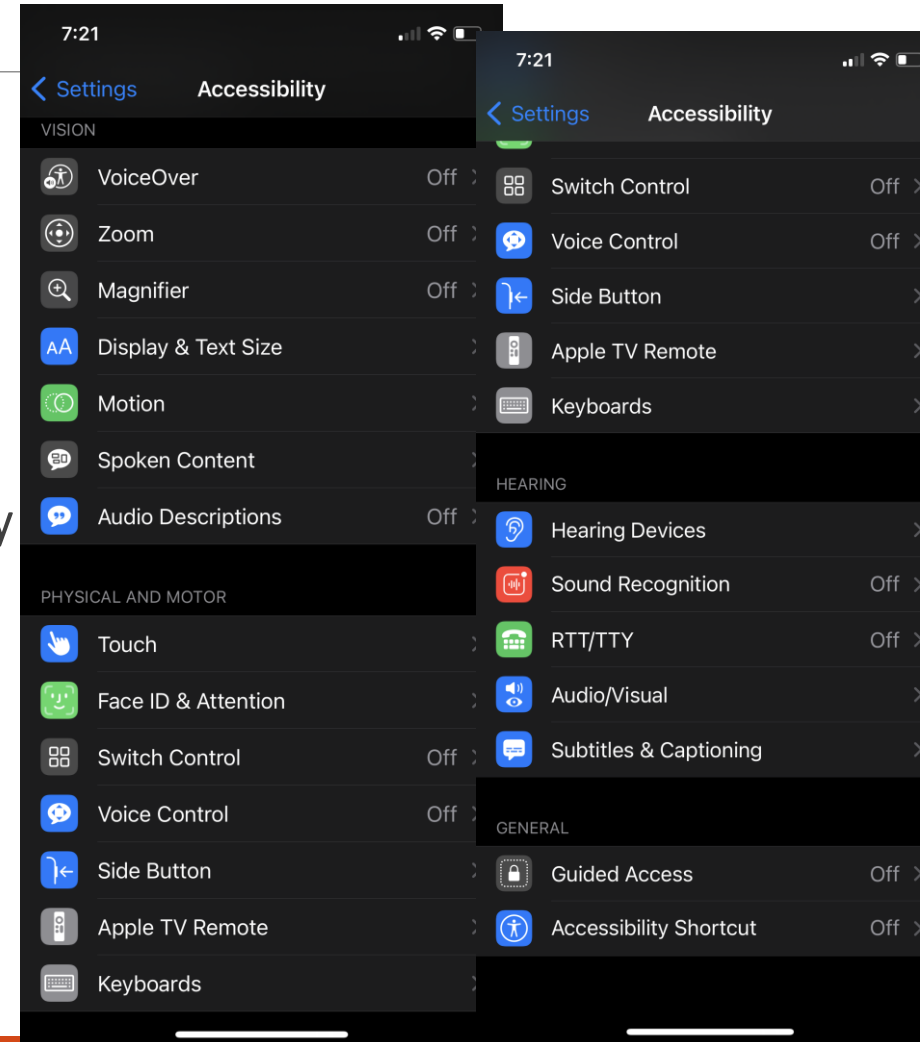


Built-in Accessibility / Ease of Access Features



Windows = Settings → Ease of Access

iPhone / Mac = Settings → Accessibility



Discussion:

No matter what your disability / impairment is and what task you are looking to accomplish, the odds are is that there is AT out there that can assist you.

Some of these devices are expensive and employers could argue that it's not reasonable to spend that amount of money.

- However, there are almost always cheaper alternatives to any type of device and I tried to list multiple options in this PPT but there are always more! So open up this conversation and see what is reasonable.
- Also, there are always multiple funding options for an individual to purchase AT on their own! ([AT Funding Resource Guide](#))

These conversations can be difficult to bring up when interviewing for employment.

Maybe you're thinking: "I can't possibly learn how to use a new device in the workplace..."

- MDTAP is here to offer demos and trainings on any device that we have in our library! → you can also try out devices on loan to see if they work for you before making a purchase!
- There are plenty of videos online of people explaining devices.

Conclusion

You are not alone! The aging population as previously stated is rapidly growing. These devices will be commonplace in the work area soon enough! (in my opinion).

You have a right to reasonable accommodations

Age-related impairments are a normal part of aging and no two people are alike!

Talk to your employer or (prospective) employer about your needs

Consult your local experts on what is out there and what could work for you so that you are better equipped to explain to your (prospective) employer what is out there

Want More Info? Want To Try A Device? Contact Us!

Central Office

Maryland Technology Assistance Program

2301 Argonne Drive, T-42

Baltimore, MD 21218

(800) 832-4827 (voice)

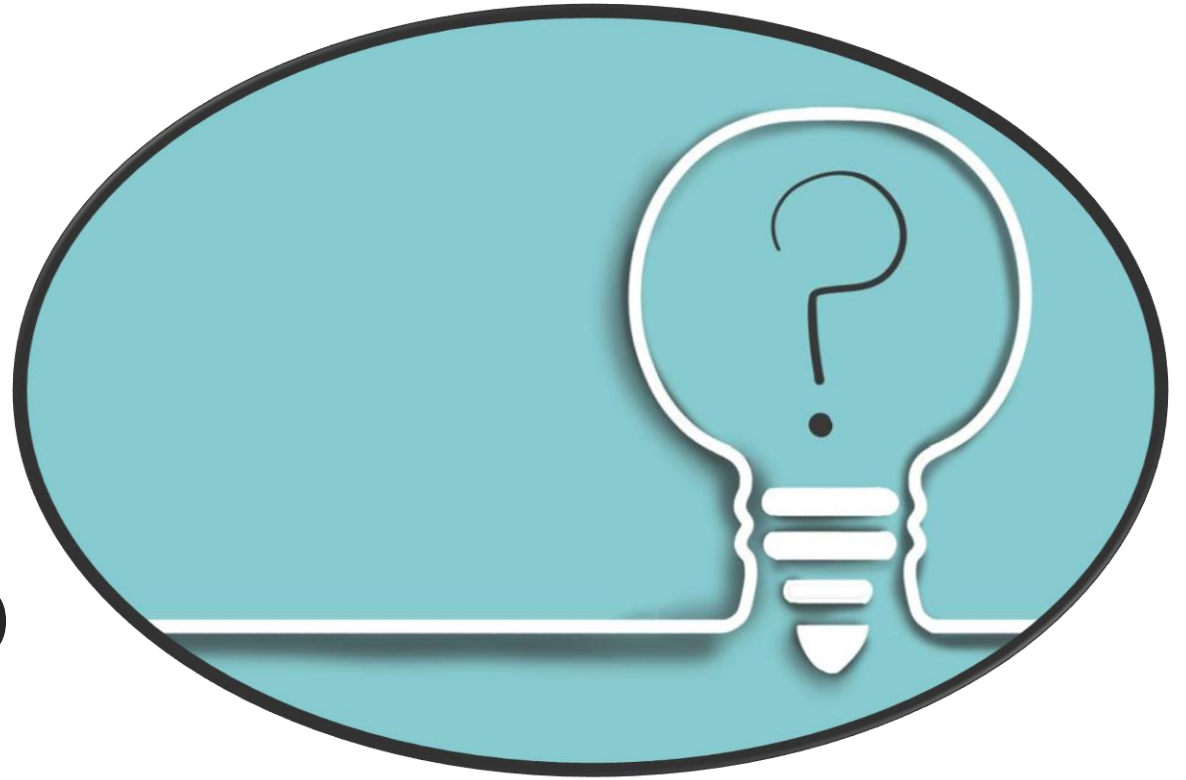
(866) 881-7488 (TTY)

(410) 554-9237 (fax)

MDTAP.General@maryland.gov (e-mail)

www.mdta.org (web)

Questions?



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