

ASAN - PEAT National Online Dialogue

December 9 – December 20, 2013

Participation Metrics



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Introduction:

The following report outlines the results of the *“Join the Conversation: Improving the Accessibility of Online Tools for Workers with Intellectual Disabilities.”* Coordinated by the [U.S. Department of Labor's Office of Disability Employment Policy \(ODEP\)](#), this online event was co-hosted by the [Partnership on Employment and Accessible Technology \(PEAT\)](#) and the [Autistic Self Advocacy Network \(ASAN\)](#). Held from December 9 through December 20, 2013, the online event was open to the general public and invited participants to share their ideas and provide their input on recommendations about making web-based tools easier to use for workers with intellectual disabilities, cognitive issues, traumatic brain injuries or other disabilities.

Ideas posted to the online dialogue were organized into topics, including: Looking for Jobs; Applying for Jobs; Finding Information (on the web); Doing Your Job; Networking & Using Social Media; and Additional Input. In addition to posting ideas to the dialogue, participants were given an opportunity to “vote” on each idea and submit comments. Included in this report are the top posts contributed by and voted on by participants.

The ideas and comments received during this online dialogue will be used by ASAN and PEAT to develop recommendations to help make online tools more accessible for people with intellectual disabilities who are seeking jobs or using the Internet to work.

Participation Summary:

- Dialogue opened at 8:00an ET on December 9, 2013
- 42 total ideas
- 132 comments
- 343 votes
- 333 registrations
- Dialogue closed at 11:59pm ET on December 20, 2013

Campaign Summary:

- Total number of ideas: 42
- Idea breakdown by topic:
 - Looking for Jobs: 7
 - Applying for Jobs: 12
 - Finding Information (on the Web): 5
 - Doing your Job: 5
 - Networking & Using Social Media: 3
 - Additional Input: 10

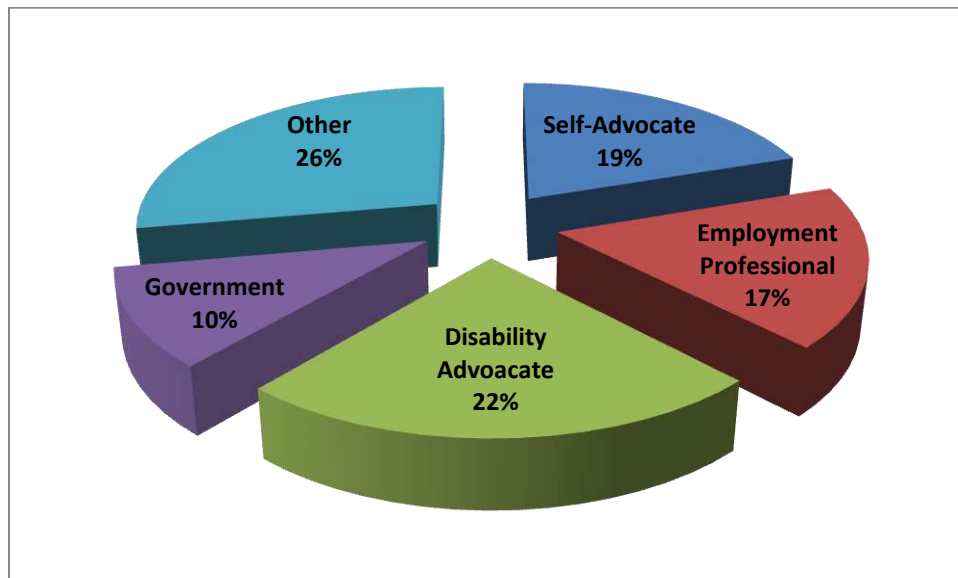
Registration Metrics:

- Total registrants: 333
- Total number of registrants that completed the registration process: 247

The following details the breakdown of self-reported affiliations submitted by participants through the registration process:

I am....

- 19% Self-Advocate
- 17% Employment Professional
- 22% Disability Advocate
- 10% Government
- 26% Other



What organization do you represent?

Organization Name	Number of Registrants
None	121
Accent Industries	1
Access Alaska	1
AccessPoint RI	2
AL Dept MH	1
Alexpress International Assistance for Persons with Disabilities. AIAPD, Inc.	1
Another Way, Inc.	1
APSE	1
Arizona Developmental Disabilities Planning Council	1
ASAN and GRASP	1
ASAN Michigan, Autism Society of Michigan	1
Association of Rehabilitation Programs in Computer Technology	1
Associazione Italiana Persone Down	1
Athena-ICT	1
ATIA	1
ATLA	1
AUCD	1
Autism Acceptance Day	1
Autism Society of Indiana	1
Autism Women's Network	1
Autistic Self Advocacy Network (ASAN)	6
AZ RSA	1
Board Resource Center	1
Brain Injury Services	1
Burton Blatt Institute	1
California Department of Education	1
California Employment Development Department	1
CalPERS	1
CAP	1
CDD/MFP	1
Center for Human Services	1
Century Research & Development Technology Co. L.L.C.	2
Chicago Zoological Society	1
CILs	1
Citrus Heights Lions Club	1

City University of NY	1
Clarkson University	1
Community Link	1
Community Work Services	1
Computing Workshop	1
Concepts	1
COP	1
Courage Kenny Rehab Inst	1
CT DDS	1
Cumberland Valley Arc, Inc.	1
DARS	1
DDS	2
Decoding Dyslexia CA	1
DEED	1
DFAS	1
DHS ICE CFO Property Training Branch	1
DirectEmployers Association	1
Disability Rights & Resources	2
Disability Rights Network of PA	1
Discover eMAPP	1
DOI, NPS, Lincoln Home NHS	1
DOR	1
DREDF	1
Elsevier/DirectCourse	1
Employment Collaborative	1
Employment Connection (an American Job Center)	1
Erie County Office for Disabled	1
ESE	1
Every1Games	1
Fairfax County Government	1
Fairfield County Board of Developmental Disabilities	1
Fifth Freedom	1
Gimp Girl	1
God's Helping Hand/Suzy Q Cleaning Service LLC	1
Goodwill Industries of the Valleys	1
Heritage Christian Services	1
Hospital Nacional Dos De Mayo	1
Human Services Research Institute	1
Hussman Center for Adults with Autism	1

IMPAQ International	1
Inclusion connections	1
Independent Living Resource Centre	1
Indiana Institute on Disability and Community	1
Institute on Disabilities at Temple University	1
IRS	1
ISD	1
Jay Nolan Community Services	1
KenCrest EmployNet	1
Kent ISD	1
kern assistive Technology Center	1
Keuka College	1
LaunchAbility	1
Law Offices of Holly Lutz, LLC	1
Leake & Watts	1
Louisiana Rehabilitation Services	1
Marcfirst	1
Marriott Foundation - Bridges from School to Work	1
Maryland Department of Disabilities	1
Maryland Mental Hygiene Administration	1
Massachusetts Department of Transportation	1
Matthews International	1
MD Division of Rehabilitation Services	1
Microsoft	1
Minnesota STAR Program	1
Mission Peak Unitarian Universalist Congregation	1
Mobility Living, Inc. - DME Company	1
Monroe 2 BOCES	1
Mountainside Productions Incorporated	1
Multnomah Education Service District	1
My freelance writing/consulting business	1
Myersbrook Supported Living	1
NAMI	1
NASA-GSFC	1
National Down Syndrome Congress	1
National Government Services	1
Networks for Training and Development, Inc.	1

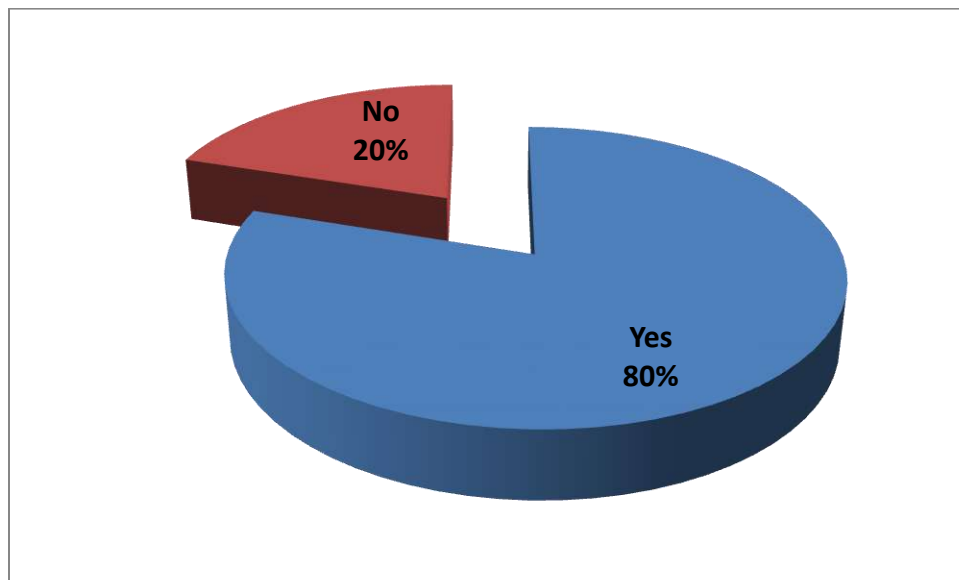
New Horizons Disability Empowerment Center	1
Next Steps at Vanderbilt University	1
NJCD	1
North Carolina Assistive Technology Program	1
NYLN (National Youth Leadership Network)	1
NYS Justice Center	1
NYS OPWDD	1
Organization of Applied Information Technology	1
Parca	1
Parent Project Muscular Dystrophy	1
PEAT	1
Pennsylvania CareerLink	1
Person Centered Care Services	4
Placer Independent Resource Services	1
PLUK	1
Project Autism	1
Puerto Rico Assistive Technology Program	1
Quest Diagnostics	1
Raising Special Kids	1
Reach INC	1
recreation therapist and disabled	
RESNA	1
San Diego Community College District	1
School District	2
SHRM	1
Smithsonian	1
Sonoran UCEDD	1
Sony Corporation of America	1
Southwest ADA ILRU	1
Special Kids Network (PA Dept. of Health)	1
St. John's Community Services	1
State Council on Developmental Disabilities	1
State of FL, Dept. of Economic Opportunity	1
Tarjan Center UCLA	1
Tecnia	1
The Arc	3
The Arc New London County	1
The SOR Foundation, Oslo, Norway	1

The University of North Carolina at Greensboro	1
Ticket to Work	1
Town of Brookhaven	1
Transportation	1
Trempealeau County Health Dept	
U.S. Access Board	1
U.S. Coast Guard	1
University of Missouri, Disability Policy & Studies	1
University of New Hampshire	1
University of North Texas	1
University of Tennessee	1
USDOL	3
Vanderbilt Kennedy Center	1
VISN	1
Vocational Rehab, WA State	1

VoiceTeach LLC	1
Volunteers of America of Pennsylvania	1
Walton Options	1
Weaver Consulting	1
West-Central Independent Living Solutions	1
WestEd CPEI	1
Western Reserve Transit Authority	1
WMMHC	1
Workfirst at Dept of Social Services	1
Workforce Essentials, Inc.	1
YAI	1
Yes She Can Inc.	1

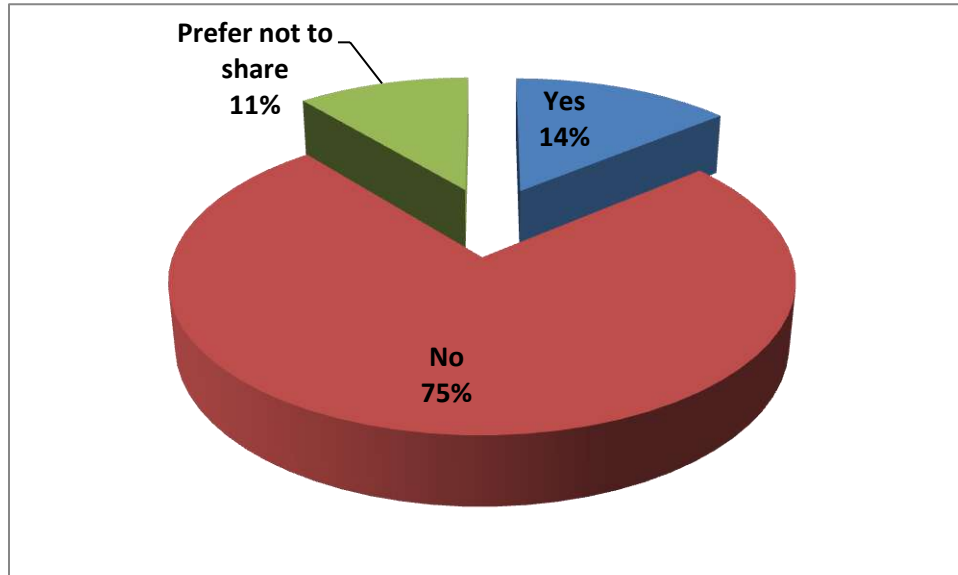
Do you currently have a job?

- 80% Yes
- 20% No



Do you have an intellectual disability?

- 14% Yes
- 75% No
- 11% Prefer not to share

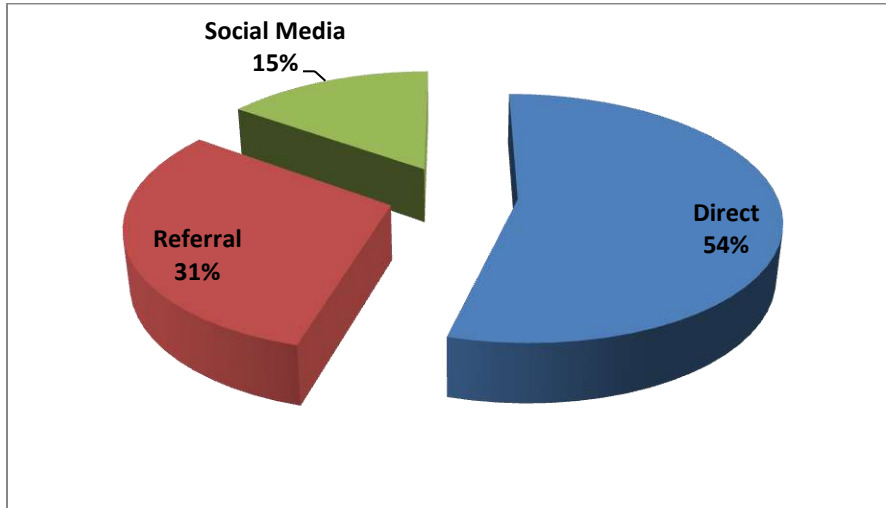


Visits during the Dialogue (12/9/2013-12/20/13):

- Total visits: 1,603
- Unique visitors: 1,021
- Total page views: 7,803
- Average pages per visit: 4.87
- Average visit duration: 4:24
- Returning visitors: 37.80%

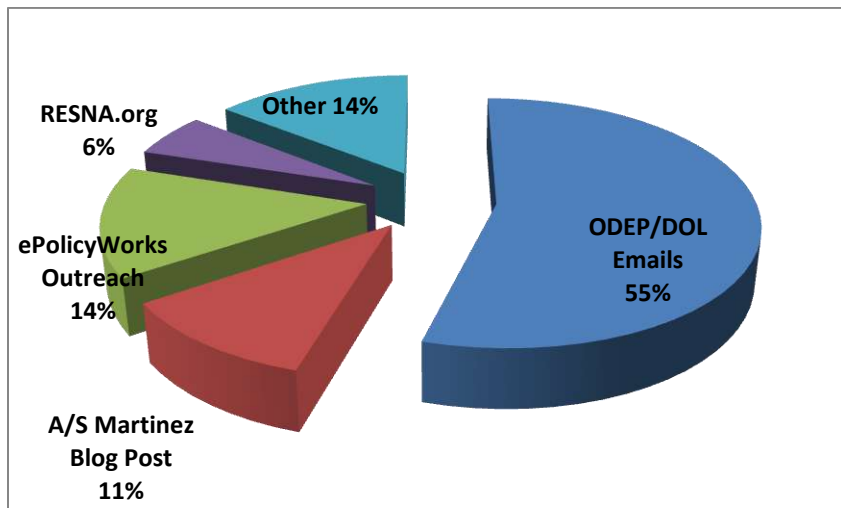
Traffic Sources:

- Direct link: 54%
- Referrals (DOL, RESNA, ePolicyWorks emails): 31%
- Social media: 15%



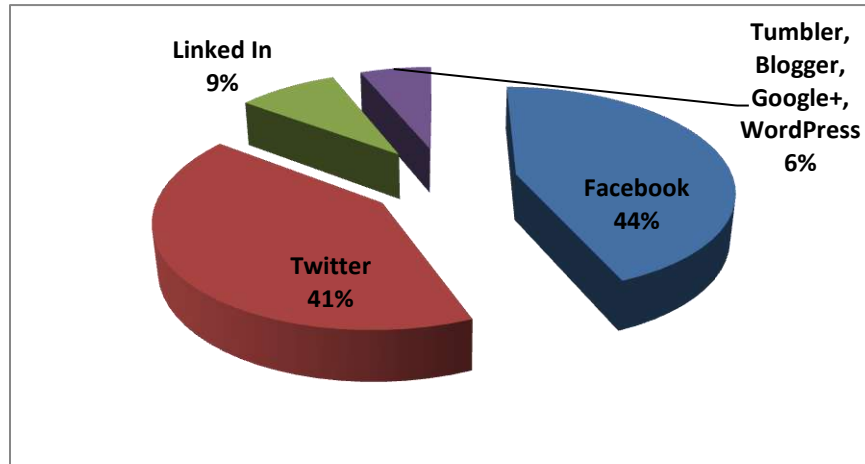
Breakdown of Traffic from Referrals:

- DOL/ODEP Emails: 55%
- ePolicyWorks Outreach: 14%
- Assistant Secretary Kathy Martinez Blog Post: 11%
- RESNA.org: 6%
- Other: 14%



Breakdown of Traffic from Social Media Outlets:

- Facebook: 44%
- Twitter: 41%
- LinkedIn: 9%
- Tumblr, Blogger, Google+, WordPress: 6%



Demographics of Visitors:

Participants represented 49 of the 50 states and the District of Columbia.

State	No. of Visits
Maryland	187
California	152
Virginia	124
District of Columbia	105
Pennsylvania	102
New York	94
Texas	71
New Jersey	68
Massachusetts	45
Arizona	44
Florida	42
Georgia	35
Ohio	34
Tennessee	33
Illinois	32

Oregon	27
Wisconsin	23
Washington	22
Michigan	21
Connecticut	20
Indiana	20
Minnesota	20
Colorado	18
North Carolina	17
Missouri	16
Kentucky	10
Hawaii	9
New Mexico	9
Alabama	7
Mississippi	7
Nebraska	7
Rhode Island	7
Delaware	6
Montana	6
South Carolina	6
Alaska	5
Louisiana	5
New Hampshire	5
West Virginia	5
Oklahoma	4
Utah	4
Vermont	4
Idaho	3
Kansas	3
Iowa	2
Arkansas	1
Maine	1
North Dakota	1
South Dakota	1
Wyoming	1

Note: The ideas listed in the following sections include minor typographical corrections, which have in no way impacted the substance or the intention of the revised posts. Rating order was determined by the highest number of up votes.

Top 5 Overall Ideas:

Top Idea #1: Online applications and general issues with online settings

19 Up Votes | 0 Down Votes | 19 Net Votes

It could be also helpful if online applications could be filled out by using voice recognizing. Meaning people could use their voice to fill out an application or just too generally search the web.

Top Idea #2: Jobs On-line and application fonts

18 Up Votes | 0 Down Votes | 18 Net Votes

What I have noticed when applying for a job on USAJobs.gov, that when the individual prints off their resume, it is in such a small font that the hiring official has to use a magnifying glass to read it. I found this to be the case in other on-line job application websites. I encourage anyone who has to read/review a job application with a font size of 9 or less to contact the website webmaster to inform them of how difficult it is. Change could happen if we take the next step by bringing it to the webmaster's attention.

Top Idea #3: Initial Online Contact

18 Up Votes | 0 Down Votes | 18 Net Votes

A huge issue for me is the challenge I have with cluttered landing pages. When I click on a link and I'm directed to a website, I need the first thing I see to be a fairly slick and clean page.

If the landing page is cluttered with dozens of photos and links all over the place, then I automatically start shutting down. My filter to process anything new is gradual; therefore I do best with minimal content to choose from (initially) although, I do better as I start to process, and can keep my cognitive filters progressive as choices are gradually introduced.

Websites that seem to master this approach use drop down menus instead of a landing page full of dozens of choices.

I used to think I was the only person who cognitively shut down in these instances, but the more I discuss it, the more I find that it's common with ID.

Apple dot com uses the sleek approach. Websites like Craigslist is a nightmare for me to navigate due to its set up.

Top Idea #4: Robo_voice-to-text

18 Up Votes | 0 Down Votes | 18 Net Votes

Use software and hardware to facilitate entry for disabled. Dragon Naturally Speaking is a solution for many!

This can help many like those with ADHD, BIPOLAR, and other physical issues that make it difficult or problematic to express their ideas for interaction with others and information systems(WWW) based in this new age!!! Use software and hardware to facilitate entry for disabled. Dragon Naturally Speaking is a solution for many!

Top Idea #5: Ability to indicate preferred methods of contact

17 Up Votes | 0 Down Votes | 17 Net Votes

One thing that I have encountered frequently, both in applying for jobs and on the job, is that people will ignore any communication preferences (e-mail, phone, face-to-face, etc.) that I have specified to them. Or worse yet, there **isn't** any way to specify communication preferences on a given application, so people have to make assumptions which may not necessarily align with my own preferences.

For instance, I personally prefer to be contacted via text-based means such as e-mail or SMS, but recruiters will try contacting me via phone before doing either of those (and I usually let it go to voice mail, because I need downtime and/or a quiet environment to understand people over the phone). And I've known other people with the opposite issue--preferring phone, but being contacted via e-mail or text instead.

Top 5 Ideas Tagged "Looking for Jobs":

Top Idea #1: Ensure job requirements aren't overly broad

11 Up Votes | 1 Down Votes | 10 Net Votes

When I was searching for a job, one thing I encountered quite a bit was job requirements that seemed to go well beyond the core functions of the job. For instance, I've seen quite a few software engineering jobs that required the applicant to have a driver's license and car, or to be available on call for phone support.

It's assumed, of course, that anyone who could do software development could easily carry on a phone conversation or drive a car. But for many autistic people, myself included, this isn't a given-- due to my sensory processing issues, understanding speech over the phone or driving a car safely are extremely difficult, but tracking down bugs in code is considerably easier.

If these auxiliary functions of the job aren't an actual necessity, or can potentially be assigned to someone else on the team, employers should better indicate that they will be flexible about them, rather than listing them as if they were an absolute requirement of the job.

I know firsthand the difficulties many of your clients encounter when trying to get this application completed! I work with 19 to 22-year-old young adults with disabilities that are still in the school district and I like them to age out of school already signed up with community transit to give them the greatest opportunity for independence as possible. Unfortunately many physicians are now charging \$20 for the privilege of signing this Application form!

Please consider excepting additional forms of proof to document a client's disability while also simplifying the application process!

Thank you!

Top Idea #2: We need On the Job Training

10 Up Votes | 0 Down Votes | 10 Net Votes

My industry is Software Engineering, which is just a fancy way of saying Code Monkey. In my industry, many technologies are related, but it is hard to keep up with the rate of change. One **big** reason it is hard to keep up, is because HR folks don't understand the evolution of the industry- that if you've programmed, say, CSS and CGI websites, that MVC and MVVM websites are just a slightly different way of doing the exact same job. Because nobody is willing to pay for training, there is no way to break into certain sub markets.

What is desperately needed is OJT research labs into the technologies being used in the industry. Perhaps even a consulting company that charges businesses a little bit less than industry standard for time programming, in return for the consultants provided being allowed to learn on the job.

Top Idea #3: On-line training for persons confined to their home

4 Up Votes | 0 Down Votes | 4 Net Votes

My son works in a position that does on-line marketing for internet based businesses. If there was a step by step web-based training program developed for persons who cognizant but immobile - they could learn the job tasks / data entry transactions at their own pace, that should open a few opportunities with internet companies for those who are not mobile, but willing and able to work.

Top Idea #4: Steps to take to find the job that you want:

3 Up Votes | 0 Down Votes | 3 Net Votes

Can someone outline the steps that Individuals with disabilities need to take to find the "right" job?

Top Idea #5: Job Description Expansion

3 Up Votes | 0 Down Votes | 3 Net Votes

Often, job sites list tons of options, but for folks like me--dyslexic, they are often a dead-end. I am an oral tradition storyteller and a writer, but often neither of those categories is listed and I don't know where to look. Categories that list sub-topics, such as Writer: technical writing, copy/ad-writing, creative writing, journalism, etc., would be most helpful, and might save time for both the applicant and potential employers.

Top 5 Ideas Tagged “Applying for Jobs”:

Top Idea #1: Online applications and general issues with online settings

19 Up Votes | 0 Down Votes | 19 Net Votes

It could be also helpful if online applications could be filled out by using voice recognizing. Meaning people could use their voice to fill out an application or just too generally search the web.

Top Idea #2: Jobs On-line and application fonts

18 Up Votes | 0 Down Votes | 18 Net Votes

What I have noticed when applying for a job on USAJobs.gov, that when the individual prints off their resume, it is in such a small font that the hiring official has to use a magnifying glass to read it. I found this to be the case in other on-line job application websites. I encourage anyone who has to read/review a job application with a font size of 9 or less to contact the website webmaster to inform them of how difficult it is. Change could happen if we take the next step by bringing it to the webmaster's attention.

Top Idea #3: Step by step instructions for what to expect in an interview

16 Up Votes | 0 Down Votes | 16 Net Votes

I've found that whenever I search for things for preparing for an interview, what comes back is very vague.

"Wear professional clothing"; what is that? Tell me what is professional clothing. "Be likeable"; How much less informative can you be?

Have somewhere that lists out "this is what goes on in an interview, and what you should expect", starting with how the greeting works, and then going on to example questions, and going through the if they expect you to ask questions (I don't know if they do but I've heard something about that)... Advice at every step would be even more helpful, but even the step by step guide means that there's knowledge of what will happen and time to prepare.

Top Idea #4: An idea to start us off

14 Up Votes | 0 Down Votes | 14 Net Votes

My idea is to make a rubric of things that make a website easier to use (both for people in general, and people with cognitive disabilities), and encourage job-search websites (craigslist, monster, etc..) to adopt these standards to make their website easier to use.

What do you guys think?

What would make a website easier for you to use?

If you have an idea of your own, you should post it too! You don't have to wait for us moderators--we want to hear from you!

Top Idea #5: Personality Tests

16 Up Votes | 3 Down Votes | 13 Net Votes

Some job applications require you to complete a personality test as part of your job application. This is said to determine whether a candidate is a good 'social' fit an organization.

I believe 'personality' tests border on psychological testing and should not be part of a job application process and if they are included they should be voluntary and not mandatory.

Top 5 Ideas Tagged “Finding Information (on the web)”:

Top Idea #1: Initial Online Contact

18 Up Votes | 0 Down Votes | 18 Net Votes

A huge issue for me is the challenge I have with cluttered landing pages. When I click on a link and I'm directed to a website, I need the first thing I see to be a fairly slick and clean page.

If the landing page is cluttered with dozens of photos and links all over the place, then I automatically start shutting down. My filter to process anything new is gradual; therefore I do best with minimal content to choose from (initially) although, I do better as I start to process, and can keep my cognitive filters progressive as choices are gradually introduced.

Websites that seem to master this approach use drop down menus instead of a landing page full of dozens of choices.

I used to think I was the only person who cognitively shut down in these instances, but the more I discuss it, the more I find that it's common with ID.

Apple dot com uses the sleek approach. Websites like Craigslist is a nightmare for me to navigate due to its set up.

Top Idea #2: Robo_voice-to-text

18 Up Votes | 0 Down Votes | 18 Net Votes

Use software and hardware to facilitate entry for disabled. Dragon Naturally Speaking is a solution for many!

This can help many like those with ADHD, BIPOLAR, and other physical issues that make it difficult or problematic to express their ideas for interaction with others and information systems(WWW) based in this new age!!! Use software and hardware to facilitate entry for disabled. Dragon Naturally Speaking is a solution for many!

Top Idea #3: Prepare for information literacy

5 Up Votes | 0 Down Votes | 5 Net Votes

While still in school all students with disabilities need to master computer literacy, able to access the Internet fluidly, have knowledge of software and apps that provide access, and if needed hardware such as joy sticks other technologies for those with mobility challenges. This is important in the new world of information for all, but especially for those with disabilities and the future of the job market.

Top Idea #4: Design a simple mobile device application using current models

5 Up Votes | 0 Down Votes | 5 Net Votes

Mobile Device applications are designed to provide information formatted for easy reading on a phone or tablet Current models with easy to understand information has been developed for the seniors <https://www.benefitscheckup.org/> Find best practices already developed and use those as models.

Top Idea #5: The design of this site

3 Up Votes | 1 Down Votes | 2 Net Votes

After clicking the link in an email, I had to register before I could see any information. Asking for personal information before providing information is bad design.

When I registered it did not ask me to set up a password, but it continued to ask for a password to see a page. I was able to establish a password by saying I had forgotten it, but this is very poor design.

The password required an exceptionally high level of security. It required 8 digits, upper and lower case letters, a digit and another kind of character. This is not my bank account, and these requirements will not fit the systems that many people with ID have established to remember or create passwords.

Upon finally getting a page, a great deal of text had to be read in order to post an idea. Posting required scrolling. This site should conform to existing guidelines for design for ID, and it does not.

Top 5 Ideas Tagged “Doing Your Job”:

Top Idea #1: Ability to indicate preferred methods of contact

17 Up Votes | 0 Down Votes | 17 Net Votes

One thing that I have encountered frequently, both in applying for jobs and on the job, is that people will ignore any communication preferences (e-mail, phone, face-to-face, etc.) that I have specified to them. Or worse yet, there **isn't** any way to specify communication preferences on a given application, so people have to make assumptions which may not necessarily align with my own preferences.

For instance, I personally prefer to be contacted via text-based means such as e-mail or SMS, but recruiters will try contacting me via phone before doing either of those (and I usually let it go to voice mail, because I need downtime and/or a quiet environment to understand people over the phone). And I've known other people with the opposite issue--preferring phone, but being contacted via e-mail or text instead.

Top Idea #2: In house training on advanced software tools

11 Up Votes | 0 Down Votes | 19 Net Votes

I am a CPA and work in payroll accounting. I don't know how I would do my job without knowing some of Excel's advanced features. However, I had to go outside the company to get a class on these topics.

You would think companies would want to give employees as many tools as they can just to increase productivity.

Top Idea #3: Personalized task guides using context aware mobile devices

8 Up Votes | 0 Down Votes | 8 Net Votes

Provide step-by-step job guidance for people with more severe cognitive disabilities. By providing step by step guidance for simple jobs (cleaning, cooking, store stock maintenance) that is tailored to the specific job and person and adding context aware functionality, time to task mastery would be shortened, some who are not capable due to cognitive or mnemonic issues can be employed and soft-skills, the lack of which are the most common cause for termination, might be supported. Along with this support a tool to create these multimedia task scripts for use by average computer users needs to be provided.

Top Idea #4: Corporate Intranet

8 Up Votes | 1 Down Votes | 7 Net Votes

A company's intranet often have many of the same issues experienced with Internet accessibility. Intranet accessibility is often the first place an employee will find information on a company's policy, procedures, etc.

It has been my experience that intranet accessibility gets less attention than Internet accessibility. Internal access is just as important as external access in terms of accessing the information you need to do your job.

An intranet typically contain links to policies, procedures, benefits, training, etc. and if not accessible it will impact the job and social success of the person with a disability

Top Idea #5: Tools for Filling Out Timesheets/Simplified Timesheets

0 Up Votes | 0 Down Votes | 0 Net Votes

Many workers are hourly employees and need to record what hours they are working - some timesheets are simple, just asking the employee to put the number of hours worked. Others are complex - asking start and stop times, lunch breaks, type of work done, etc.

Simplifying timesheets can make them more accessible.

For the more complicated timesheets, I think it would be great to create some sort of app that let employees take notes on what work they are doing so they have the information to fill out the timesheet later.

Also, for some people handwriting in the sheet can be physically difficult. An online version should always be an option.

Top 3 Ideas Tagged “Networking & Using Social Media”:

Top Idea #1: Training and Awareness

12 Up Votes | 0 Down Votes | 12 Net Votes

Not all Social Media is created equal. I would like a course of social etiquette and common sense when using this outlet. Many people are unaware that social media is targeted to what you do on the web. So the ads are there to sell things. It is great tool but people need to know how to use it safely. Many employers and schools use this media to fish out potential applicants. A do and don'ts needed to be instilled. As well as how to use it for your advantage.

For Example I maintain Facebook expressly for art and comic book art. It promotes my work but I used for maintaining just social contacts. No it is for business. If you are friend in real life yes I will friend you because it is business site I use for promoting myself to get gigs. You are a friend because we are same business. I have a child hood friend who also comic book artist I maintain ties because we are friends in same field. My family in general are not on it because they are not in that field.

This is an example.

Top Idea #2: Company Introduction

10 Up Votes | 2 Down Votes | 8 Net Votes

Several companies are using YouTube or other video type applications to tell applicants about their company.

I find It rare that these are closed captioned or have a text version for screen readers to use of what is being said and do not get a good impression of the company's mission to increase diversity. YouTube does offer closed captioning and allows for alternate text as well but only if the video creator used those options.

Top Idea #3: Training of Title II of the ADA

2 Up Votes | 0 Down Votes | 2 Net Votes

Many government employees know about Title III of the ADA but not Title II for issues of services, programs, and policies, in local, state level. The main response for request for reasonable accommodations is no funding to provide such accommodations or unaware of Title II of the ADA. How can people with disabilities find out the funding for reasonable accommodations?

Conclusion

Through “*Join the Conversation: Improving the Accessibility of Online Tools for Workers with Intellectual Disabilities*,” ASAN and PEAT, with the support of DOL’s ODEP, successfully leveraged accessible crowdsourcing tools to engage citizens in a virtual environment.

This metrics report simply summarizes the dialogue’s results. Participant input and responses are currently being analyzed by the ASAN-PEAT Team and will ultimately be used to frame recommendations for improving the accessibility of job-related tools for everyone, including individuals with intellectual disabilities.

The national dialogue was a success on multiple levels. It represents a new approach to gathering ideas and feedback from key stakeholder groups and can help nonprofits and federal agencies better understand the accessibility issues experienced by people with intellectual disabilities when they use online tools and websites for job-related activities. Through online voting, idea submission and commenting, the event enabled citizens to contribute their ideas and share valuable feedback, while serving as an effective outreach and awareness tool.