Trainee Spotlight: Joe and Max
Introducing us!

Joe

Masters of Occupational Therapy student at Towson University

Interested in pediatric and acute care OT

Fun Fact: I became interested in OT from previous experience as a patient

Max

Masters of Occupational Therapy student at Towson University

Interested in acute care (I want to work with a variety of people and diagnoses!)

Fun Fact: I got my nickname from my ultimate frisbee team
Project

• Introduction of accessible workplaces for post-program employment
  • Create 10 PowerPoints and handouts, including interactive activities

• Inclusion of proprioceptive breaks to improve attention

• Implement individual strategies during internships
  • Environmental adaptations; visual cues; demonstrations
Our Project!

Accommodations

- Sign Language uniforms: badges let you know who uses sign language
- Advisory Board on Disability
  - promotes accessibility for all by providing recommendations on customer experiences, training, policies, and procedures
- Employee Assistance Program
- Email Accommodations@delta.com

Jobs: Warehouse Associate

- Selecting, packing, and shipping orders
- Put away inventory
- Load boxes into trucks
- Follow directions on screens to identify items and pack into boxes
- Use carts, dollies, hand trucks, and other gear to move items around

Accommodations:

- Affinity groups: Amazon People with Disabilities or AmazonPwD
- Personalized accommodations: call 888-458-9287
- Offer interview tips on their website
  - Includes online application, phone interviews, in-person interviews and assessment tips
- Employee Assistance Program offers free, 24/7 support
- Environmental adaptations
  - Headphones in noisy workplaces
  - Work in small or large groups based on needs
Joe's Interview

• Sarah Welch MS, OTR/L
• Has previous history working in outpatient pediatrics
• Currently loves working in the Kennedy Krieger Center for Autism and Related Disorders (CARD)
• Enjoys making an impact on her patients in a setting that does not focus primarily on productivity measures, but the success of each person
• Encourages new OT grads to stay open-minded and take advantage of learning opportunities throughout their careers
Max's Interview

• Kristin Johnston
• Works in the outpatient department for chronic spinal cord injuries
  • on and off since 2006
• She values meeting and forming relationships with people and patients
• One piece of advice for those wanting to work at Kennedy Krieger Institute or for future OTs is to take every opportunity presented that you can
• Fun Fact: has lived in 5 different states starting with "M" (Maryland, Maine, Minnesota, Massachusetts, Michigan)
Conclusion

What We've Gained:

An opportunity to work with a multidisciplinary team to increase occupational satisfaction and participation in community-based setting

Opportunities to evaluate, research, and implement OT strategies with patients in a one-on-one environment

Further understanding the needs of neurodiverse adolescents and young adults who are engaging in employment training, seeking, and acquisition

Working in an environment that truly prioritizes the current and future success of participants

New Perspectives

Neurodiverse individuals experience a variety of strengths and challenges when engaged in work tasks. Strategies to overcome these challenges need to be tailored specifically to their needs. There is no one size fits all!

By utilizing one of the many ways to effectively communicate, individuals with disabilities are able to identify their challenges to their employers, who can make necessary accommodations to promote successful work participation.
Any Questions?