Using assistive technology to overcome barriers to employment success

If there is a physical barrier keeping you from work, VR can help. Our rehabilitation engineers provide consultation, individual assessment, and design and fabrication to assist you in overcoming physical barriers at home and at work.

Assistive technology covers everything from ergonomic armrests to vehicle modifications, all focused toward establishing or keeping employment and putting you on a path to independence.

We begin with a job-site evaluation to identify any problems that relate to worksite accessibility or your ability to perform specific tasks.

Recommendations are made for appropriate technology - including assistive devices for sight and hearing - that will raise your productivity and quality of life, a benefit to you and your employer.

Next, a home evaluation may be provided to assess potential accessibility and safety issues such as lack of grab-bars in restrooms or narrow doorways.

Mobility and transportation barriers are also addressed. Vehicle evaluations, training and modifications that could help you get to work, or a mobility device such as a wheelchair or scooter to help you get around while at home or work may be recommended.

Using assistive technology and adaptive devices are keys to overcoming physical barriers and can help you excel at home and at work.

“My endurance has increased and my typing speed and accuracy have improved since I started using my ergonomic armrest.”

— Graciela Rivera, former consumer
Business networking and VR teamwork lead to success

Brian Denny didn’t think he could go back to work after he sustained a high level spinal cord injury (C3-C4).

Unable to move his upper or lower body, Brian uses a power wheelchair that he manipulates by blowing into a straw-like device called a sip and puff. It takes patience and determination, something that Brian has in great supply.

“Brian was hurt on the job while he was working at a building supply company,” recalls Niki Ostrander, his counselor when Brian came to VR to apply for services.

“Brian was very anxious to get started with the program,” she says. “He was unsure what he would be able to do but he knew that he could do more than he was.”

Through solid networking and Skilled Workforce Apprenticeship Training (SWAT) opportunity, Brian was hired as a sales representative at Guardian Fence Suppliers in Columbia.

“Brian and I met over the next few weeks,” recalls Guardian Fence owner Reggie Murphy, “and came up with a plan that we both thought would help Brian ease back into the workplace at a comfortable pace.”

The position would require both data entry and phone work. Joe Anthony, a member of VR’s Rehabilitation Technology team, met with Brian and together they came up with a list of tools Brian would need to succeed, including an adjustable height desk, phone system, adjustable laptop riser, and a mouth stick mounted to his desk which Brian uses with an iPad to control the laptop and phone.

During the second half of Brian’s apprenticeship, Weston decided to bring in a customer relationship management (CRM) software package called Zoho.

“I didn’t know how to use it myself, but I immediately recognized its potential to increase our business,” he explains. “Brian ate it up.”

Weston realized that Brian knew the software better than anybody. “So I asked him to be my ‘Zoho Czar.’”

This opportunity led to Brian’s promotion to a sales management position at Guardian. “Now I’m training the staff how to use the program.”

Brian is also getting ready to start a program where he will make sales calls to customers that have not been active, generating new business, explains Weston.

VR’s SWAT and Rehabilitation Technology gave Weston the chance to see what Brian could do and alleviated his fears about hiring Brian.

The Vocational Rehabilitation program receives 78.7 percent of its funding through a grant from the U.S. Department of Education. For Federal fiscal year 2020, the total amount of grant funds currently awarded is $55,769,328. The remaining 21.3 percent of the costs ($15,093,859) are funded by state appropriations.