

## Fair Employment Consideration for the Disabled

### Business Problem

A trade school seeks to fairly and accurately consider a hard-of-hearing applicant for participation in their entry-level apprenticeship program.

### Solution

Provided:

- Ten steps for accommodating hard-of-hearing applicants/students
- Four appropriate interviewing techniques regarding how to accommodate applicant in the learning environment among able-bodied learners
- Hearing aid solutions with information cautions about which ones may affect the work environment
- Four steps for the instructor when teaching a hard-of-hearing student
- Possible liability considerations
- Ask the applicant to complete a "Work-Fit" evaluation.

### Outcome

This organization implemented the list of considerations into their job description and referred the applicant for a Work Fit evaluation with a licensed medical professional.