**Physical Disabilities Module 1 Quiz**

Learning Objectives:

* Share employment statistics for people with physical disabilities.
* Define physical disability and share physical disability statistics in Wisconsin.
* Describe how employers benefit from hiring people with disabilities.
* Identify how unemployment and low income affect physical and mental health.
* Identify common barriers to employment people with physical disabilities experience.

1. **True or False. In Wisconsin, the employment rate for people with disabilities is slightly lower than the rate for people without disabilities.**

Correct Answer: False.

Feedback: Employment rates for people with disabilities are significantly lower than people without disabilities.

1. **If you were asked by an employer to help them understand the definition of physical disability, which of the following would be the best way to respond?**
2. A physical disability is a physical condition caused by injury, disease, or congenital disorder that significantly interferes with at least one major life activity of a person.
3. A physical disability is an injury that makes it difficult to navigate a person’s environment.
4. It’s hard to explain but you can usually tell when you see a person.
5. Usually it means you need a wheelchair.

Correct Answer: A

1. **True or False: Physical disabilities may include impairments which limit other facets of daily living, such as respiratory disorders, blindness, epilepsy, and sleep disorders.**

True

1. **Which of the following is a key area of “inclusion incentives” for employers that hire people with disabilities? Select all that apply:**
2. Increased innovation
3. Improved shareholder value
4. Improved productivity
5. Enhanced reputation

Answer: All of the above

1. **What is meant by the phrase “the relationship between disability and poverty is both a cause and consequence of economic insecurity”?**
2. Poverty can increase the chances of a having a disability but not the other way around.
3. A disability increases the chances of being poor, but not the other way around.
4. If a person is poor they have a greater risk of disability and if a person is disabled they have a greater risk of poverty.
5. Poverty and disability are not at all connected to one another.

Answer: C

1. **Which of the following are common employment barriers experienced by people with disabilities? Select all that apply:**
2. Managing health and service needs
3. Navigating complex benefit programs
4. An encouraging care team
5. Employer attitudes

Answer: A, B, D

**Physical Disabilities Module 2 Quiz**

**Learning Objectives:**

* Describe why employment supports are important for people with physical disabilities.
* Describe how person-centered planning, motivational interviewing, and career exploration are important strategies to use with people with physical disabilities.
* Identify how to address concerns about losing important benefits when earning income.
* Share success stories about people with physical disabilities who are employed.

1. **Which of the following scenarios is an example of providing assistance to address and manage barriers to employment? Choose all that apply:**
2. Setting up an informational interview for Kathy to learn about a new technician training program at the local community college.
3. Arranging Work Incentives Benefits Counseling services to help Ken manage his anxiety around losing benefits.
4. Turning down work opportunities because Joe does not have access to transportation.
5. Helping an employer implement adaptive technology so that Margaret can use a computer at her new job.

Answer: A, B, D

1. **You are working with a new person and want to implement person-centered planning in your relationship. What are some questions you might ask? Choose all that apply:**
2. Do you really need to work?
3. Tell me about a time that you enjoyed working on something.
4. What services have you found to be most helpful?
5. Wouldn’t it be better if you got a job coach?

Answer: B and C

1. **Motivational interviewing would be useful in which of the following scenarios? Choose all that apply:**
2. To get information like dates, location, and names from Clare’s work experience for a job application.
3. Mason is anxious about changing career paths after an injury impacted his ability to drive, but he has an opportunity to receive training in a new skill area.
4. You need to collect information from Tracy’s supervisor to help her request accommodations.
5. Roberto is planning to meet with a Work Incentives Benefits Specialist, but he is worried that will flag him for a benefits review.

Answer: B, D

1. **Which of the following are the four primary conversation techniques used in Motivational Interviewing? Choose all that apply:**
2. Open Ended Questions
3. Affirmations
4. Reflections
5. Summaries
6. Parroting

Answer: A, B, C, D

1. **True or False: Open ended questions are questions that the questioner would not know the answer to.**

Answer: True

1. **Peggy has not worked since she lost sight in her left eye four years ago. She’s interested in returning to work but knows that she’ll be unable to return to being a school bus driver. Which career exploration strategies would you suggest to Peggy? Choose all that apply:**
2. Set up a coffee date with a friend that works at the elementary school to learn more about her job as a teaching assistant.
3. Watch videos about famous athletes and entertainers.
4. Attend a career workshop day at the library.
5. Listen to relaxing audiobooks about different places and times in history.

Answer: A, C

1. **The major concern of a person who receives benefits is sometimes called “falling off a cliff”, this phrase refers to:**
2. Worry that you’ll get another injury if you go back to work.
3. The loss of needed benefits once income from work crosses a certain threshold.
4. The feeling you have when you think about going back to work with a physical disability.
5. Losing your confidence after you have been out of work due to an illness or injury.

Answer: B

1. **True or False: Every situation is unique, but sharing success stories about others that have returned to work and achieved their income and career goals can help inspire others who are facing decisions about working with a physical disability.**

Answer: True

**Physical Disabilities Module 3 Quiz**

Learning Objectives:

* Identify long-term care services to support people with physical disabilities with employment.
* Describe how Division of Vocational Rehabilitation (DVR) can support people with physical disabilities to become employed.
* Explain how to access Work Incentives Benefits Counseling services.
* Describe some important Social Security Work Incentives.
* Identify resources for Assistive Technology and Adaptive Aids.
* Identify important factors and resources for disability disclosure and requesting reasonable accommodations.

1. **Which of the following Competitive Integrated Employment Services for Adults would you recommend for a person that needs intensive support to find and maintain employment?**
2. Prevocational services
3. Individual Supported Employment services
4. Small Group Supported Employment services
5. Vocational Futures Planning and Support (VFPS)

Answer: B

1. **Long-term care staff can help people with physical disabilities find the right services by which of the following? Choose all that apply:**
2. Talking with the person about their goals, hopes, and concerns around employment.
3. Giving them books and information about a range of subjects so they can see if anything looks interesting.
4. Meeting with service providers for people with disabilities to see if their services are a good fit.
5. Help the person explore options and make decisions about employment services to meet their job goals.

Answer: A, C, D

1. **Imagine you are working with a person that is DVR eligible, which of the following services can you expect DVR to help with? Choose all that apply:**
2. Locating a temporary work experience to allow them to try a new type of job.
3. Helping organize transportation to a training facility so they can gain new skills.
4. Securing adaptive technology such as a screen reader or specialized keyboard.
5. Help writing a small-business plan for someone that is interested in starting their own business.

Answer: All of the above

1. **You are working with Suzie and know her well. Because of complicated family dynamics, Suzie’s address can change frequently. What guidance would you give her about working with DVR?**
2. Don’t worry about keeping your counselor updated on your address, they’ll know how to get ahold of you.
3. Just choose an address of a friend or someone you expect to stay put, that way you won’t need to keep your counselor updated.
4. It is important to let your counselor know about any changes in your address, telephone number, or circumstances.
5. You probably only need to give your counselor an email address or maybe a phone number.

Answer: C

1. **What are the three critical times when long-term care staff need to be involved with the DVR employment process? Choose all that apply:**
2. At the DVR Post Career Profile meeting/assessment.
3. At the DVR 60 day on-the job meeting.
4. Before transition to long-term support.
5. Any time someone plans to meet with their DVR counselor.

Answer: A, B, C

1. **When does a person’s case with DVR close?**
2. When a person has achieved their employment goal and their job is stable.
3. When a person receives a job offer.
4. As soon as they have completed their Individual Plan for Employment (IPE).
5. The case never closes.

Answer: A

1. **Work Incentive Benefits Specialists are the experts in explaining:**
2. How to motivate people to return to work.
3. How work earnings will affect a person’s disability payments, healthcare, and other public benefits.
4. How to get skills training for highly specialized jobs.
5. Why you should only look for jobs that offer benefits like paid vacation and retirement planning.

Answer: B

1. **True or False: Work Incentives are special rules that encourage people who receive Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI) to try work and keep the benefits they need.**

Answer: True

1. **Gerald receives SSDI benefits and is concerned about how working will impact his eligibility. Which of the following Work Incentives would apply to his case?**
2. Trial Work Period.
3. Impairment-Related Work Expenses.
4. Extended Period of Medicare Coverage.
5. Transportation Vouchers.

Answer: A, B, C

1. **What kind of benefits are protected with these work incentives:   
   Impairment-Related Work Expenses, Student Earned Income Exclusion, Property Essential to Self-Support, and Plan for Achieving Self-Support.**
2. SSDI
3. SSI
4. Unemployment
5. SNAP

Answer: B

1. **Carla is a gifted writer and would like a job where she can use this skill. Carla also has mild paralysis that makes it very difficult to type on a keyboard. Assistive technology is one option to help her find the right job. Which of these is an example of an assistive technology solution:**
2. Hire a work assistant to write for Carla.
3. Install speech recognition software on Carla’s work computer.
4. Encourage Carla to take typing classes.
5. Suggest Carla use the internet to research other job options.

Answer: B

1. **At what point can a person disclose a disability?**
2. During the application.
3. In the interview.
4. When a job offer is made.
5. After they begin working.

Answer: All of the above

1. **True or False: Employers sometimes feel uncertain about disability and accommodations because they lack experience. When a person with a disability discloses, they can set the stage for positive, open communication.**

Answer: True

1. **Which of the following is helpful when planning to request workplace accommodations?**
2. Consider if changes and adaptations are reasonable for the employer to provide.
3. Explain how the accommodation will be effective in achieving completion of the essential job functions.
4. Develop a list of the work tasks and responsibilities that are impacted with and without the accommodation.
5. Avoid mentioning anything that might cost money or impact the workplace schedule.

Answer: A, B, C