

Breaking Down Barriers: Applying for Jobs with Disabilities

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Finding meaningful employment is a journey that should be accessible to everyone. For job seekers with disabilities, understanding your rights and leveraging available resources can help transform challenges into opportunities for career success. Here's your comprehensive guide to navigating the job search process effectively.

Know Your Rights and Resources

The Americans with Disabilities Act (ADA) protects qualified individuals with disabilities from employment discrimination. This means employers must provide reasonable accommodations during both the application process and employment. RochesterWorks offers specialized career counseling and workshops designed to help you understand these rights and identify accommodations that could help you succeed in your chosen career path.

Crafting Your Application Strategy

Resume Presentation: Focus on your skills, qualifications, and achievements first. Your disability disclosure is a personal choice and not required during the application phase. Consider using a skills-based resume format to highlight your capabilities and transferable skills from previous experiences, including volunteer work or educational projects.

Interview Preparation: Research shows that candidates who practice interviewing are 2.6 times more likely to receive job offers. RochesterWorks offers one-on-one interview coaching sessions where you can discuss strategies for addressing disability-related questions and practicing responses that emphasize your abilities and solutions.

Accommodation Discussion: If you choose to disclose your disability, frame the conversation around solutions. For example, instead of saying "I can't work evening shifts due to my condition," try "I'm available and most productive during daytime hours."

Leveraging Technology and Support

Modern workplace technology has opened new doors for accessibility. Many employers now offer remote work options, flexible schedules, and adaptive technologies. RochesterWorks can connect you with resources for assistive technology training and workplace accommodation assessments to help you identify tools that could enhance your work performance.

Action Item: Schedule a one-on-one consultation with a RochesterWorks career advisor to create a personalized job search strategy that aligns with your skills and career goals.

Fun Fact: Companies that champion disability inclusion have been found to achieve 28% higher revenue and 30% higher profit margins on average, according to Accenture's research.

Additional Resources:

- [Job Accommodation Network \(JAN\)](#)
- [ACCES-VR](#)
- [RochesterWorks Career Workshop Calendar](#)
- [National Organization on Disability](#)