



The background is a dark blue field decorated with stylized fireworks in red, white, and yellow. Five circular inset photos are arranged in a loose circle, each with radiating lines around it. The photos show: 1) Two people working on a computer, 2) A woman smiling and holding a pen, 3) A person in a blue shirt working on a vehicle, 4) A woman in a pink shirt speaking, and 5) Two construction workers, one in a wheelchair, on a job site.

Celebrating Value and Talent

National Disability Employment Awareness Month



OFFICE OF DISABILITY EMPLOYMENT POLICY
UNITED STATES DEPARTMENT OF LABOR

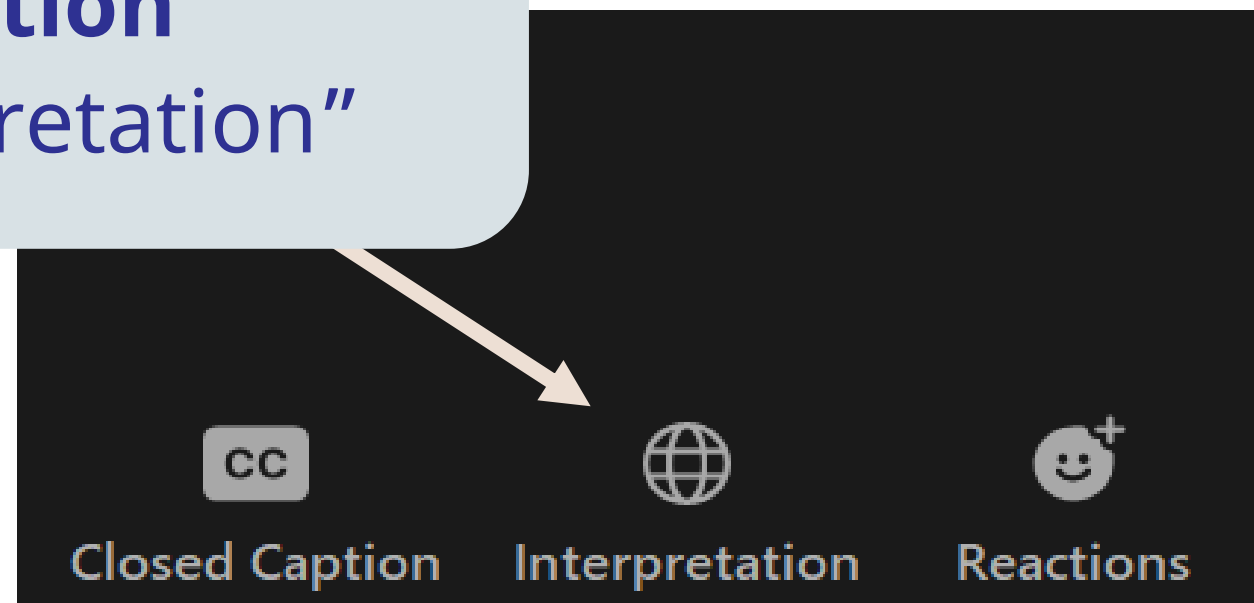
#NDEAM
80th Anniversary
dol.gov/odep

Interpretación en español / Spanish interpretation

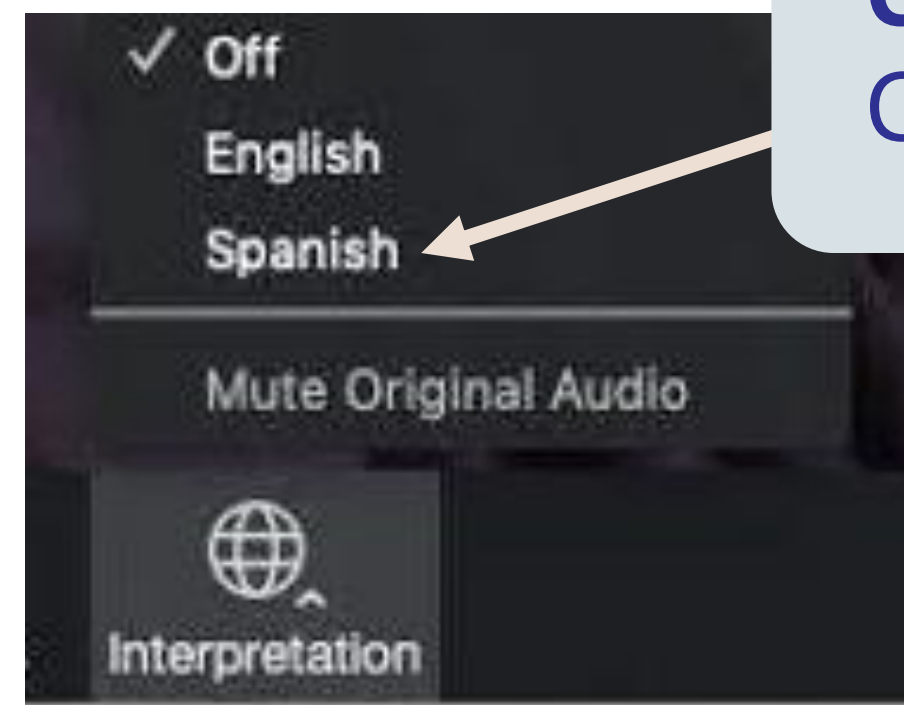
Oprima el botón marcado “Interpretation” (el globo) en la parte de abajo de la pantalla. Seleccione “Spanish”

Click the “Interpretation” (globe) button on the bottom of the screen. Select “Spanish.”

haga clic
“interpretation”
click “interpretation”



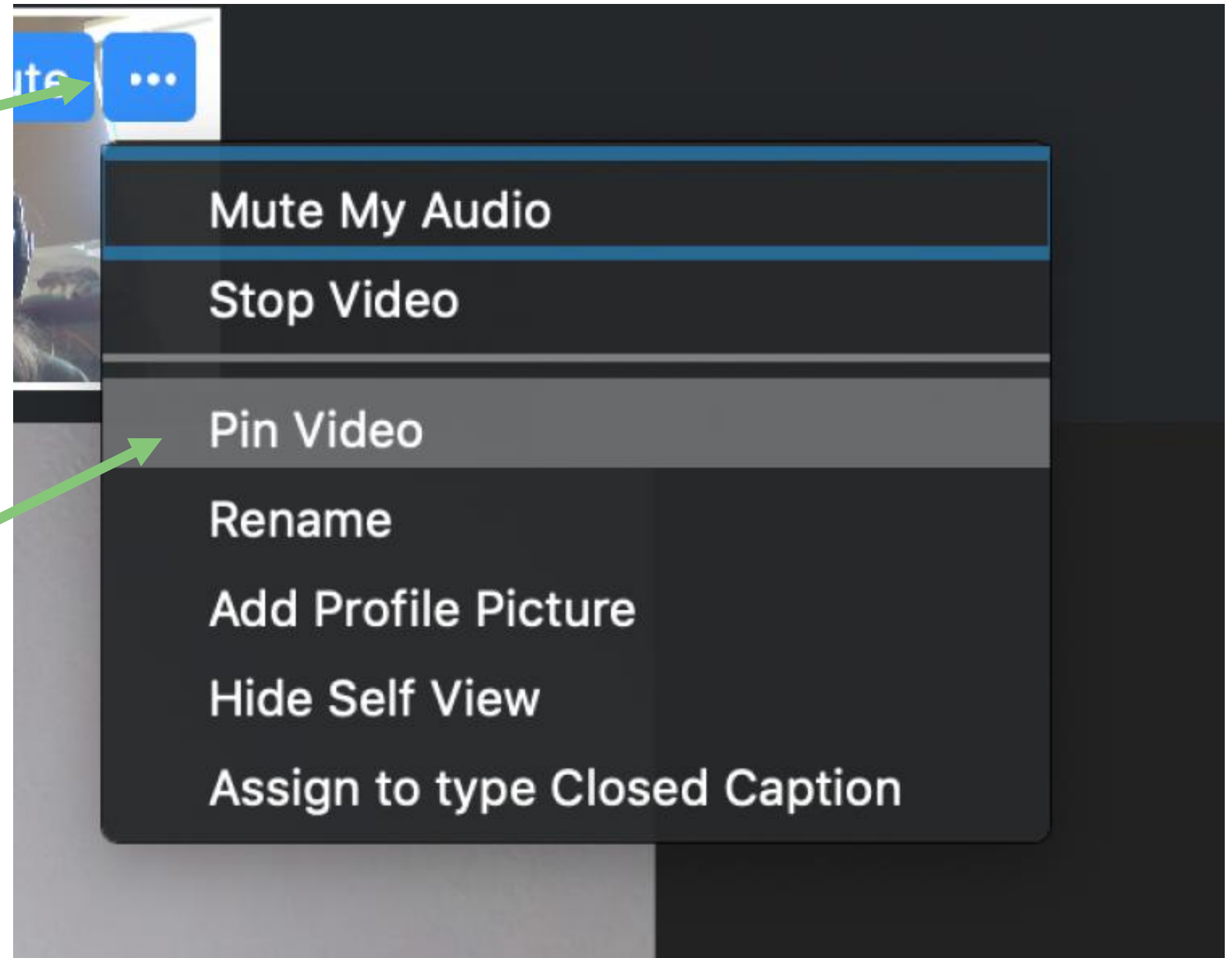
Clic “Spanish”
Click “Spanish”



Pinning Video: ASL Interpreter

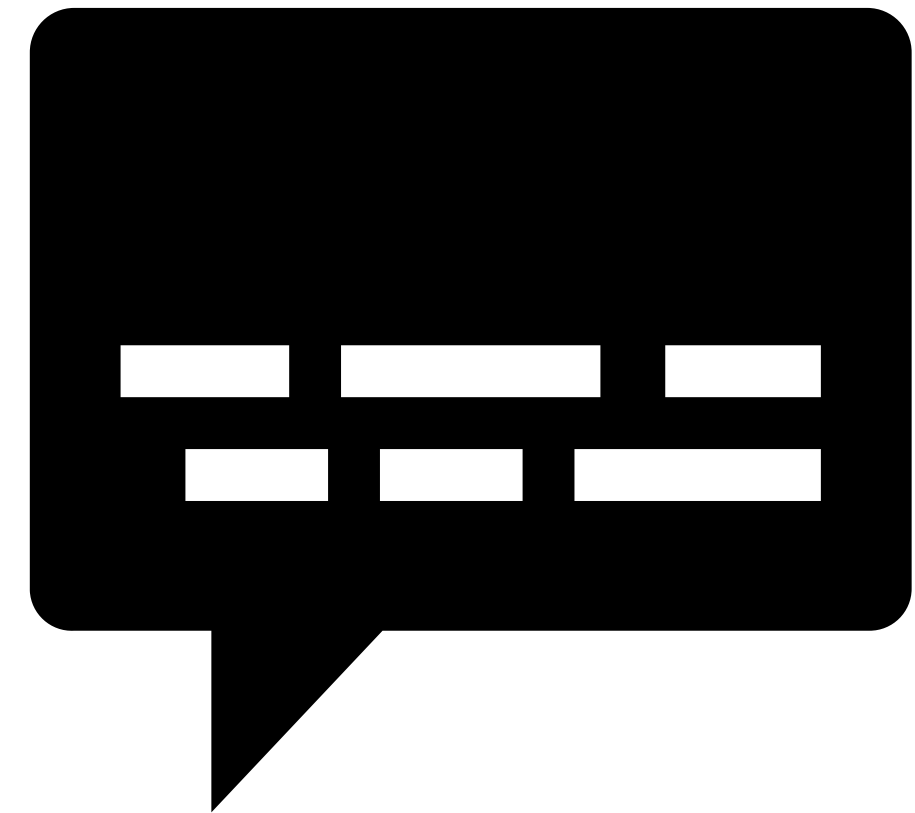
**Click the three dots
on the interpreter's
picture**

Click "Pin Video"



Accessing Captions

Click on the link in the chat to access the real-time caption livestream.



Virtual Meeting Etiquette

- **Check if your name is correct.**

Optional: add pronouns

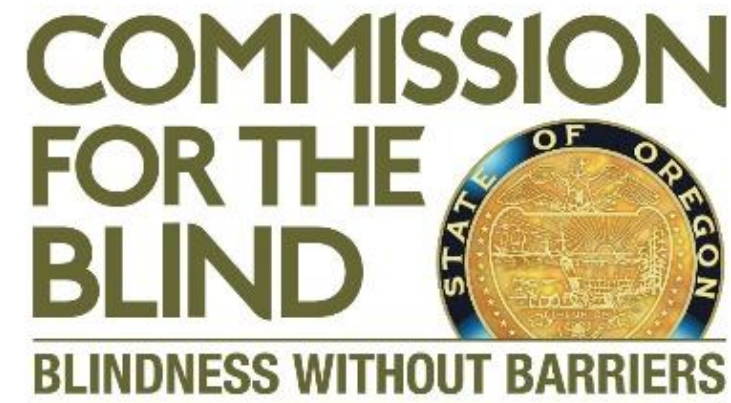
- **Mute your microphone.**
- **Be present without distraction.**
- **Be respectful in the chat.**

Not a place to argue, call out, or hold side conversations

NDEAM Webinar Series is Presented By:



OREGON DEPARTMENT OF
Human Services



OREGON
DEPARTMENT OF
EDUCATION

Oregon achieves . . . together!

Today's event is hosted by Oregon's Office of Developmental Disabilities Services,
Oregon Commission for the Blind, Community Vision, and Living Opportunities.

Moderated by: Julie Huber,
Oregon's Office of Developmental Disabilities Services

NDEAM in Oregon

“Oregon reaffirms its commitment to expanding access to good jobs, career pathways, and economic opportunity for all, including people with disabilities.”

Governor’s proclamation



**National Disability Employment Awareness Month
(NDEAM)**

Technology, Artificial Intelligence and Employment

Carrie Luse - Assistive Technology Lab Director, Community Vision

David Van Hook - Director of IT and AT, Living Opportunities

Amber Myre Robles - Executive Director, Living Opportunities

Tony Gebhard - Oregon Commission for the Blind

October 28, 2025

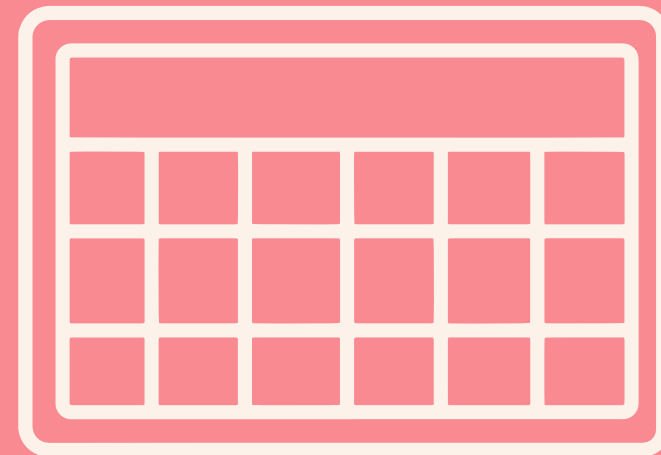


Assistive Technology

Carrie Luse

Community Vision

Assistive Technology (AT)



Overview

1. What is AT
2. Examples
3. Learn about free tech training
4. Funding for Tech
5. Loan Closets & Assessments

What is AT?

Anything that
helps people with
disabilities
participate in life!



Solutions can be simple, everyday items

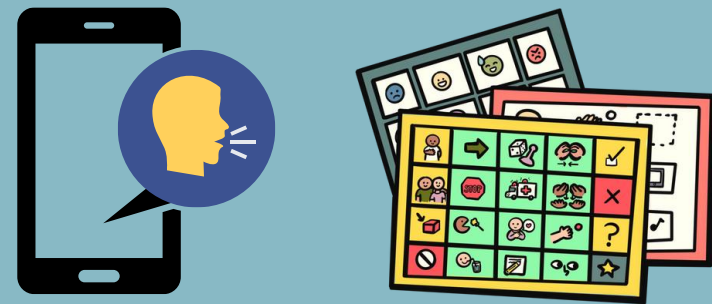


or complex and specialized

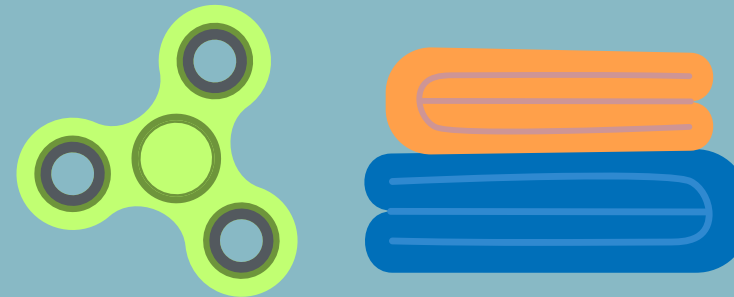


Tech Solutions: All areas of life!

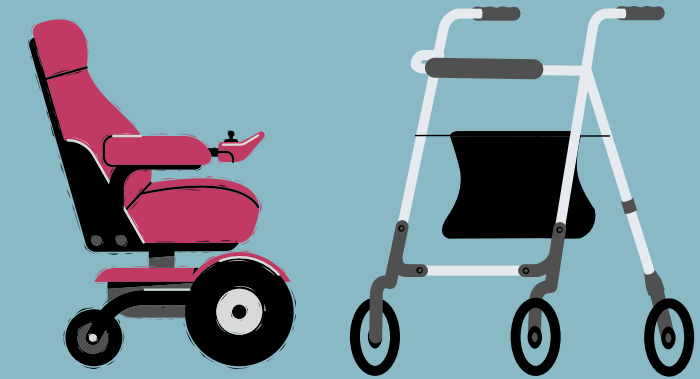
Communication



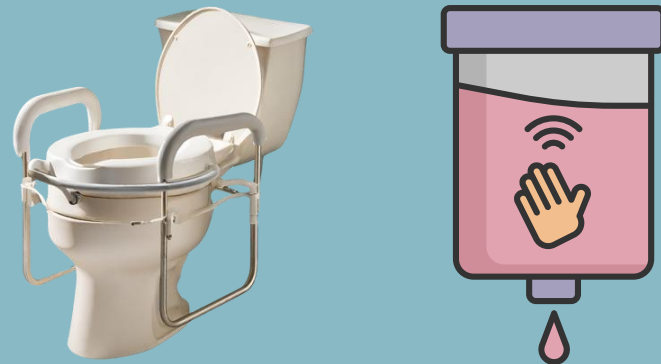
Sensory



Mobility



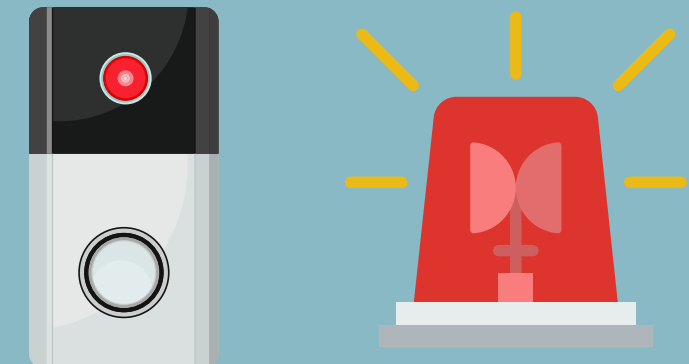
ADLs



Smart Home

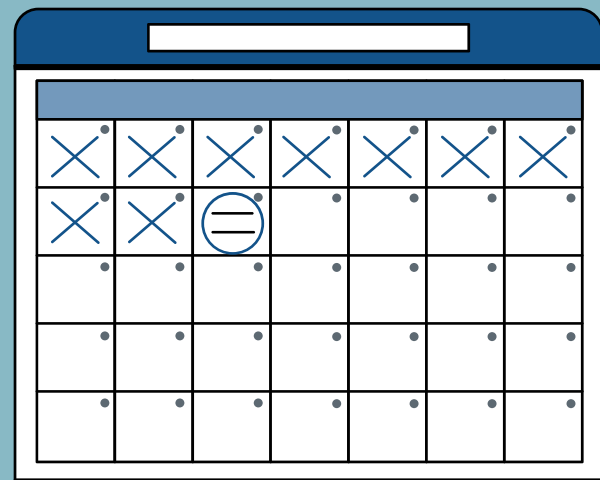


Safety



More examples

Planning & Time



Emotional



Getting Around





Tools & Tech Examples

1. Communication

- Devices
- Communication Board
- Communication App



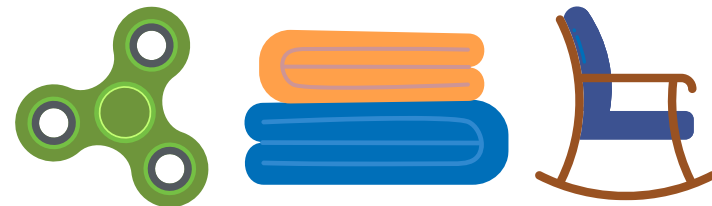
2. Mobility

- Wheelchairs
- Walkers
- Cane



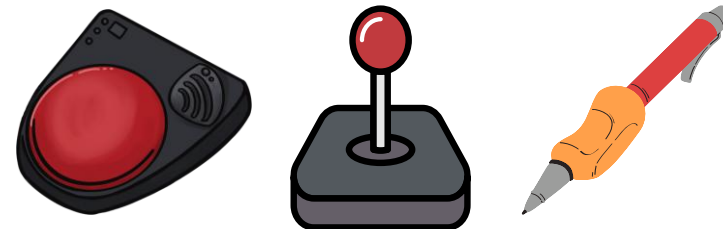
3. Sensory

- Fidgets
- Weighted Blanket
- Rocking Chair



4. Access

- Switches
- Joystick
- Pencil Grip



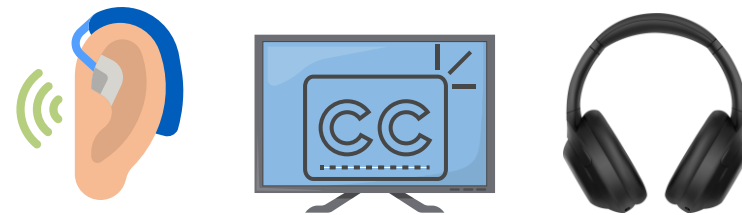
5. Vision

- Glasses
- Screen Readers
- Walking Cane



6. Hearing

- Hearing Aid
- Subtitles & Closed Captions
- Headphones



See handout for
all areas!



Let's share examples



Start with the Person, not the Technology



DO, get to know the person first



DON'T think of technology first,
then try to make it fit the person



Start with One Small Thing

- Laddie was hesitant to try new tech.
- His support person knew he loved Solitaire card game...
- He tried playing on the iPad and loved it
- Now, he has Smart Home items and a communication device!



Get Creative

- Nancy's hands were weak.
- She relied on others to open this cabinet.
- Her job coach used pipe cleaners and duct tape to extend the handles so she can grab them and pull out.
- Now Nancy can open on her own.



Find what's motivating

- Rayne does not use verbal speech.
- He really did not like getting his haircut!
- His support team had an idea...



Pick your Brad Pitt Hair Style!

Haircut



Facial Hair



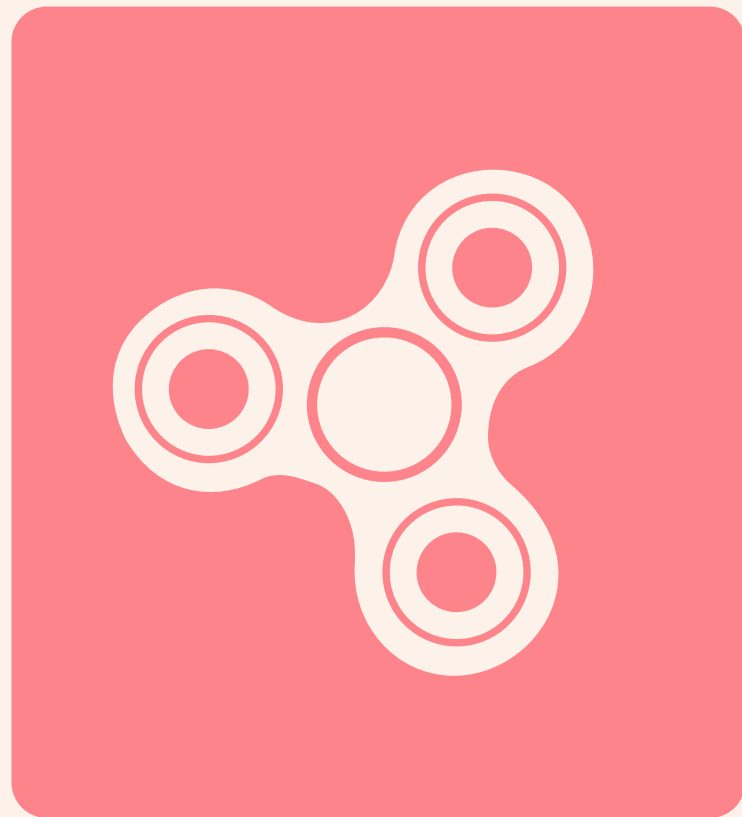
Alex's Job Interview



My name is Alex. Thank you for inviting me to the interview today!



Where can I learn more about Tech Solutions?



Tech Solutions Training for Support Professionals

Four-part **FREE** video training series is live!

**Part One:
What are Tech
Solutions?**



**Part Two:
Tech Solutions
Plan**



**Part Three:
Communication
Supports**



**Part Four:
Daily Living
Supports**



<https://cv-atlab.org/tech-training>



Funding for Assistive Technology

<https://cv-atlab.org/learn/at-funding>

Vocational Rehab (VR)

Tech can be accessed through VR if:

- Person is enrolled in VR
- Needs work-related AT



OREGON DEPARTMENT OF
Human Services
Vocational Rehabilitation

Office of Developmental Disabilities (ODDS)

[Link to the AT WorkerGuide](#)

Or Google: "ODDS Worker Guide Assistive Technology 2025"



[Link to YouTube Video](#)



OREGON DEPARTMENT OF
Human Services
Developmental Disabilities Services



Oregon



Assistive Technology

Worker Guide

Try Tech: Loan Libraries



State AT Center



Oregon Technology
Access Program

(School Based
Ages 0-21)



Community
Vision AT Lab

Tech Assessments in Oregon



[Assessments & Training](#)



Assistive Technology Lab
COMMUNITY VISION

[Consultations & Assessments](#)

Tech has been approved, now what?



Tech Support Options

- **Vendors and therapists** for Medical equipment
- **YouTube and online resources**
- **Community Vision AT Lab:**
 - Consultation (Portland area or virtual)– out of pocket expense
 - Free Open Hours on Thursdays 12-5pm for general support
 - Free 20-minute phone calls
- **Behavior Specialist** (if related to behavior)
- **Support professionals, family, friends** who are familiar with off-the-shelf tech



Living Opportunities

David Van Hook -

Director of IT and AT, Living Opportunities

Amber Myre Robles -

Executive Director, Living Opportunities

Empowering People Through AI and Technology Solutions

A Human Leads, Tech Follows
Approach to Employment Services



Setting Expectations

Core Principles

Humans Lead

AI enhances human judgment and connection—never replaces it

Privacy First

Data protection and consent guide all AI implementations

People Centered

Technology serves the individual's goals and preferences

What This Means in Practice

- Employment specialists and job seekers make final decisions, AI provides suggestions
- Job seekers control their data and choose which tools to use
- Human relationship building remains central to our services
- AI accelerates workflows but doesn't eliminate personal touch

Policy Guardrails in Employment Programs

How AI Policy Applies on the Job
and in Job Development

Consent & Control

- Job seekers opt-in to AI job matching
- Clear explanation of how AI suggestions work
- Easy opt-out options at any time
- Individual controls data sharing preferences

Minimum Necessary Data

- Only collect data needed for job matching
- Skills and interests, not diagnoses
- Work environment preferences over medical details
- Delete data when service ends

Staff Accountability

- Human review of all AI suggestions
- Document decision-making process
- Regular check-ins on AI tool impact
- Ongoing training on ethical AI use

Fast Staff Workflow Wins

AI Tools That Save Time for Employment
Specialists, Job Developers & Job Coaches

Voice to Notes

Record meetings, AI generated summary
notes

Plain Language Forms

AI explains complex forms and applications in
simple terms

Outreach Emails

Generate personalized employer outreach
templates

Compliant Summaries

Transform raw notes into professional case
documentation

Essential Guardrails

- > Approved tools only
- > No PHI or PII in open systems
- > Human review all outputs
- > Staff training required

Job Seeker Tools:

Building Stronger Applications and Confidence

Application Building

Custom Resume from Job Listings

Job seeker use AI to build resumes from their experiences tailored to job postings

Tailored Cover Letters

AI matches personal interests to specific job requirements

Expected Outcomes

Stronger applications and increased confidence

- Higher interview callback rates
- Improved interview performance
- Greater job search independence
- Enhanced self-advocacy skills

Interview Preparation

AI Role Play

Practice interviewing with supported individuals, get feedback

Social Scripts

AI generate appropriate responses for workplace situations

Quality Assurance

Human review and edits required

Check for hallucinations or false information

On-the-Job Prompting & Independence

AI Prompting Examples

Visual Checklists on Phone

Step by step visual guides for complex tasks

Step Timers

AI adjusts timing based on task progress

Quality Check Prompts

Simple quality check reminders

Safe Escalation Rules

When and how to ask for help

Non-Negotiable Guardrails

Worker Choice and Control

- > Opt-in Required – choice in using prompting system.
- > No recording w/o consent
- > Personal Pace – System adapts to individual speed and style
- > Human Override – Worker can always ask for human support

AI GOVERNANCE AND POLICY FOR ORGANIZATIONS

BUILDING TRUST THROUGH RESPONSIBLE
TECHNOLOGY USE

Risk, Privacy, and Consent Made Practical

Before Using a New Tool

Redline Checklist

Tool approved by IT and compliance team?

Privacy policy reviewed and acceptable?

No PHI/PII required for basic function?

Staff training completed?

Getting Consent

Consent Scripts

Job Matching AI

“This computer program suggests job matches based on your skills and interests. You choose whether to use it and can stop anytime. Want to try it?”

Resume Builder

“I can use an AI writing assistant to help format your resume, but you review and approve everything before we send it.”

Evaluating AI Vendors

Vendor Review Questions

How do you ensure accessibility compliance?

What data do you collect and store?

Can clients delete their data?

How do you test for bias?

Do you provide staff training?

The Importance of AI Governance

Real Risks Without Governance

Discrimination & Bias

Biased algorithms can perpetuate discrimination in key service.

Privacy Breaches

Unprotected data can lead to identity theft and privacy violations.

Rights Violations

Unmonitored AI can make decisions that violate individual rights.

Legal Penalties

Non-compliance can result in lawsuits, fines, and terminations.

Core Governance Components

Clear Policies

Define acceptable and prohibited uses for AI systems.

Regular Audits

Continuously test systems for bias and discrimination.

Transparency

Ensure processes are understandable to supported individuals and families.

Accountability

Assign designated parties for oversight and responsibility.

The Reality Check: Employee AI Usage



The reality is that whether your organization officially uses AI or not, and regardless of whether you view it as a positive or negative tool, someone within your organization is already using it. Recognizing this truth is essential. Establishing clear policies and governance around AI use is not optional—it's necessary. The risks of ignoring it are simply too high.

Establishing AI Policy and Best Practices

Assess Current State

Inventory all official and unofficial AI tools

Establish Leadership

Designate a senior leader and form a governance team.

Define Principles

Align policies with your org.'s mission& values.

Create Clear Policies

Define acceptable uses and data protection standards.

Staff Readiness

Provide adequate trainings and resources for staff.

Pilot Program Rollout

Start your AI rollout gradually through a pilot program. Begin by selecting a small group of trusted staff or specific roles—such as IT, HR, or program managers—to test the tools, gather feedback, and identify best practices before expanding organization-wide.

BEYOND AI: ADDITIONAL TECHNOLOGY SOLUTIONS

Innovative tools creating real-world impact

3D Printing Technology Solutions



Custom Solutions for Employment & Life Success

Workplace Adaptations

Ergonomic tool grips, custom holders. Modified controls

Mobility & Access

Wheelchair attachments, door controls, positioning devices.

Organization Tools

Custom sorting trays, labeled containers, visual schedules

Breaking the Cost Barrier

Commercial

\$20-\$500+

v.s.

3D Printed

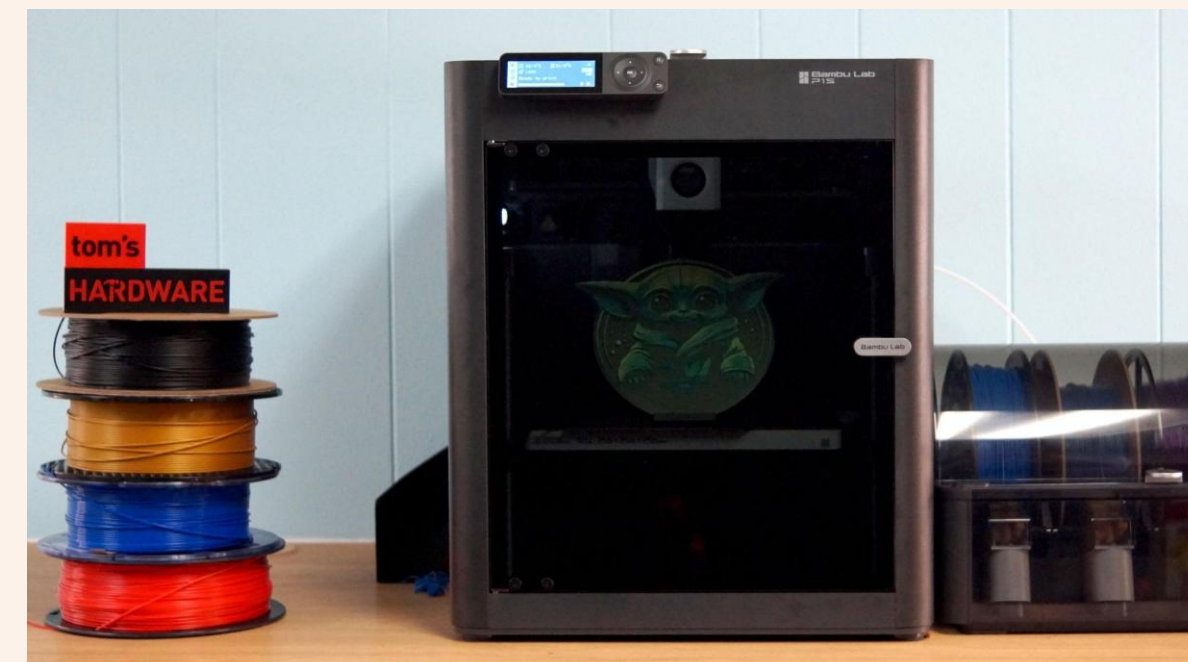
\$0.25 - \$8.00

Cost Savings of 3D Printing vs Purchasing Products



Visual Comparison

Top may appear a bit more visual appealing where the bottom matches the functionality, budget and need



Case Study: 3D Printing Empowers Jane Doe



The Challenge

Jane Doe, a supported employee, has been thriving in her job and takes great pride in her work. Recently, the company implemented new production processes that increased the pace and complexity of the workflow. These changes made it difficult for Jane to keep up without additional support, putting her long-term employment at risk.

Case Study: 3D Printing Empowers Jane Doe, cont.



The Solution

Our internal Technology Solutions team collaborated with one of our community partners to design and implement a customized support tool tailored to Jane's specific needs. This tool enhances her ability to manage the faster workflow independently while maintaining accuracy and confidence in her tasks.



Case Study: cont.



The Potential Impact

With this innovative solution, Jane is now able to perform her job efficiently and remain in the position she loves. The project not only preserved her employment but also demonstrated how technology and collaboration can create meaningful inclusion and sustainable success in the workplace.



Strategic and Community Partnerships

Community & Employers

Business Networks
Schools
Non-Profit partners
Industry Associations
Skilled professionals/Volunteers

Technology Providers

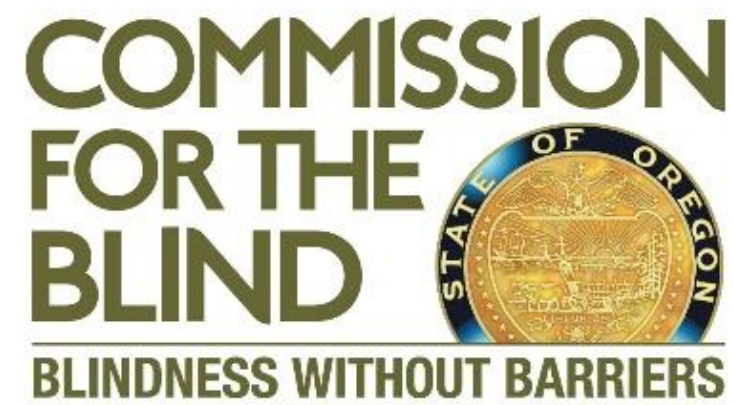
Assistive Technology Programs
Software Companies
Hardware manufactures
Innovation Labs
Service Providers

What Makes Partnerships Work

Clear roles & responsibilities
Mutual benefit & value
Commitment to shared goals

Regular Communication
Flexibility to adapt
Recognition and celebration of joint success

No single organization can do it all, partnerships can fill gaps and multiply resources



Oregon Commission for the Blind

Tony Gebhard



AI in the Workplace: A Blind Professional's Perspective



Practical advantages of Seeing AI, Microsoft Copilot, and ChatGPT for employers

Why This Matters for Employers

- Accessibility is productivity: when tools are accessible, everyone produces faster
- Reduced accommodation friction and onboarding time
- Stronger hiring pipeline and retention of blind/low-vision talent
- Innovation effect: accessible design improves workflows for all employees

The Tools at a Glance

- Seeing AI (iOS)
 - Real-time narration of surroundings, documents, currency, product barcodes
 - Quick OCR for printed materials
- Microsoft Copilot
 - Built into Microsoft 365: drafts emails, summarizes Teams meetings, analyzes Excel
 - Context-aware assistance inside apps your team already uses
- ChatGPT (via web or apps)
 - On-demand writing, code help, data cleanup, and brainstorming
 - Works across platforms and file types

Seeing AI: On-the-Spot Access

- Instant OCR: read printouts, labels, and mail without waiting
- Scene description: identify rooms, whiteboards, and signage in unfamiliar spaces
- Barcode & product info: confirm items independently in storage or kitchens
- Currency recognition: reduce errors in expense handling and procurement
- Uses Copilot as backend AI engine for complex descriptions of documents, handwriting, or environmental awareness

Microsoft Copilot: Inside the Workflow

- Email & Docs: draft, proof, and summarize with keyboard-only efficiency
- Meetings: summarize Teams calls, extract tasks, generate follow-ups
- Excel: explain formulas, build pivot summaries, outline trends in plain language
- PowerPoint: generate starter decks with accessible layouts and alt text reminders
- Able to index all available data within employee's workspace for contextual conversations, reminders, and note taking

ChatGPT: Flexible, Cross-App Support

- Writing partner: policies, job descriptions, training outlines, social posts
- Developer ally: explain code, draft tests, convert snippets between languages
- Data helper: clean CSVs, generate formulas, outline visual charts in words
- Learning & documentation: turn complex instructions into step-by-step checklists
- Utilize with caution and redact all PHI or private info

Oregon NDEAM 2025

More information and past presentations at
bit.ly/OregonNDEAM