Beyond Severe Disabilities: A Functional Bibliography

Lois S. Rood  
*University of Nebraska at Omaha*

Karen Faison  
*University of Nebraska at Omaha*

Follow this and additional works at: [https://digitalcommons.unomaha.edu/cparpubarchives](https://digitalcommons.unomaha.edu/cparpubarchives)

Part of the Demography, Population, and Ecology Commons, and the Public Affairs Commons

**Recommended Citation**

[https://digitalcommons.unomaha.edu/cparpubarchives/268](https://digitalcommons.unomaha.edu/cparpubarchives/268)

This Monograph is brought to you for free and open access by the Center for Public Affairs Research at DigitalCommons@UNO. It has been accepted for inclusion in Publications Archives, 1963-2000 by an authorized administrator of DigitalCommons@UNO. For more information, please contact unodigitalcommons@unomaha.edu.
BEYOND SEVERE DISABILITY: 
A FUNCTIONAL BIBLIOGRAPHY

by

Lois S. Rood
Karen Faison

November 1985

Center for Applied Urban Research
College of Public Affairs and Community Service
The University of Nebraska at Omaha

The University of Nebraska—An Equal Opportunity/Affirmative Action Educational Institution
MODELS AND STRATEGIES FOR FINDING THE LEAST RESTRICTIVE WORK ENVIRONMENT FOR INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES

Project Advisory Committee

Andrea Albert-Buss, Executive Director
Epilepsy Association of Nebraska

Jason D. Andrew, Ph.D., Director
Division of Rehabilitation Services
Nebraska Department of Education

James Baulder, Job Training Program Planner
Division of Job Training
Nebraska Department of Labor

Roy Butler, Director Food Services
Nebraska Methodist Hospital

Pauline Castro, Equal Employment Opportunities/
Affirmative Action
Mutual of Omaha Insurance Company

Joseph Edwards, Commissioner
Lancaster County

David Evans, Director
State Office of Mental Retardation

James Faimon, Chairperson
Governor's Committee on Employing
the Handicapped

Deborah Johnson, Vocational Placement Director
Region III Mid-Nebraska Mental Retardation
Services

Cheri Kahrhoff, Accommodations Specialist,
Affirmative Action
Northwestern Bell Telephone Company

Kenneth Keith, Ph.D., Department of Psychology
Nebraska Wesleyan University

Marion McGee, Member
Developmental Disabilities Council
Region II

Stuart Miller, Director
Research Division Nebraska Department
of Economic Development

Philip Nelan, F.S.C., Ph.D., Director,
Handicapped Employment Programs
National Restaurant Association

Carol Olson, Area Director
South Central Developmental Services

David Powell, Executive Director
Nebraska Association of Retarded Citizens

Lyn Rucker, Executive Director
Region V Mental Retardation Services

Michael Schafer, Executive Director
League of Human Dignity, Inc.

Timothy Shaw, Executive Director
Nebraska Advocacy Services

Eric Evans, Director
Developmental Disabilities Division
Nebraska Department of Health
(ex officio)
Project Staff

Coordinator: Floyd T. Waterman, Ed.D.
Researcher: Carole M. Davis
Consultant: Lois S. Rood
Editor: Gloria Ruggiero
Research Assistants: Cathy Wells, Carol Light, Anne Miller, W. H. Gill
Word Processing: Joyce Carson, Loni Saunders, Joyce Turner
Office Support: Betty Mayhew, June Turner
Cover Design: Andrew Barcla

Project Monitor

DeAnn Hughes
Developmental Disabilities Grant Management Unit
Nebraska Department of Health

This research project was conducted under a grant (NE 850-729161) funded by the Nebraska Department of Health. Researchers were encouraged to express opinions freely and to carry out the research as contracted. However, the opinions expressed do not imply policy or official approval by the Nebraska Department of Health and they do not reflect official policy of the University of Nebraska at Omaha.

November 1985

Center for Applied Urban Research
College of Public Affairs and Community Service
University of Nebraska at Omaha
Vincent J. Webb, Ph.D., Director
Foreword

This monograph is one of five reports produced for a research project conducted by the Center for Applied Urban Research, University of Nebraska at Omaha, and under a grant from the Nebraska Governor's Planning Council on Developmental Disabilities and the Nebraska State Department of Health titled, "Models and Strategies for Finding the Least Restrictive Work Environment for Developmentally Disabled Persons."

The research was conducted between October 1, 1984, and November 30, 1985. Surveys of national employment and training programs for individuals with developmental disabilities were conducted. Many sites were visited by project staff. Many program officials wrote the descriptions of programs included in this report. The monographs included in this report are as follows:

- **BEYOND SEVERE DISABILITY: Models and Strategies for Change**
- **BEYOND SEVERE DISABILITY: National Approaches and Networking Guide**
- **BEYOND SEVERE DISABILITY: Nebraska Services Guide**
- **BEYOND SEVERE DISABILITY: The Challenge of Private Enterprise**
- **BEYOND SEVERE DISABILITY: A Functional Bibliography**

While preparing *Models and Strategies for Change* the researchers were guided by the philosophy that individuals with severe physical and mental disabilities can take their place alongside workers who do not have disabilities, and that individuals with disabilities can contribute to the economies of their communities when they are allowed to participate in competitive employment. Some individuals with developmental disabilities may require supports in a natural work setting. But, employers often become unduly concerned about the individual's disabilities rather than the individual's abilities, work attitude, and work ethic.

Developmental disabilities are so diverse that it is impossible to provide one general description of the supports required by individuals in natural work settings. The major supports are environmental adaptations, job structuring, and on-the-job training. These types of supports must be individualized. They are often very inexpensive and they frequently provide many benefits to the employer.

Business and community leaders are creators of employment opportunities. Rehabilitation professionals enable individuals with disabilities to enter competitive employment. If individuals with physical and mental disabilities are to take their rightful place alongside nondisabled workers and become integrated into society as valued, contributing citizens, then rehabilitation professionals must broaden their philosophical and vocational horizons. They must examine new vocational opportunities as alternatives to traditional occupations. Thus, agency personnel can work more effectively with business and community leaders who are the sources of employment.
Traditionally, many rehabilitation professionals have held the dichotomous view that individuals were either totally independent or totally dependent, competitively employable or not employable, and completely work-ready or not placeable.

Such dichotomous thinking has led to the conclusion that an individual's vocational future will be in either a competitive job or a segregated workshop. This perception is based upon the erroneous assumptions that: (1) there will be employment opportunities in the community for all individuals who leave special education programs and for all adults with disabilities; (2) individuals with disabilities can only learn work skills in segregated workshops; and (3) when individuals are placed in segregated workshops they learn skills and advance to other types of competitive employment in the community. In fact, none of these assumptions is true.

Researchers have shown that few individuals ever graduate from segregated workshops, they are often engaged in make-believe or simulated work, isolated socially, and segregated from the workers whom they could emulate.

Individuals with severe and multiple disabilities have been segregated in work activity centers and workshops, their wages have been pitifully low, their social lives have been artificial, and their work benefits are nonexistent. Their careers have been dead-ended. Therefore, new vistas in employment, public attitudes, and vocational planning are required. The research reported in these monographs addresses all phases of the problem of finding the least restrictive employment for individuals with disabilities.

This bibliography is divided into five broad categories to help users obtain information about specific areas. But, it is not an inclusive listing of the literature available.

Attitudes and Ideology

This section identifies literature that challenges dichotomous thinking and stereotypical attitudes about individuals with severe disabilities. Selections focus on integrated vocational settings for individuals with disabilities.

Policy, Planning, Funding, and Evaluating Vocational Services

This segment provides information about planning, designing, funding, implementing, and evaluating alternative vocational and employment services. Publications concerning federal, state, and local policies; financial resources; staffing patterns; and program evaluation techniques are included. These organizational issues influence the degree to which individuals with disabilities are integrated into competitive employment.

Vocational Assessment and Teaching Strategies

This portion contains many resources on teaching strategies and techniques for training individuals with functional impairments in speech and language skills, sensory and motor skills, cognitive abilities, human relations skills, and personal adaptive abilities.
Technology

This section lists publications that identify human factors, engineering principles, and technologies that can help individuals compensate for functional limitations. Job analysis, job structuring, adaptations, aides, prosthetics, and devices will become increasingly important in designing the workplace to maximize the productivity of individuals with disabilities.

Vocational Training and Employment Service Models

This part features information about program models that support the individual in the work setting, including supported employment, enclaves or work stations in industry, mobile work crews, and affirmative businesses and industries. The section also cites studies about performance in the workplace.
Acknowledgments

We would like to thank the following individuals for their expert review of this bibliography.

Jason Andrew, Ph.D., Associate Commissioner  
Division of Rehabilitation Services  
Nebraska Department of Education  
Lincoln, Nebraska  

Bill Callahan, Ph.D., Professor  
Department of Special Education  
University of Nebraska at Omaha  
Omaha, Nebraska  

Eric Evans, Director  
Office of Developmental Disabilities  
Nebraska Department of Health  
Lincoln, Nebraska  

Karen Hoffman, Area Director  
Region V Mental Retardation Services  
Nebraska City, Nebraska  

Mary Jane Humphrey  
Director of Planning and Policy Development  
Region V Mental Retardation Services  
Lincoln, Nebraska  

Brian Lensch, Director  
Lancaster Office of Mental Retardation  
Lincoln, Nebraska  

Pat Mirenda, Ph.D., Assistant Professor  
Department of Special Education and Communication Disorders  
Barkley Memorial Center  
University of Nebraska  
Lincoln, Nebraska  

Philip Nelan, F.S.C., Ph.D.  
Director of Handicapped Employment Programs  
National Restaurant Association  
Washington, D.C.  

Lois Schwab, Ph.D.  
Professor of Human Development  
Department of Home Economics  
University of Nebraska  
Lincoln, Nebraska
CONTENTS

ATTITUDES AND IDEOLOGY ......................................................... 1
POLICY, PLANNING, FUNDING, AND EVALUATING VOCATIONAL SERVICES ........ 2
VOCATIONAL ASSESSMENT AND TEACHING STRATEGIES ....................... 5
TECHNOLOGY ........................................................................ 11
VOCATIONAL TRAINING AND EMPLOYMENT SERVICE MODELS ..................... 14
ATTITUDES AND IDEOLOGY


POLICY, PLANNING, FUNDING, AND EVALUATING VOCATIONAL SERVICES

Association for Persons with Severe Handicaps. TASH Calls for Adult Service Reform. Seattle, 1983.


TECHNOLOGY


Smith, C. (Ed.) Discovery '84: Technology for Disabled Persons. Menomonie, WI:Stout Vocational Rehabilitation Institute, 1985


