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## Beyond Severe Disabilities: A Functional Bibliography

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**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  
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MODELS AND STRATEGIES FOR FINDING THE LEAST RESTRICTIVE WORK  
ENVIRONMENT FOR INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES

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## 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 work place 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 work place.

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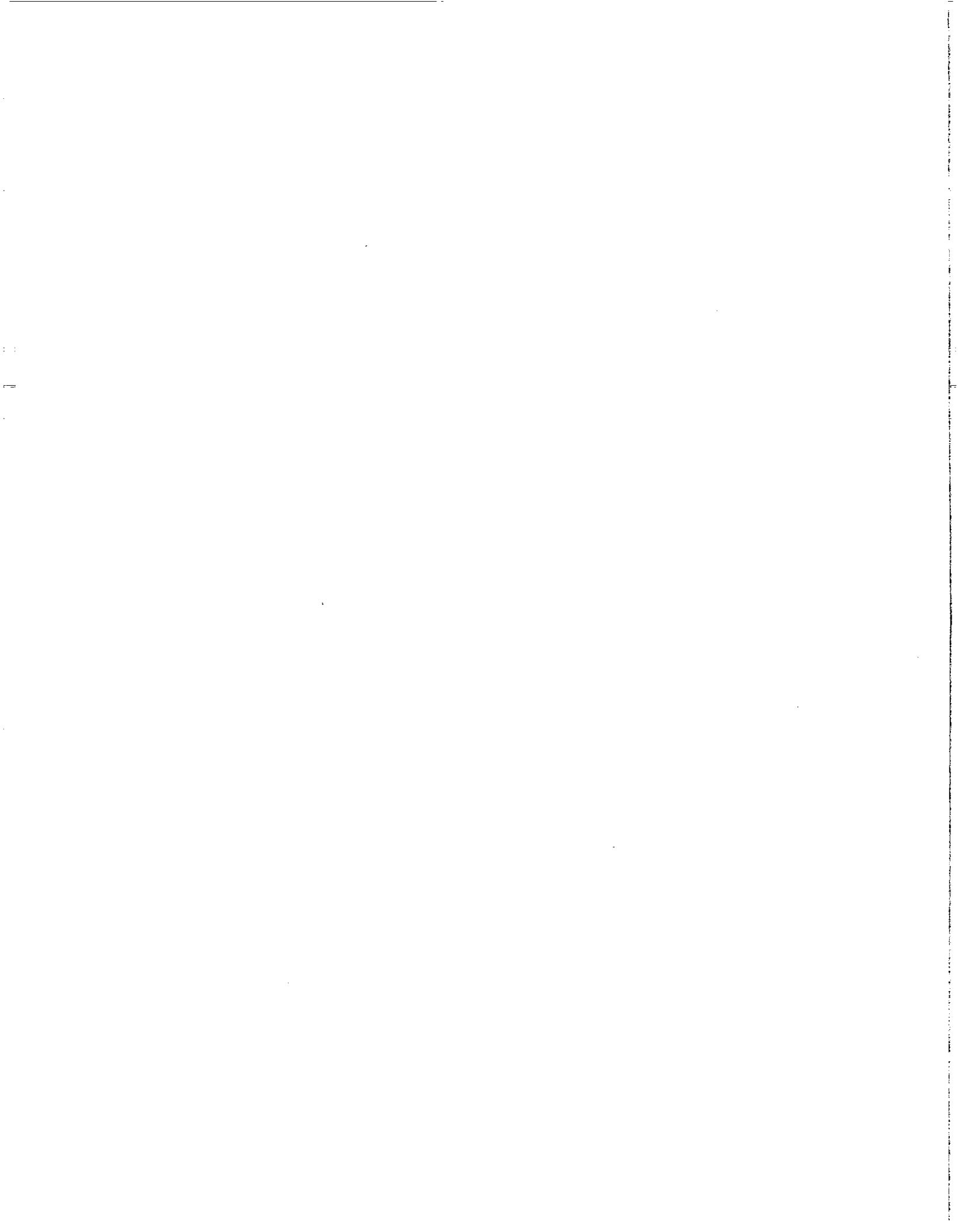
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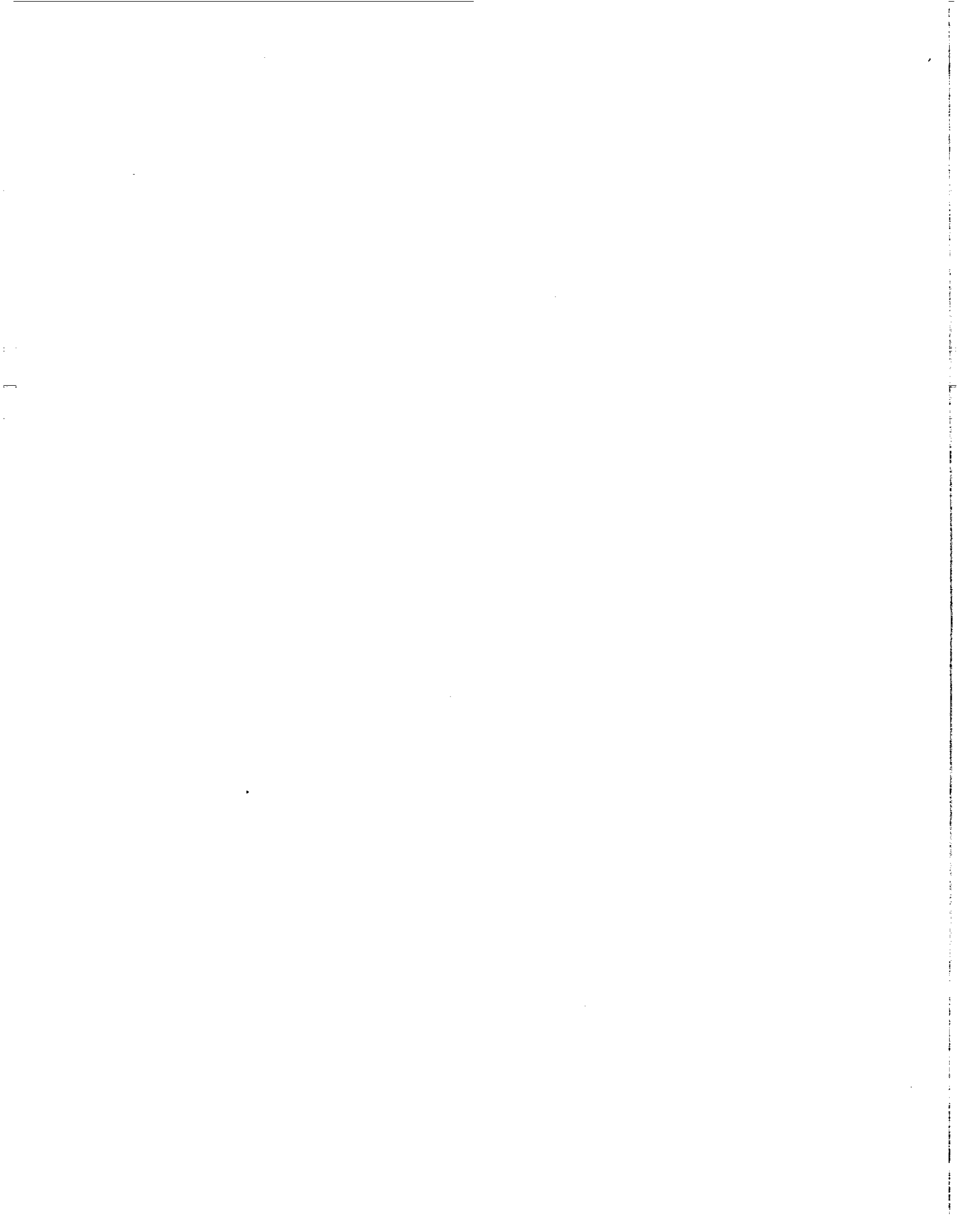




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