

Assistive Technology Decision Tree

The Assistive Technology Decision Tree is a descriptor of the essentials of providing a technically oriented accommodation to an injured or disabled employee. The suggested accommodations are representative and illustrative. The individual situation will determine the appropriate technology for each occurrence.

Assistive Technology Decision Tree

Steps to Evaluate Assistive Technology Solutions

Any solution to the problems created by a physical impairment must be birthed in a proper understanding of the problem.

The essential first step is to <u>define the problem</u>. It is important to emphasize that the problem is not the impairment. The problem is the dis-ability the conflict between what historical way of doing the work requires and what the impairment limits. With Carpal Tunnel Syndrome, for example, the problem is not the pain in the wrists and hands, it is the inability to do prolonged manual tasks. Defining the problem in terms of factors of the job has the potential to more correctly identify the artificial barriers rooted in the circumstance or environment rather that in the person. Can the tasks be done other than manually?

Second, because the problem is defined in terms of the work, we are positioned to ask the question, <u>can the work be modified</u>? Assistive Technology is not the first resort. If a simple change in the work can suffice, that is preferred. If the typing is done all at once, that is a problem. Perhaps by spacing the manual components of the job out more evenly during the day, the demands on the hands do not exceed the hands tolerance to deliver.

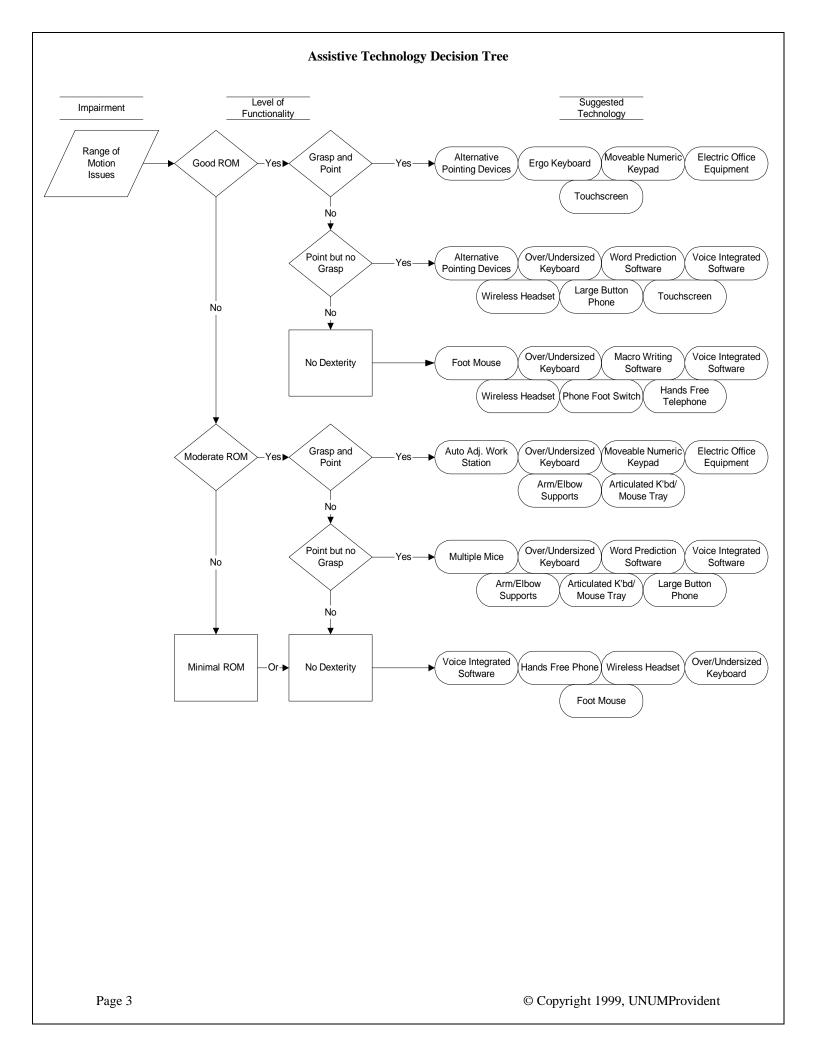
Third, is it possible to <u>modify the environment in which the job is done</u>? Perhaps there is a component of stress that aggravates the injury with typing. If soundproofing could be offered, would that lower the noise, the stress, the injury?

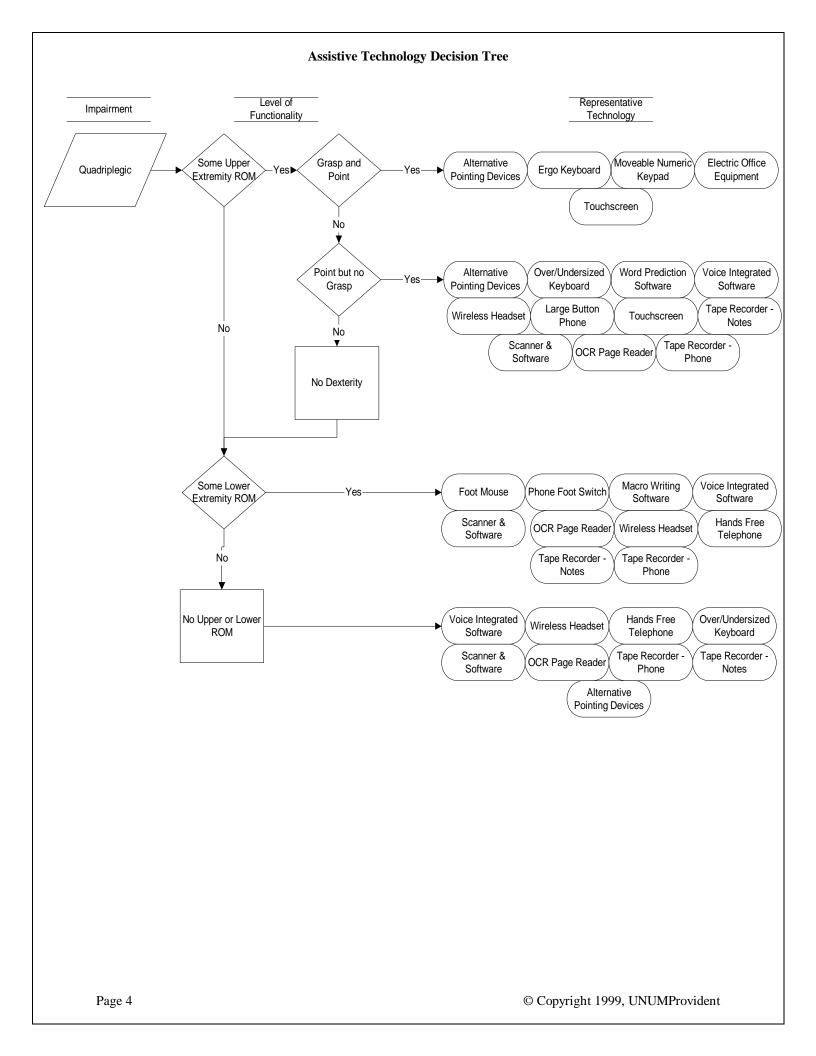
Fourth, is there <u>some piece of hardware, software, or equipment that is currently being used in the organization that could be applied to this situation?</u> Once it has been determined that some type of technical assistance is needed, the first place to look is within the organization. Are there existing "solutions" that are hiding around the office? For example, if handling and reading mail aggravate the pain, can the mail be scanned in to a computer to avoid manual shuffling of documents?

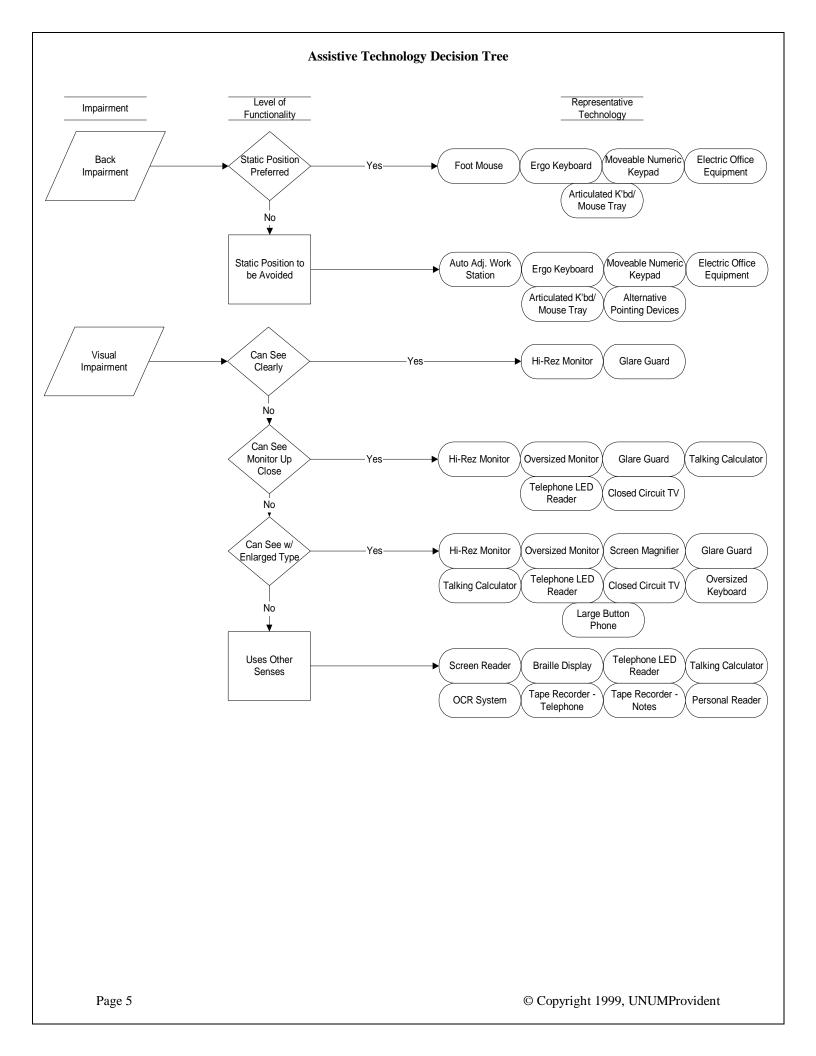
Fifth, is there <u>something commercially available that will solve the problem</u>? While an "inhouse" solution will work best, if there is nothing that can be creatively used within the organization, is there a solution being offered commercially that would work?

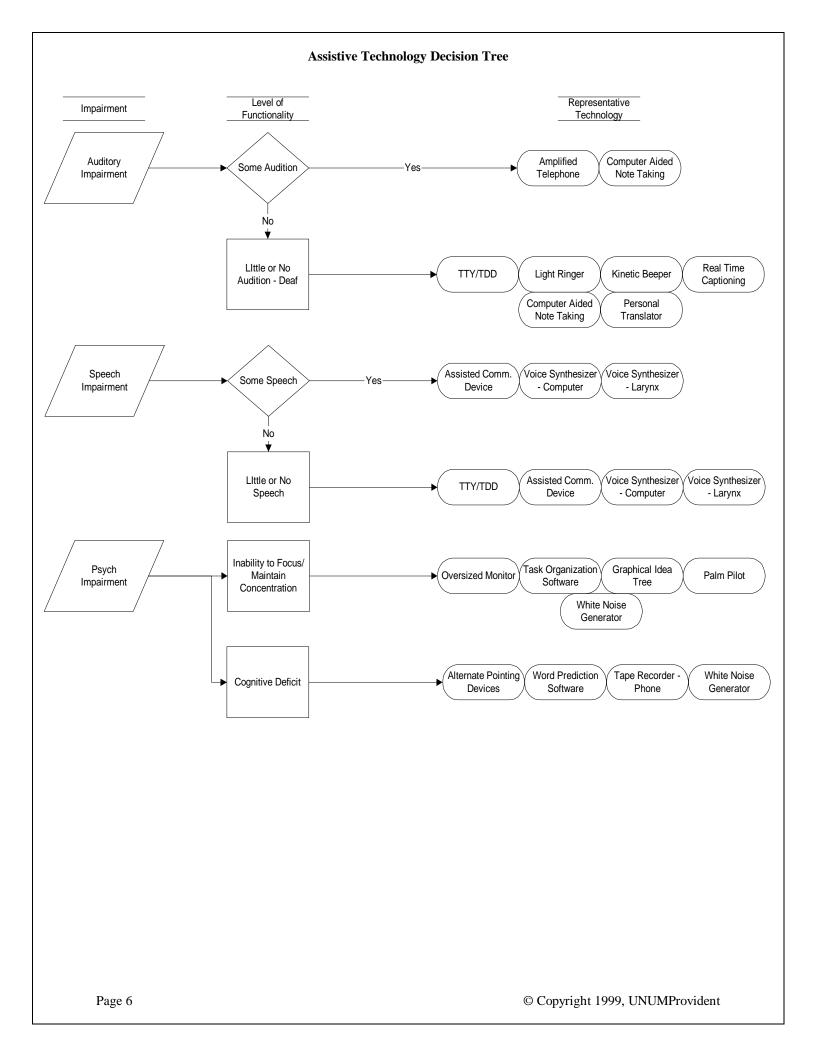
Sixth, if there is nothing in-house and nothing commercially available, <u>can something be created or modified to solve the problem</u>? Frequently, local and even national vendors are looking for ideas for new products and services. Often they are willing to partner with an organization to help solve their accommodation needs if the potential is their to develop a product that may have wider application.

Once all of these alternatives are exhausted, it is time to consider placing the employee in another position.









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	Voice Dictation Systems	~	v						\$600	TR, P/T, P/I	
	High Resolution Monitor				v	8 1	8 8		\$500		
	Oversized Monitor			v	v			v	\$1,200		
	Monitor Glare Guard	1			v	÷	2 8		\$50		
	Braille Display	7			v					IN, TR,P/T	
	Alternative Pointing Devices	- V	v					v	\$150		
	Multiple Mice	~	~	~					\$50		
	Foot Mice	-	v	v						IN, P/T	
	Touchscreens	-	v						\$150		
	Over/undersized Keyboard	~	v		v		8 3		\$200		
red	Ergonomic Keyboard	-	v	v	3/2				\$150		
Computer Centered	One handed/Alternative Keyboards	<u> </u>	J			÷ -	0 8			P/O	
D.	Moveable Numerical Keypads	·	v	v		80 - 3			\$100	1,0	
am c	Scanner & Software	Ť	Ţ	1					\$300	TNI	
E	Optical Character Recognition System	+	J	-	v	h = 1				IN, TR	
ບ	Screen Reader	- 2			v	3				TR, P/T	
	Screen Magnifier	+			v	-			\$1,000		*Notes:
	Macro Writing Software	-	v		Ť		E 9			TR, P/I	IN = Installation Costs
	Voice Synthesizer (computer)	+	-	8 8		8	~		\$500	DATE AND ADDRESS OF THE PARTY O	
		-		-			•	7550			TR = Training Costs
	Task Organizer Software	30 0				20 - 3		~		TR, P/I TR, P/I	P/T = Productivity Costs - Temporary
	Graphical Idea Trees Word Prediction Software	-					-	~			P/O = Productivity Costs - Ongoing
		-	~			-	-	~		TR, P/I	P/I = Productivity Improvements
	Palm Pilot	-				30 3	3	~		TR, P/I	
	Hands Free Telephone	-	~		1000	-	S 4			IN, TR, P/I	
	Talking Calculators	9 3			~				\$300	TAT 1770	
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ered	Phone Foot Switches	~		~		25			\$50	Ш	
Phone Centered	Tape Recorders (Phone)	+	~		~		-	~	\$50	DI	
	Amplified Telephone	-				~		0000	\$250		
	Large Button Phone	~	~			8 -	- 3	~	\$150	100.00	
	Light Telephone Ringer	4		-	10000	~			\$50		
	LED Display Reader				~				\$150	Ш	
	Kinetic Beeper	3 3				~			\$50		
Office Centered	Real Time Captioning	-				~			\$80/hr		
	Computer Aided Note Taking	30 10				~	20		\$0	92	
	Assisted Communication Devices	-					~		varies		
	Voice Synthesizer (larynx)						~		\$1,500		
	Personal Reader	3 2			~	S - 3	(C 3)		\$10/hr		
	Personal Translator	7	4			~			\$50/hr		
	Electric Office Equipment (Stapler, etc.)	~	~	~					varies	P/I	
	Closed Circuit TV		15%		~	8			\$1,000	8	
	Tape Recorders (Note Taking)	~	~		~				\$50		
	White Noise Generator					07.	10 70	~	\$75	00	
	Auto-Adjustable Work Stations	~		~					\$500		
	Articulating Keyboard/Mouse Trays	~	~	~					\$150		
	Arm/Elbow Supports	~				i .			\$150		