Using Virtual Environments for Training People with Traumatic Brain Injury
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What is EmployAble?

- EmployAble is a model Virtual Employment Orientation and Support Center funded by the Kessler Foundation and developed by the Center on Disability Studies, College of Education, University of Hawaii at Manoa.

- Using the virtual environment Second Life as a platform, EmployAble facilitates employment skills training, networking, mentoring, and employment resources for both persons with disabilities and employers.
Who Benefits?

- Designed to meet the needs of people with diverse disabilities, with a particular emphasis on Veterans and those with Traumatic Brain Injuries (TBI).

- Has resources for employers looking for ways to connect with potential employees with disabilities and ways to support and retain their existing employees.
Research Based

- Long-term memory skills improved.
- Immersion increased learning.
- "Improve assessment of real-world functioning."

People with disabilities are unemployed and underemployed at higher rates than the general population (DOL, 2011 stats):

- 17% PWD employed vs. 63% general
- 15% PWD unemployed vs. 8% general
- 1/3 PWD part-time vs. 1/5 general
Need for EmployAble

- Reasons include:
  - Discrimination
  - Inadequate preparation/skill development
  - Limited social/networking opportunities
  - Lack of accommodations and supports
Traumatic Brain Injury (TBI) occurs when a sudden trauma, often a blow or jolt to the head, causes damage to the brain.

- Leading causes of TBI are falls, motor vehicle crashes, struck by or against events, and assaults

- 2% of Americans live with disabilities resulting from TBI

- Estimated 10-20% veterans have TBI
About Traumatic Brain Injury

- TBI can effect:
  - Thinking (i.e., memory and reasoning)
  - Sensation (i.e., touch, taste, and smell)
  - Language (i.e., communication, expression, and understanding)
  - Emotion (i.e., depression, anxiety, personality changes, aggression, acting out, and social inappropriateness)
Virtual Environment

Second Life© Virtual Abilities Island
ADA Compliant
W3C Accessible Compliant
Virtual Environment Training Center

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Training Center Areas

● **Skill Builder**

"Skill Builder" enhances participant skills in areas employers have identified as critical to employment success. These include tools that allow participants to (a) identify current employment skills and challenges; (b) build a resume; (c) identify interview skills and practice in a simulated interview situation; and (d) learn about job search techniques and tools, and look for a job using these tools.

● **Access Info**

"Access Info" provides employers, employees and job-seekers with information for supporting hiring and retention of people with disabilities. Information exhibited in this area includes (a) the benefits of hiring people with disabilities, (b) how to recruit and retain people with disabilities, and (c) creating an accessible workplace. This area will also have a list of general employment resources, including resources targeting specific populations such as Veterans.

● **Match Maker**

"Match Maker" is devoted to making connections between people with disabilities, mentors, and employers. This area (a) connects employers with employees via Social Media (e.g., Facebook, Twitter, EmployAble Blog) and email announcements; (b) encourages application submission and review; (c) promotes actual interviews; (d) and connects people with disabilities with successful mentors who can help guide them through the interview and employment process.
Module

Web-Based Instruction
Multiple Means of Representation
W3C Accessible Compliant
Module: Job Application and Interview

Welcome to Employable's Online Training Modules.

It is our goal to help you prepare you in obtaining gainful employment in which you will find yourself in a career that will give you many years of employment in a field that will provide mutual benefit for you and the company in which you may employed.

Once you have completed all of the training contained in this site, it is expected that you can move forward to the second part of this project and put your new learning to live practice in a virtual world of interviewing skills.

You will find questionnaires throughout the modules, you'll need to complete them as part of your training. They are set to gauge your initial impression then check you progress through the module and finally to verify what you have learned. Please do not go through the training very quickly as it has been reviewed and gathered from a large amount of resources to help you gain further improvement in your employment situation.

Below you'll find a brief description of each tab and what you should expect to gain from the content:

- Tab 1: Introduction: Brief overview of the job interview. Please take the Job Application & Interview Quiz, not including necessary for this topic. This will give us an overview of what you know prior to this learning.
- Tab 2: Preparation: This lists some recommended steps to better prepare you for your interview followed a short review that will help reinforce your newly gained knowledge.
- Tab 3: The First Impression: Here you'll find several thoughts about creating a great first impression, which is determinative in a potential employer will be interested in you as an interviewee. Please pay close attention to each topic. You'll also find another short replacement quiz that you are required for the program.
- Tab 4: The Interview: This tab provides a detailed interview for each interview, you will need to go through this topic and take the short question that follow. Please review that the questions are placed throughout the tab in order to help reinforce what you have studied.
- Tab 5: Module Two Quiz: This is the final required topic to complete, once you've taken the short multiple choice, you'll also need to complete the final Job Application & Interview Quiz.

Job Application & Interview Quiz

The interview is a necessary part of virtually every career. Take it seriously and be well prepared. Be able to be successfully comprehended and interviewed.

To receive the ideas of the interview:
- Take your time and have something to talk about.
- Don't be afraid to pause and think about your answer.
- Be prepared to answer questions.
- Be prepared to do a short demonstration.

Success for Success:

- Dress professionally, be on time, be well groomed.
- Don't be afraid of silence.
- Make eye contact and have a hand at your side.
- Be prepared to introduce yourself.
- Be prepared to share a story.

Take Action:

- Take action.
- Be prepared to ask questions.
- Be prepared to share your achievements.

The Power of the Handshake:

- The power of the handshake can be significant.
- Be prepared to follow up on your interview.
- Be prepared to share your success.

The Final Question:

- How did the interview go? Was it what you expected?
- Be prepared to share your experience.
Congratulations upon completing Module Two of EmployAble’s training. You’ll need to complete this Post Job Application & Interview Quiz.

Post Job Application & Interview Quiz

- This quiz should take about 20 minutes.
- Please answer all questions with the best answer.
- You are ready to continue on to the Second Life portion of EmployAble
- Required

Please enter your first name, middle name initial, and last name initial. *
ex: Rickey Lee Shankles would be entered as rickyls

How much should you know about the company you are interviewing with? *
- Understand the industry, the products/services, and key points about the company.
- You got the interview, you know enough.
- Read the annual report and latest news stories.
- You’re selling yourself, not your ability to memorize facts.

To reduce the stress of a job interview: *
- Take deep breaths and think about something else.
- Read a book about job interviews.
- Be prepared and do your research.
- Concentrate on being relaxed.

Plan to be at the interview: *
- Right on time.
- 2 hours early.
- Late. Gives you a sense of importance and will impress your potential employer.
- 10-15 minutes early.

Open Post Job Application & Interview Quiz
Questions?
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TCC2013

Kessler Foundation
Signature Employment Grant

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