Collaborate to Educate
Key Takeaways

Collaboration Proposal: The Office of Access and Learning Accommodation (OALA) proposed a collaboration plan to colleagues in Career and Professional Development (CPD) that originally focused on programming that helped prepare students for the Workforce Recruitment Program (WRP) process; however, the ultimate goal of the proposal was that the WRP programming efforts would simply be the first step to forming a lasting partnership.

Why Collaborate:
1. Questions from students
   a. Ex. How will I explain my disability to my employer?
   b. Ex. Do I have to tell employers about my disability?
2. Data {A total of 119 responses were recorded for each question}
   a. 67% Would like to see more job/employment/career informational opportunities for individuals with disabilities supported by OALA and CPD
   b. 63% Would like to receive guidance/training about disclosure conversations in the workplace
   c. 66% Would attend resume and interview workshops (i.e. career-focused workshops) hosted specifically for OALA students
   d. 45% Do not or might not be aware of what disclosure means

What We Learned:
- **Lesson #1: The Status of the Partnering Office**
  - Consider if the partnering office is experiencing staffing changes or working on major projects/strategic plans that might prevent new partnerships at that time.
- **Lesson #2: Be Patient**
  - The process can be slow. Partnership building takes time, and sometimes, time is not defined by the proposing office.
- **Lesson #3: Educate the Partnering Office**
  - Educate the partnering office about career-related needs of students with disabilities AND how those needs might vary from those of students without disabilities.
- **Lesson #4: Buy-In**
  - It will take time to secure buy-in from leadership, especially when there are several levels of approval.
- **Lesson #5: Expectations**
  - Partnership expectations might vary.

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