









# CAREER/INDUSTRY RELEVANT WORK-BASED LEARNING VIRTUAL RESOURCES

VIRTUAL LEARNING PLATFORMS		CCI CONTACT	FREE	\$	WEBSITES
<b>Zoom Basic</b> <b>Zoom Pro</b> <b>Zoom Business</b>		<b>Region 3</b> <b>Basic:</b> <b>Jessica Thompson</b> <b>Jessica.Thompson@cahelp.org</b>	X	X Monthly fee	<a href="https://zoom.us/">https://zoom.us/</a> <a href="https://zoom.us/education">https://zoom.us/education</a>
<p>Zoom helps universities and schools improve student outcomes with secure video communication services for hybrid classrooms, office hours, administrative meetings, and more. Robust security settings for teachers and admins ensure disruption-free virtual classes. Increase student participation and learning retention with virtual and hybrid classrooms and micro-learning. Zoom unifies cloud video conferencing, simple online meetings, and group messaging into one easy-to-use platform. Our solution offers video, audio, and screen-sharing experience across Windows, Mac, iOS, Android, Blackberry, Zoom Rooms, and H.323/SIP room systems. Zoom was founded in 2011 by experienced leaders and engineers from Cisco and WebEx.</p>					
<b>Microsoft TEAMS</b>			X	X	<a href="https://www.microsoft.com/">https://www.microsoft.com/</a> <a href="https://www.microsoft.com/en-us/microsoft-365/microsoft-teams/group-chat-software">https://www.microsoft.com/en-us/microsoft-365/microsoft-teams/group-chat-software</a>
<p><b>Microsoft Teams</b> is a communication and collaboration platform that combines persistent chat capabilities, video conferencing, file storage, and integration with many other Office 365 apps. To put it simply, Teams brings together the best parts of Office 365 in a single tool. You can share ideas and expertise in private, chat-based conversations, create Office Online documents within the browser, integrate internal or external content &amp; tools with different tabs and leverage bots to support your daily activities and tasks.</p>					
<b>Google Classroom</b>		<b>Region 3</b> <b>Jessica Thompson</b> <b>Jessica.Thompson@cahelp.org</b>	X Until 9/30/20	X	<a href="https://classroom.google.com/h">https://classroom.google.com/h</a> <a href="https://edu.google.com/why-google/k-12-solutions/?modal_active=none">https://edu.google.com/why-google/k-12-solutions/?modal_active=none</a>
<p>Google Classroom is a free web service developed by Google for schools that aims to simplify creating, distributing, and grading assignments. The primary purpose of Google Classroom is to streamline the process of sharing files between teachers and students. Understand student success, boost research, or improve infrastructure with secure, easy to use tools of google Cloud Platform. Google for Education gives teachers the freedom to spend more time personalizing the learning experience, and less time managing it. Students can learn 21st-century problem-solving and the skills they'll use in their future careers, with accessibility features that help every student do their best work.</p>					
<b>Google Meet</b>		<b>Region 3</b> <b>Jessica Thompson</b> <b>Jessica.Thompson@cahelp.org</b>	X Through 9-30-20	X	<a href="https://apps.google.com/meet/">https://apps.google.com/meet/</a>


Meet uses the same protections that Google uses to secure your information and safeguard your privacy. Meet video conferences are encrypted in transit, and our array of safety measures are continuously updated for added protection. Google is making enterprise-grade video conferencing available to everyone. Now, anyone with a Google Account can create an online meeting with up to 100 participants and meet for up to 60 minutes per meeting (up to 24 hours per meeting through Sept. 30, 2020). Businesses, schools, and other organizations can take advantage of advanced features, including meetings with up to 250 internal or external participants and live streaming to up to 100,000 viewers within a domain.

<b>Cisco Webex</b>  <b>Webex for Education</b>			<b>X</b> <b>First-Fourth Month Free with Plan</b>	<b>X</b>	<a href="https://www.webex.com/">https://www.webex.com/</a>  <a href="https://www.webex.com/industries/education.html">https://www.webex.com/industries/education.html</a>
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Education is changing across teaching, learning, and administration. Students are more digitally engaged than ever before. Teachers must reach more students in more places through remote access and distance learning. Deliver better education experiences with Cisco Webex. Get started now with resources and best practices for faculty, teachers, parents and students. Cisco Webex Meetings just got better. Meetings have always been essential to business. And at a time when people are spread across the globe, budgets are stretched, and the pace of business is accelerating, how you meet matters more than ever. You need a simple, powerful, scalable service that gets out of your way and lets you get to work. That's why companies that want to get more done—including 95% of the Fortune 500—get it done with Cisco Webex Meetings. Innovation that's leading the pack. The new Cisco Webex Meetings builds on years of innovation with a brand-new desktop app, new mobile experience, and a new line of integrated video devices, making it more powerful and intuitive than ever. It provides simple, modern video meetings with the easiest schedule and join experiences on the market. Background noise detection, AR capabilities, and video call back features ensure top-quality meeting experiences, while essential tools like application and screen sharing and in-app whiteboarding help people around the world collaborate together as if they're in the same room.

<b>Canvas</b>		<b>Region 1</b> <b>Life Path</b> <b>Lisa Chaves</b> <b>lchaves@lodiUSD.net</b>		<b>X</b>	<a href="https://www.instructure.com/canvas/">https://www.instructure.com/canvas/</a>
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Canvas is the world's fastest growing learning management platform. Canvas makes education more efficient, effective and all around awesome for you. Canvas Network offers open, online courses taught by educators everywhere. If a student signs up for a course hosted in Canvas, and does not have a Canvas Account, "GoSignMeUp" will create it for them. With Canvas Studio's time-stamped commenting and in-video quizzing, video becomes a collaborative, engaging K–12 learning experience. Simplify authentic assessment, showcase student development and evidence of learning, and engage students along learning pathways that prepare them for college and careers with Portfolium, the lifelong eportfolio solution. Whether you already do standards-based grading or you plan to make that shift in the future, MagicMarker makes collecting and recording outcomes mastery so easy. select the outcome you want to measure, and record mastery by swiping up or down on the student's picture. As you swipe, MagicMarker records, calculates, tabulates, and reports all this information in the Learning Mastery Gradebook.

<b>Schoology</b>  <b>Schoology Enterprise</b>			<b>X</b>	<b>X</b> <b>Enterprise Version</b>	<a href="https://www.schoology.com/k-12">https://www.schoology.com/k-12</a>
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Schoology /[skoo.luh.jee/](https://skooluh.jee/)—a learning management system (LMS) that has all the tools your institution needs to create engaging content, design lessons, and assess student understanding. Schoology incorporates the best of modern interfaces so it's easy to learn and access relevant information on any device. Informed instruction and high-level assessment are finally a part of the same workflow because we built the only integrated solution that empowers both. **Schoology takes the challenge out of integration**, so you can connect all your apps, content, and systems easier than ever before. And when all your tools are woven seamlessly into one platform with Schoology at the center, your whole institution will run more smoothly. Easily create and distribute standards-aligned assessments from one central location, embed them into the everyday course workflow, and gain deep, real-time insights that help inform more personalized instruction. There's the free and the enterprise version, in which pricing varies per implementation, the cost per student being \$10, and it is a one-time fee. Schoology is free to educators in K-12 public and private schools, colleges and universities worldwide.







<b>Black Board</b>			X Start-up	X	<a href="https://www.blackboard.com/">https://www.blackboard.com/</a> <a href="https://www.blackboard.com/teaching-learning/learning-management/blackboard-unite">https://www.blackboard.com/teaching-learning/learning-management/blackboard-unite</a>
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Blackboards out of this world virtual experience will include dynamic sessions, an interactive exhibit hall experience, rich networking opportunities and other innovative engagement opportunities. Districts across the US are having to move incredibly fast to meet newly evolving digital learning and communication needs. Everyone should have access to learning, whether it's in their classroom or in their home. Blackboard Unite brings together our established digital learning platform and safe classroom to home communication tools. Blackboard Unite for K12 is a comprehensive solution designed to support schools, teachers, parents and students with a secure online environment for continued learning anytime, anywhere. Blackboard has launched a free hosted course management service, one aimed at wooing individual instructors who lack access to automated course management or who are disaffected by the systems in use at their schools. The system is an online platform that enables faculty members in K-12 and higher education to set up Web-based class sites where they can post course materials, communicate with students, encourage collaboration, monitor performance, and manage grades. "There is no license fee, no hosting fee, and no additional setup required for instructors to get started." The contents of the course are transferable to a full Blackboard installation.







<b>ADOBE Connect/ Teach for America</b>			X 90 Days	X	<a href="https://www.adobe.com/">https://www.adobe.com/</a> <a href="https://www.3blmedia.com/News/Adobe-Partners-Teach-America-Bring-Creativity-Classrooms">https://www.3blmedia.com/News/Adobe-Partners-Teach-America-Bring-Creativity-Classrooms</a>
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On February 6th, we entered into a partnership with Teach For America to bring more creativity and storytelling into the classroom through creative trainings, workshops, and tools. In 2020 we aim to reach 15,000 teachers and 500,000 students who otherwise wouldn't have access to creative tools or programs. "At Teach For America we believe that every child deserves the chance to discover their passions and gifts in life and gain the knowledge and skills they need to fully live into their unique abilities," said Teach For America CEO Elisa Villanueva Beard. "We're excited to partner with Adobe to expand students' access to creative technology in the rural and urban communities where our teachers work. This new effort will help unleash the power of the imaginative and original thinking that goes on in our classrooms every day and ensure that our students can share their stories and gifts with the world." Adobe Connect virtual classroom provide solutions for rapid training and is accessible anywhere, anytime, on virtually any device. It leverages industry-leading content authoring tools rich learner registration capabilities and powerful learner management and tracking tools to deliver immersive virtual classroom experiences. **Adobe Connect** enables you to go beyond screen sharing and collaborate with colleagues, partners, and customers far more effectively - anytime, anywhere, on virtually any device.

<b>YouTube</b> <b>YouTube Premium</b> <b>YouTube TV</b>			<b>X</b>	<b>X</b> <b>Family/</b> <b>Student</b> <b>Plan</b>	<a href="https://www.youtube.com/user/YouTube/videos">https://www.youtube.com/user/YouTube/videos</a> <a href="https://www.youtube.com/feed/library">https://www.youtube.com/feed/library</a> <a href="https://www.youtube.com/watch?v=Byd-Z3hraEw">https://www.youtube.com/watch?v=Byd-Z3hraEw</a>
<p>YouTube's Official Channel helps you discover what's new &amp; trending globally. Watch must-see videos, from music to culture to Internet phenomena. You can sort videos by Most Popular, Oldest/Newest Date. YouTube Premium includes You Tube (over 70 Channels) &amp; YouTube Music ad free, offline and in the background. Monthly subscription – one-month trial. Family subscription: Invite up to 5 additional family members to join your Google family group and share your Music Premium and YouTube Premium subscription. All family members must be age 13 or older, have a Google Account, and reside in the same household as the family manager. Student subscription: Sign up for either a Music Premium or YouTube Premium membership as a student and get all the same benefits at a discounted rate. YouTube student memberships are only available to full-time students at higher education institutions in select countries, and eligibility will be verified by a third-party verification service. Student memberships are valid for up to 4 years maximum. At the end of each year, you will be required to re-verify your eligibility. If you are no longer eligible for discounted student pricing, you may transition over to a full-priced YouTube Premium or Music Premium membership. You can also cancel your membership at any time.</p>					
<b>PRODUCTIVITY SOFTWARE &amp; TOOLS</b>		<b>CCi CONTACT</b>	<b>FREE</b>	<b>\$</b>	<b>WEBSITES</b>
<b>Google Drive</b>			<b>X</b>	<b>X</b> <b>Upgrade</b> <b>based on</b> <b>Storage</b> <b>Needs</b>	<a href="https://www.google.com/drive/">https://www.google.com/drive/</a>
<p>Google Drive is an online files storage service that gives you 15GB of cloud storage for free. You can use it to create documents and store, share folders and files with other people. Google Drive integrates with Google other apps: Google Sheets, Google Docs, Google Slides, and more. It's free of charge and can be set up in a few minutes. The account gives you access to all of Google's services, including Drive, Gmail, Photos, YouTube, Play Store, and so on. You can access Drive on the web by heading to drive.google.com or via the free Android app.</p>					
<b>Padlet</b>  <b>Premium Padlet</b>			<b>X</b> <b>Free</b> <b>until</b> <b>7/31/20</b>	<b>X</b>	<a href="https://padlet.com/">https://padlet.com/</a>  <a href="https://padlet.com/premium/backpack/faqs">https://padlet.com/premium/backpack/faqs</a>  <a href="https://padlet.com/premium">https://padlet.com/premium</a>
<p>Padlet is an online virtual “bulletin” board, where students and teachers can collaborate, reflect, share links and pictures, in a secure location. Padlet allows users to create a hidden wall with a custom URL. Padlet creators can also moderate posts, remove posts, and manage their board 24/7. Padlet will upgrade the way you work with user management, extra privacy, gorgeous themes and more. Make beautiful boards, documents, and webpages that are easy to read and fun to contribute to. Your instance of Padlet will be on its own domain, just for your school. School is basically a simpler way of saying - an educational institute. This includes kindergartens, elementary schools, middle schools, high schools, vocational schools, college prep schools, Sunday schools. It is completely separate from the vanilla padlet.com and can, therefore, be managed by your school/district IT independently. Your IT department can even block access to the more open padlet.com while allowing your controlled Padlet Backpack instance. Win-win for both teachers and IT. There are monthly and annual Teacher Plans and school plans, all include student accounts. Businesses should use Padlet Briefcase - the same product, but for businesses.</p>					

<b>Miro</b> <b>Miro Team</b> <b>Miro Business</b>			X	X Monthly & Annual Billing	<a href="https://miro.com/features/">https://miro.com/features/</a> <a href="https://miro.com/pricing/">https://miro.com/pricing/</a>
Create, collaborate and centralize communication for all your cross-functional teamwork. Miro is a fast and simple-to-use digital whiteboard built to help you collaborate with others anytime, anywhere. Digitize handwritten stickies... Instantly convert photos into editable sticky notes, csv or even Jira tasks. Invite your team and keep collaboration going online for free! Whether your teams are co-located, distributed, or <u>fully remote</u> , Miro provides an engaging, intuitive experience with multiple options for real-time and asynchronous teamwork on an online whiteboard.					
<b>CAREER DEVELOPMENT MATERIALS</b>		<b>CCI CONTACT</b>	<b>FREE</b>	<b>\$</b>	<b>WEBSITES</b>
<b>CA Career Zone</b>		<b>Region 3</b> <b>Jessica Thompson</b> <a href="mailto:Jessica.Thompson@cahelp.org">Jessica.Thompson@cahelp.org</a>	X	X	<a href="https://www.cacareerzone.org/">https://www.cacareerzone.org/</a>
The Career Zone site is powered by Headed2, a secure web-based platform designed to help individuals explore, plan, and prepare for a career. Find out more about local options by exploring broad clusters and pathways that help organize the options available. Additionally, explore all the occupations in the system, whether it is a one occupation or the option to compare a few to see which might be a good fit. Check out the video library. This site includes information from the ONET 24.0 Database by the US Department of Labor, Employment & Training Administration (USDOL/ETSA)					
<b>Virtual Job Shadows</b>		<b>Region 3</b> <b>Jessica Thompson</b> <a href="mailto:Jessica.Thompson@cahelp.org">Jessica.Thompson@cahelp.org</a>		X	<a href="https://www.virtualjobshadow.com/">https://www.virtualjobshadow.com/</a>
Explore hundreds of engaging day-in-the-life job shadowing videos of real people in real jobs. This site empowers individuals to discover, plan and pursue their dreams with unique video-based career planning platform. The interactive tools help students and job seekers develop career paths based on choice not chance. There are over 1000 professionally produced job shadowing and career advice videos.					
<b>CalJobs</b>			X		<a href="https://www.caljobs.ca.gov/vosnet/dashboards/default.aspx?menuid=MENU_START_PAGE_DASHBOARD">https://www.caljobs.ca.gov/vosnet/dashboards/default.aspx?menuid=MENU_START_PAGE_DASHBOARD</a>
This site is hosted by the California Employment Development Department. The "Welcome to My Individual Guest Workspace" provides an introduction to the system features and offers suggestions. In the career ladder section see how people in your chosen occupation climb the career ladder.					
<b>CTE On-line Resources</b>			X	X	<a href="https://www.cteonline.org/resources">https://www.cteonline.org/resources</a>
This "Career & College Ready" site is managed by Butte County Office of Education's CTE Center and maintained by the Center for the Advancement of Digital Resources in Education(Cadre). With collaboration from the Career & College Transition Division and funded in part by the California Department of Education. CTE Online features tens of thousands of free digital educational materials such as PowerPoint presentations, video clips, handouts, and rubrics. Clicking on the Resources tab takes you to a list of all resources in the CTE Online site.					
<b>Road Trip Nation</b>			X	X	<a href="https://roadtripnation.com">https://roadtripnation.com</a>
Whether you are exploring new career paths or looking for inspiration, find the guidance you need from the stories of others. They have spent 20 years' experience traveling the country in a green RV, talking to people who love their jobs. Workers talk about their day-to-day lives, the					



educational path they took and the hurdles they overcame along the way. The project-based programs use a blended learning format to foster authentic career exploration through interactive lessons and engaging multimedia content. Sign up for the monthly newsletter.					
<b>Ted Talks</b>			X	X	<a href="http://www.ted.com">www.ted.com</a>
TED began in 1984 as a conference where Technology, Entertainment and Design converged. Ted Talks are influential videos from expert speakers on education, business, science, tech and creativity with subtitles in 100+ languages. Tell this site what interests & motivates you. TED will then recommend videos or individuals can explore on their own. TED is a nonprofit devoted to spreading ideas, usually in the form of short, powerful talks (18 minutes or less). Personalized emails delivered right to your inbox. Each one includes a recommendation just for you, as well as info about what is happening in your area. Sign -up for daily newsletter.					
<b>Career One-Stop</b>			X		<a href="https://www.careeronestop.org/Videos/CareerVideos/career-videos.aspx">https://www.careeronestop.org/Videos/CareerVideos/career-videos.aspx</a>
This site, sponsored by the US Department of Labor, proud partner of the American Job Center Network, is your source for career exploration, training & jobs. Get wages, employment trends, skills need and more for any occupation. Browse Career One Stops video collection to learn about careers, industries, skills and abilities, or work options and education levels.					
<b>Edge Factor</b>			X	X	<a href="https://edgefactor.com/california-students">https://edgefactor.com/california-students</a>
Edge Factor is working closely with the California Department of Education to provide Free access to high impact videos, activities, and lesson plans focusing on CTE programs, career profiles, soft skills and STEAM in the workplace. Experiences available for K-12 educators, PSE Educators, Business, Workforce Development, Parents and Students.					
<b>Nepris</b>			X	X	<a href="https://www.nepris.com/home/v4">https://www.nepris.com/home/v4</a>
Nepris connects educators and learners with a network of industry professionals, virtually, bringing real world relevance and career exposure to all students. Nepris also provides a skills-based volunteering platform for organizations to extend education outreach and build their brand among the future workforce. Connects educators and learners with a network of industry professionals, virtually, bringing real and career exposure.					
<b>T-Folio</b>	T-Folio		X		<a href="https://www.cctstfolio.com/#/">https://www.cctstfolio.com/#/</a>
T-Folio is a free transition portfolio tool for high school age youth with disabilities. It is designed to guide youth in exploring, identifying and planning for their desired post-school-goals. This tool represents a compilation of activities and products showcasing each youth's on-going transition process. It is their individual story of who they are, where they have been and where they are headed after high school. It aligns with both IEP transition planning and DOR's Pre-Employment Transition Services so that both educators and DOR Staff will find it useful in working with youth.					
<b>Khan Academy</b>			X		<a href="https://www.khanacademy.org/college-careers-more/career-content">https://www.khanacademy.org/college-careers-more/career-content</a>
The Khan Academy has introduced their career series brought to you with support from "Better Money Habits" powered by Bank of America. Are you wondering how to land your dream job or negotiate your salary? We ask real people in real jobs how they make it all work in our video series about careers. In addition, you can explore articles and videos that will help you land a job and make strong financial decisions.					
<b>KQED Career Path</b>			X	X	<a href="https://www.kqed.org/education/18675/50-videos-for-career-path-explorations">https://www.kqed.org/education/18675/50-videos-for-career-path-explorations</a>
<b>Career Spotlight</b> includes videos focusing on science careers in biotechnology and renewable energy from careers in Biotechnology - Learn about three careers in biotechnology from working professionals in the field. And careers in renewable energy - From a kite designer to a microbiologist, hear from engineers, a scientist, and a technician working to move the renewable energy industry forward. Create a free <a href="#">PBS LearningMedia account</a> to save resources, create folders and build interactive lessons.					

<b>The Career Index Plus</b>			<b>X</b>		<a href="https://www.thecareerindex.com/">https://www.thecareerindex.com/</a>
<p>The Career Index Plus (TCI+) puts everything needed to select the right vocational goal in one easy to use application. Access is always free, courtesy of the Rehabilitation Services Administration, created in partnership with WINTAC (Workforce Innovations Technical Assistance Center). Everything relayed to in-depth career information and assessment in one place. A host of tools to personalize the career search including the Holland Code, O*Net , career ladders and educational level selections, SSI &amp; SSDI Benefits Calculator and a customized “Fit” analysis. These tools are integrated with real time local labor market information as well as local job openings from thousands of on-line job boards.</p>					
<b>Find Your Grind</b>			<b>X</b>	<b>X</b>	<a href="https://findyourgrind.com/">https://findyourgrind.com/</a>
<p>FYG educational products, online discovery platform, and live events are accelerating connections to purpose and lifestyle discovery, worldwide. We help individuals navigate their own path. Discover a world of unconventional career paths, while developing insights and critical skills to help break the mold. You will find articles, videos, podcasts and more. FYG’s self-assessment and job shadow videos provide the insider details, students really want to know. Learn from the people who been there and are doing it. Match your core habits, strengths, and traits with like-minded mentors and browse thousands of videos on strategies, timesavers and practical lessons from our experts to elevate your game.</p>					
<h2>ACCESSIBILITY &amp; ACCOMMODATION TOOLS</h2>					
<b>Google for Education Tool Kit</b>		<a href="https://docs.google.com/document/d/1-MfclYSfLuH5rR8BBxNKxpsPEG_4IX5PcqeG-6FSJcq/preview#heading=h.6rwdggmtu0cf">https://docs.google.com/document/d/1-MfclYSfLuH5rR8BBxNKxpsPEG_4IX5PcqeG-6FSJcq/preview#heading=h.6rwdggmtu0cf</a>			
<div style="display: flex; align-items: flex-start;"> <div style="margin-right: 10px;">     </div> <div> <p>Schools have chosen many types of technology for distance learning, including those from Google. And Google’s tools for education, including G Suite (Classroom, Docs, Gmail, Slides, Meet, and more) and Chromebooks have accessibility features built in to help each child learn in a way that works for them. Video tutorials &amp; help center articles are available. Specific resources address a variety of disabilities and many can serve as Universal design supports. Career Ladders &amp; educational level selection, SSI &amp; SSDI Calculator and a customized “Fit” analysis.</p> </div> </div>					
<b>Microsoft Accessibility Tools &amp; Features</b>		<a href="https://www.microsoft.com/en-us/accessibility/resources?activetab=pivot_1%3aprimar3">https://www.microsoft.com/en-us/accessibility/resources?activetab=pivot_1%3aprimar3</a>			
<p>Technology empowers people to achieve more, strengthens their educational opportunities, and makes the workplace more inviting and inclusive. More than a billion people in the world live with disabilities. That is why we believe accessibility is essential to our industry—and the progress of all people. Get information and tips for using accessibility tools and features in Microsoft products to meet specific needs. Learn more about Narrator, Magnifier, Color Filters and other assistive technology tools that can assist people with vision disabilities in Windows 10. In addition, you can better understand how to provide alternative text and use keyboard shortcuts in Office 365 programs. Check out the Microsoft Accessibility Guides (Vision, Hearing, Speech, Mobility &amp; Learning), UI Accessibility Checker, articles and short videos. Flipgrid is a free, simple way to foster short video-based discussions on classroom topics. Sign up at <a href="http://www.flipgrid.com">www.flipgrid.com</a> and explore 12,000+ ready -to-use topics in the Flipgrid Discovery Library.</p>					
<b>Job Accommodation Network</b>		<a href="https://askjan.org/">https://askjan.org/</a>			

JAN provides the following A to Z listings by disability, topic, and limitation. This information is designed to help employers and individuals determine effective accommodations and comply with Title I of the Americans with Disabilities Act (ADA). You will find ADA information, accommodation ideas, and resources for additional information. JAN's A to Z is a starting point in the accommodation process and may not address every situation. Accommodations should be made on a case by case basis, considering each employee's individual limitations and accommodation needs. Employers and individuals are encouraged to contact JAN to discuss specific situations in more detail. There is a wealth of information on various disabilities, impairments and conditions.

**8-6-20**