



Impediment Questions

No Work Experience: If the individual has not participated in a work experience or Pre-Employment Transition Services, utilize existing information (facts), not assumptions. Explore why has the individual not worked? What are the barriers?

- Problems in daily activities (attendance, transportation, independent living, self-direction, etc.) Why?
- Difficulty completing applications (learning, tolerance, etc.) Why?
- Accommodations in High School. What accommodations are/were being provided? Why? To compensate for what? Amount of time needed/allowed in the Resource Room (level of accommodation needed), transcripts can show attendance records (punctuality and absences).
- Has the individual looked for employment? if so, are there difficulties? Why?

Not Working Now, But Has in the Past:

- Why is the individual not working now? What caused this changed?
- Work history and why jobs ended? Look for patterns in preparing for, obtaining, maintaining, advancing in, or regaining employment. (Gaps in employment history, fired , can't do the same type of work, etc.) Ask why?
- Problems in daily living activities (attendance, transportation, independent living, self-direction, etc.). Why?
- Has the individual looked for employment? if so, what are the perceived difficulties? If not, why?
- Seek any current volunteer or work experience information to include performance and outcome, if available to identify potential difficulties and strengths.

Currently Working:

- What problems is the individual experiencing on the job? What job tasks is this effecting? Are they unable to do some job tasks?
- Problems in daily activities (attendance, transportation, independent living, self-direction, etc.)? Why?
- Is the job aggravating the disability? Why?
- Is there a danger of losing the job? Why?
- Difficulty obtaining maximize vocational potential (advancement)? Why?