



Non-Traditional Employment Opportunities

Teleworking

Teleworking, also known as remote work, can be a useful option for people with barriers that can impact their access to the workplace. The frequency and need for teleworking can impact the feasibility of allowing teleworking as a reasonable accommodation. Some jobs do not typically allow teleworking and this feature needs to be advocated for. Other jobs are consistently remote and teleworking would be permanent. Job seekers should determine whether teleworking is necessary on a short-term or as needed basis or a long-term arrangement. When considering telework, the job seeker and employer will want to identify all essential job functions and determine if they can be performed from home. If telework is approved, the employee may need access to equipment or technology to perform the work remotely.

For more information, see: <https://askjan.org/topics/telework.cfm>

Self-Employment

Self-Employment allows for a flexible work schedule and environment. Similar to teleworking, self-employment can be home-based to allow the employee to avoid access barriers. People with disabilities interested in pursuing self-employment typically demonstrate significant motivation and skills that they can bring to their business.

Common examples of self-employment are:

- Freelance work (medical transcription, website design, copywriting)
- Opening your own business (café, restaurant, online bookstore)

Vocational Rehabilitation (VR) and Small Business Development (SBDCs) centers are important resources for people with disabilities pursuing self-employment. VR will help individuals interested in self-employment with: accessing the demands and feasibility of self-employment, develop and implement a viable business plan, acquiring necessary business management skills, and accommodating disability-related limitations. An SBDC will support with setting up a business plan and securing funding. Some benefits of self-employment include being able to customize their employment for their disabilities and having the freedom to use their talents and interests.

For more information, see: <https://www.dol.gov/general/topic/disability/selfemployment>