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Job Accommodation Process

The following flow chart is one way to illustrate the job accommodation process. The numbered information highlights the main components and the boxes and arrows show more detail about the usual sequence of activities. Key elements such as the Accommodation Team; Assessment and Analysis; Problem Solving; Selecting Accommodation Options and Implementation; and Follow-up are all important to reach successful outcomes.

1. Accommodation Request or Need
   - Accommodation Request
     - Accommodation Team
       - Individual Assessment
       - Job/Task Analysis
       - Synthesis/Comparison
         - Acceptable?
         - Problems/Concerns?
           - Problem Solving
             - Accommodation Options
               - Implementation
             - Follow-up
               - Successful Outcome

2. Accommodation Team

3. Assessment and Analysis

4. Problem Solving

5. Select Option(s)

6. Implementation

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