WINDMILLS has a proven history of assisting those with and without disabilities to better understand the culture of disability in the workplace. It is best defined as an employer-employee training tool designed to change attitudinal barriers and create a new perspective on the unique abilities of individuals.

What others are saying about our Disability Awareness training:

"The presenters did an excellent job. The exercises were very useful and insightful. Very knowledgeable on the subject."

"Facilitators were awesome, appearing to be very knowledgeable on information sharing along with ability to answer questions."

What others are saying about our Disability Awareness training (continued):

"Took away a lot of the misunderstandings of disabled people in the workplace."

"Loved it! I feel much better equipped to serve those with disabilities."

"Every company and their employees should participate in this training."

To register contact:

Michigan Department of Labor and Economic Opportunity
Michigan Rehabilitation Services
Business Network Division
Cass Building, 1N
320 S. Walnut
Lansing, MI 48933
888-271-8337

Windmills Disability Awareness Training

Changing the Perception Of Ability

A Diversity and Inclusion Program

Why Use the Windmills Program?

Windmills works! Supervisors feel more confident working with and hiring individuals with disabilities after the training. Windmills helps businesses successfully utilize individuals with disabilities as an excellent labor resource!

It makes good business sense*:

- More than 50 million people with disabilties - 18% of our population - are potential customers for businesses of all types across the United States.

- 12.6% of the US population in 2015 are people with disabilities.

- People with disabilities have $175 billion in discretionary spending power.

Source: American Community Survey (2015); Census Bureau 2012; Paul Farhi and Jennifer Frey. "Marketers Tune In to the Tween Set; New Media target a Rich Niche of Young Consumers" washingtonpost.com. 23 May 2006. <www.washingtonpost.com/wp-dyn/content/article/2006/05/22/AR2006052201903.html> (23 May 2006)

This interactive training program will enhance your awareness of cultural diversity, examine your personal knowledge and experience toward people with disabilities, and provide information to assist you in better understanding the Americans with Disabilities Act (ADA).

Challenge Myths, Fears and Vulnerabilities

Windmills offers 12 training modules, which vary between 45 minutes to an hour in length. The program is customizable to suit your organizational needs.

Learning Objectives:

- Introduction to stereotypes and assumptions often associated with people with disabilities.
- Reveals myths regarding people with disabilities.
- Leads to practical applications on the job when working with people with disabilities.
- Introduction to the basics of disability employment law.

THE WORLD NEEDS DIFFERENT KINDS OF MINDS TO {WORK TOGETHER}

DR. TEMPLE GRANDIN
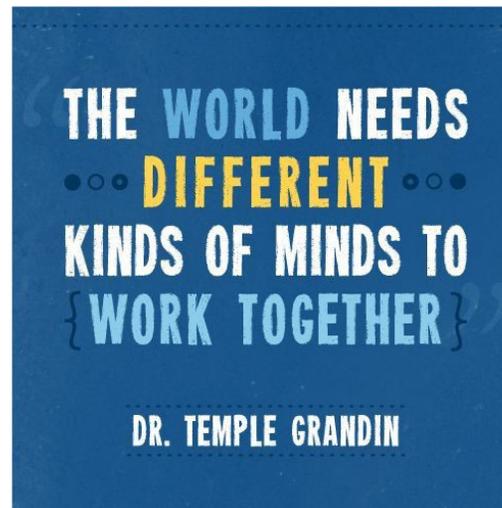
Who benefits from Disability Awareness Training?

- For-profit and corporate businesses.
- Human Resources.
- Government agencies at the local, state and federal levels.
- Advocacy groups.
- Academic institutions from elementary school through post-secondary institutions.

not every disability is visible

"The Business Network Unit staff did an excellent job educating our employees on disability awareness. They kept the group engaged and really spurred a lot of thought-provoking ideas when it came to dealing with our population, who often times are people dealing with hidden disabilities. We look forward to having them back again next year."
Beth Craaybeek
Director of Staff Development and Vocational Programs
Kalamazoo Probation Enhancement Program