



WINDMILLS TRAINING

PROVIDED BY DEPARTMENT OF WORKFORCE DEVELOPMENT
DIVISION OF VOCATIONAL REHABILITATION

WHAT IS WINDMILLS?

Windmills is high-impact training to identify, challenge, and change beliefs and perceptions about disability and employment. The curriculum includes 10 separate interactive modules that can be customized to meet business's needs. Windmills will help business leaders, hiring managers, and other team members develop a new perspective on the unique abilities of all individuals who add value to any company.

HOW CAN WINDMILLS HELP MY COMPANY'S DIVERSITY, EQUITY AND INCLUSION EFFORTS?

Beliefs, perceptions, biases, and stereotypes heavily influence our thoughts and behavior. Attitudes, fears, and misperceptions surrounding disability can pose significant barriers to employment and equity for individuals with disabilities. Windmills has a proven history of assisting key personnel in business develop a deeper understanding about the culture of disability in the workplace and their impact on that culture.

Windmills provides the opportunity to explore personal perceptions, learn other perspectives, and access accurate information while discussing relevant, everyday situations so participants can relate to the scenarios and content, and apply what they learn directly on the job to improve understanding, acceptance, growth, and change.

HOW DOES WINDMILLS WORK?

Windmills consists of 10 separate modules. A certified trainer can facilitate one or several modules, depending on the needs of the business. Through interactive exercises, participants will identify emotions, stereotypes, and attitudinal barriers that impact their behavior when working with individuals with disabilities.

WHAT DOES WINDMILLS COST?

There is no fee for this service. The training is provided by certified trainers through the Wisconsin Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR).

To learn more about Windmills, DVR, and our unique talent pool of employment-ready individuals, contact your DVR Business Services Consultant at 1-800-442-3477, or email DVR at dvr@dwd.wisconsin.gov.

DWD is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format, or need it translated to another language, please contact (608) 266-2134. For civil rights questions, call (608) 266-6889 or (866) 275-1165 (voice/TTY).

TRAINING MODULES



NEW PERCEPTIONS IN DISABILITY - Examine stereotypes associated with various disabilities and understand how an individual's perception of a disability can keep qualified applicants with disabilities from being hired.

1.5 hr

PROFILES - Examine how stereotyping of persons with disabilities may impact employment decisions and learn to evaluate each person with a disability on a case-by-case basis.

1.5 hr

REASONABLE ACCOMMODATION - Evaluate the potential needs of persons with disabilities and to formulate creative solutions as you learn the interactive communication process to develop reasonable accommodations.

1.5 hr

FACT OR FICTION - Test your knowledge of disability in the workplace while learning some of the basics about disability-related employment practices.

1.5 hr

TAKING THE EMOTION OUT OF EMOTIONAL DISABILITIES - Learn to objectively consider reasonable accommodations for persons with emotional disabilities, who are able to perform on the job as effectively as persons without emotional disabilities.

1.5 hr

CALENDAR GAME - Examine how our workplace interacts with new employees with disabilities through this interactive exercise that has four departments within the same company resolving a scheduling conflict.

1.5 hr

TRAUMATIC BRAIN INJURIES - Identify effective ways to accommodate employees with traumatic brain injuries (TBI).

1.5 hr

WHOSE FAULT - Hear examples of how “miscommunications” can impact the workplace and determine where miscommunication occurred and brainstorm strategies that might have prevented the miscommunication.

1.5 hr

THE RUMOR GAME - Learn how rumors and inaccurate information can affect the employment and return to work for people with disabilities and takeaway practical suggestions for avoiding rumor problems.

1.5 hr

ENCOUNTER & ASK IT BASKET - Reduce inherent fears about asking questions in an open dialogue environment regarding disabilities to help participants feel more confident and relaxed when talking about disability.

2 hr

Wisconsin DVR receives 78.7 percent of its funding from the U.S. Department of Education. For federal fiscal year 2023, DVR was awarded \$70,519,871 in federal grants, with the State of Wisconsin funding the remaining 21.3 percent of costs, or \$19,086,065.



Vocational Rehabilitation

DVR-19560-P

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