



Case Scenario

FOR GROUP DISCUSSION

MODULE 2, LESSON 2

CAMILLA AND ACME

Scenario

You get a call from a former client, Camilla, who is seeking your advice and help. She has been successfully employed at ACME Storage & Rentals for 3 years. You had helped her get the job, through Employer Engagement activities.

ACME struck you as a good company to reach out to; they have 6 locations throughout the state and employ well over 75 people statewide. You established a limited but good relationship with Carlo, the company owner who agreed to hire Camilla as they had a need for an additional person to handle data management and assist in the office. After Camilla made it past the 90-day period and you were assured that all was going well, you ceased to have further interactions with him, at Camilla's request.

Camilla tells you that she really likes her job, coworkers, boss, and the company in general. She recently got a promotion, but she has some concerns about having to learn new computer applications; given her dyslexia, her learning curve on new technology can be a challenge. She is also concerned, as she has found out that she needs to have back surgery in 2 months. She needs to talk to her boss and the company about the required time off, which her doctor has said could be up to 1 month before she can return to the office. She only has 2 weeks of time off saved up and is worried about losing her job. She would like to meet with you to discuss her situation(s) and how to proceed. Camilla is also hoping you would re-engage with the employer as he may need some support in understanding accommodations, assistive technology, and understanding resources available to him as the employer.

DISCUSSION QUESTIONS:

1. What are Camilla's AND the employer's rights and responsibilities that impact this situation?
2. What can you provide for Camilla to support her through your agency's services—both with her job training needs and with her upcoming surgery? Are there other community agencies you can connect her with, as well?
3. What employment laws and policies apply to this scenario? What kind of information can you provide to Camilla and to her employer?
4. You haven't spoken with Carlos in three years at Camilla's request. What employer engagement strategies would you use to reconnect with him?
5. How do you feel about Camilla's request not to engage with this employer after her job looked like it was going to work out for her? How do you balance client requests such as this with your ongoing work with employers?