

Job Search Tips for the Differently Abled

If you're a differently-abled individual, you may find it's a challenge to find work that fits with your unique skill sets while still taking into consideration any limitations your disability presents. Your focus during a job hunt should center around finding a position in which you can excel, gain valuable experience, and have an impact. [MORC, Inc.](#) is an excellent resource for support, information, and connections that help increase human potential.

Create a Detailed Résumé

To position yourself for the type of job you want, one of your best self-marketing tools is a well-written résumé that clearly outlines your skills, qualifications, and prior work history. Go into detail about skill sets ranging from customer service and communication to specific knowledge of various types of software, project management tools, and equipment commonly used in your field. If you need help, consider hiring a freelance résumé writer who can help you customize language to your specific needs. You can search online job boards for "[CV writing service](#)," read reviews, and inquire about delivery time and cost before choosing someone. For best results, look for someone who specializes in resumes in your particular line of work.

Develop an Engaging Cover Letter

While a résumé does a good job highlighting your experience, a cover letter is an opportunity to outline your [professional objectives](#), your work ethic and philosophy, and your short and long-term career objectives. It's also a good place to showcase your knowledge of the company you're applying to, so make sure you create individualized letters for [each job](#) you apply for. Review the corporate website and do a search for news stories so you're familiar with the company structure, and its products and services. Describe why you want to work for the organization, and position yourself as an asset who can help the company achieve its goals.

Launch a Comprehensive Job Search

Utilize all of your resources when it comes to searching for a job that fits your needs. Many colleges and universities offer job placement assistance and career development opportunities, so take advantage of these services. Also, upload your résumé to job search boards so that employers can find you. You can also set alerts for various job postings and get informative emails when something that matches your qualifications arises. If you're interested in working for a specific company, search their website for employment opportunities. According to Inc., you can also use [social media](#), particularly

professional sites, like LinkedIn, to search for openings and make connections. Don't forget about former colleagues, friends, and even family. You never know where a job lead will come from, and when people know you're searching, they can pass along information and make referrals where appropriate.

Know Your Needs

If you have certain requirements in the workplace directly related to your disability, you are well within your rights to address them in the interview, or at the time of a job offer. For example, if you need a wheelchair-accessible workspace or special [equipment or accommodations](#) like hearing or vision aids, note it when you're comfortable. While you don't need to address your disability at all, if you're okay volunteering anything that will bolster confidence in the hiring process, it can be beneficial. If for any reason you feel you're being discriminated against because of your disability, the [Americans with Disabilities Act](#) (ADA) can provide insight and guidance on the proper way to respond. The ADA can also help you access educational and job training opportunities, if you're interested in professional development.

Searching for a job can be a challenge for anyone, but a determined, creative, and prepared approach can give you an edge. Don't underestimate the power of networking, or attending industry conferences and events to help you meet other people in your line of work. The more doors you knock on, both in-person and virtually, the better your chances of landing your dream job.

[MORC, Inc.](#) is a human services organization that coordinates long-term support for individuals with physical and developmental disabilities in Southeast Michigan, including employment assistance. Reach out today for more information.

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