

# Windmills: Changing the Perception of Abilities

## A Disability Employment Training Program for Businesses and Other Organizations

Looking for staff education on the culture of disability in the workplace? VR New Hampshire recommends the Windmills training program.

### **What is the Windmills Training Program?**

- *Windmills* is an employer-employee training curriculum designed to change attitudes and create new perspectives on the skills and abilities individuals with disabilities bring to the workplace.
- The program's 12 interactive training modules have a proven history of helping those both with and without disabilities better understand how to build a disability-inclusive workplace culture.

### **How can Windmills help my organization?**

- While many organizations would like to recruit, hire, and advance people with disabilities, common fears, biases, and myths can often create barriers. The Windmills training focuses on these attitudinal barriers while addressing concerns about legal requirements, workplace accommodations, and more.
- By improving supervisor attitudes, Windmills inspires workplace behavior change while promoting the employment and advancement of people with disabilities.

### **New Hampshire Bureau of Vocational Rehabilitation**

21 South Fruit Street, Suite 20,  
Concord, NH 03301  
603.271.3471 | 800.299.1647

[www.education.nh.gov/vr](http://www.education.nh.gov/vr)



# Windmills: Changing the Perception of Abilities

## How is the Windmills training delivered?

- Counselors from VR New Hampshire are certified to deliver the Windmills curriculum. Our expert facilitators will guide participants through interactive exercises designed to explore emotions, stereotypes, and pre-conceived notions that may make them less effective managers.
- Through group discussions, program participants will achieve an understanding of those attitudes and learn methods and techniques to assist them in becoming better managers and build more inclusive organizations.

To learn more about the *Windmills* curriculum and other disability inclusion trainings offered by VH New Hampshire, please contact:

**Terri Tedeschi**

*Business Relations Consultant*

NH Department of Education

Bureau of Vocational Rehabilitation

21 S. Fruit Street, Suite 20

Concord, NH 03301

**Terri.L.Tedeschi@doe.nh.gov**

**(603) 271-6719**

**[www.education.nh.gov/vr](http://www.education.nh.gov/vr)**

 **americanjobcenter**<sup>®</sup>

**A proud partner of the American Job Center network.**

VR New Hampshire is an equal opportunity program. Auxiliary aids and services are available upon request to individuals with disabilities. This publication is supported fully by federal funds from the Rehabilitation Services Administration of the U.S. Department of Education.