



Professional Development
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Invisible Disabilities in the Workplace: Navigating Challenges and Cultivating Opportunity

May 14, 2025



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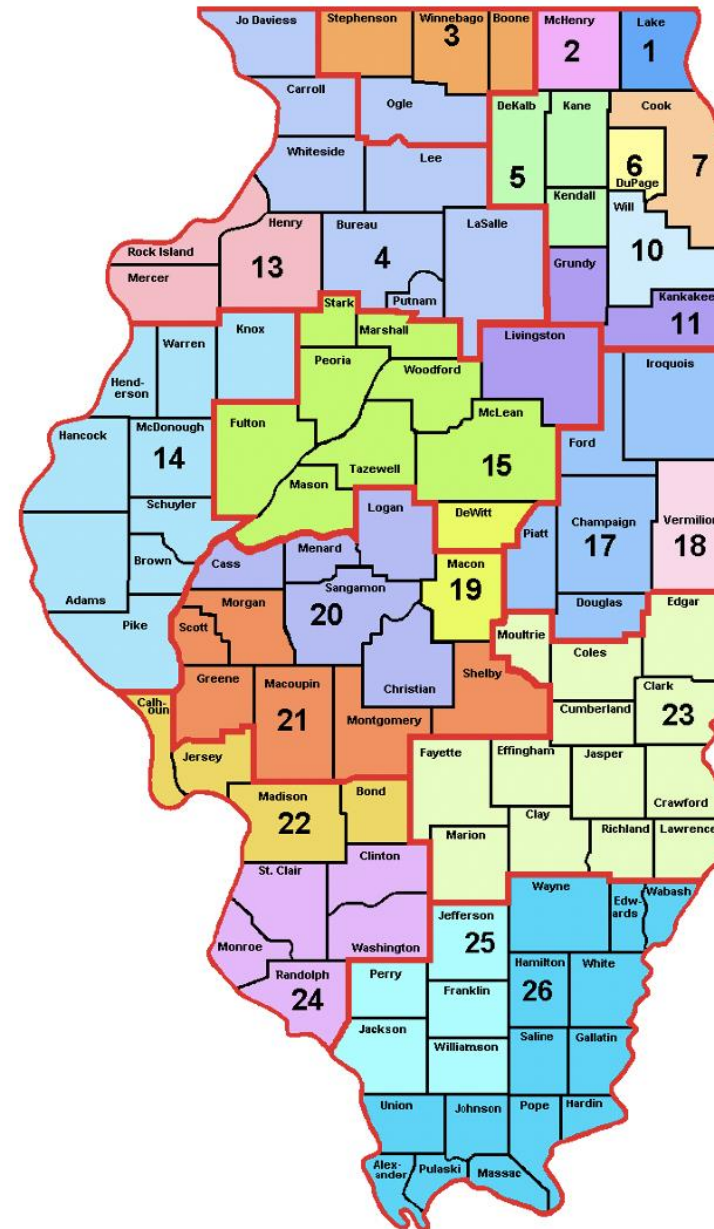
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Where is
Your Local
Area?



Which partner do you
best represent?



Andy Losasso

- Chief of Staff
 - Illinois Department of Human Services- Division of Rehabilitation Services





Kathy Olesen-Tracey, Ed.D

- Senior Director for Adult Education & Literacy
 - Illinois Community College Board



Celebrities with Hidden Disabilities

Kathleen Turner

- Rheumatoid Arthritis (RA)
 - Primarily affects the joints, causing pain, swelling, and stiffness, but its effects can extend beyond the joints and impact other organs and systems.
 - Chronic inflammation associated with RA can lead to various systemic complications.



Montel Williams

- Multiple Sclerosis(MS)
 - MS can significantly impact various aspects of a person's life, including physical, emotional, and cognitive functions.
 - Symptoms can vary greatly from person to person and can include fatigue, muscle weakness, vision problems, balance issues, and cognitive difficulties.



Lady Gaga

- Fibromyalgia
 - Causes widespread pain, tenderness, and a range of other symptoms that can significantly impact daily life.
 - A chronic condition characterized by fatigue, sleep problems, and difficulties with concentration and memory. The symptoms can vary in severity and can fluctuate over time.



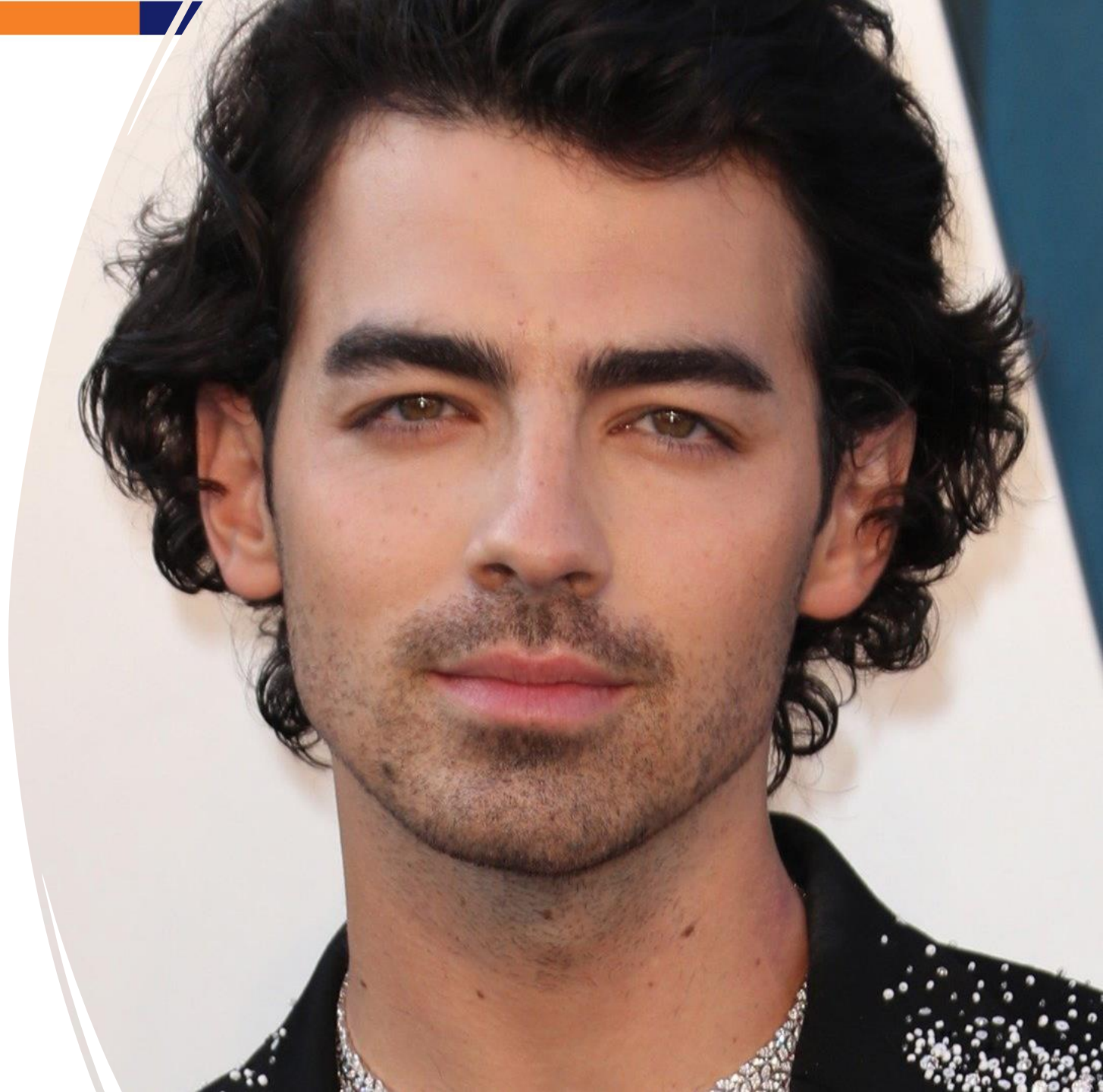
Selena Gomez

- Lupus
 - Chronic autoimmune disease, can affect various organs and systems in the body, leading to a wide range of symptoms.
 - The most common effects include fatigue, joint pain, skin rashes (like the butterfly rash), and hair loss.
 - Additionally, lupus can impact the kidneys, heart, lungs, brain, and blood, potentially causing serious complications like kidney failure, heart problems, lung inflammation, and neurological issues.



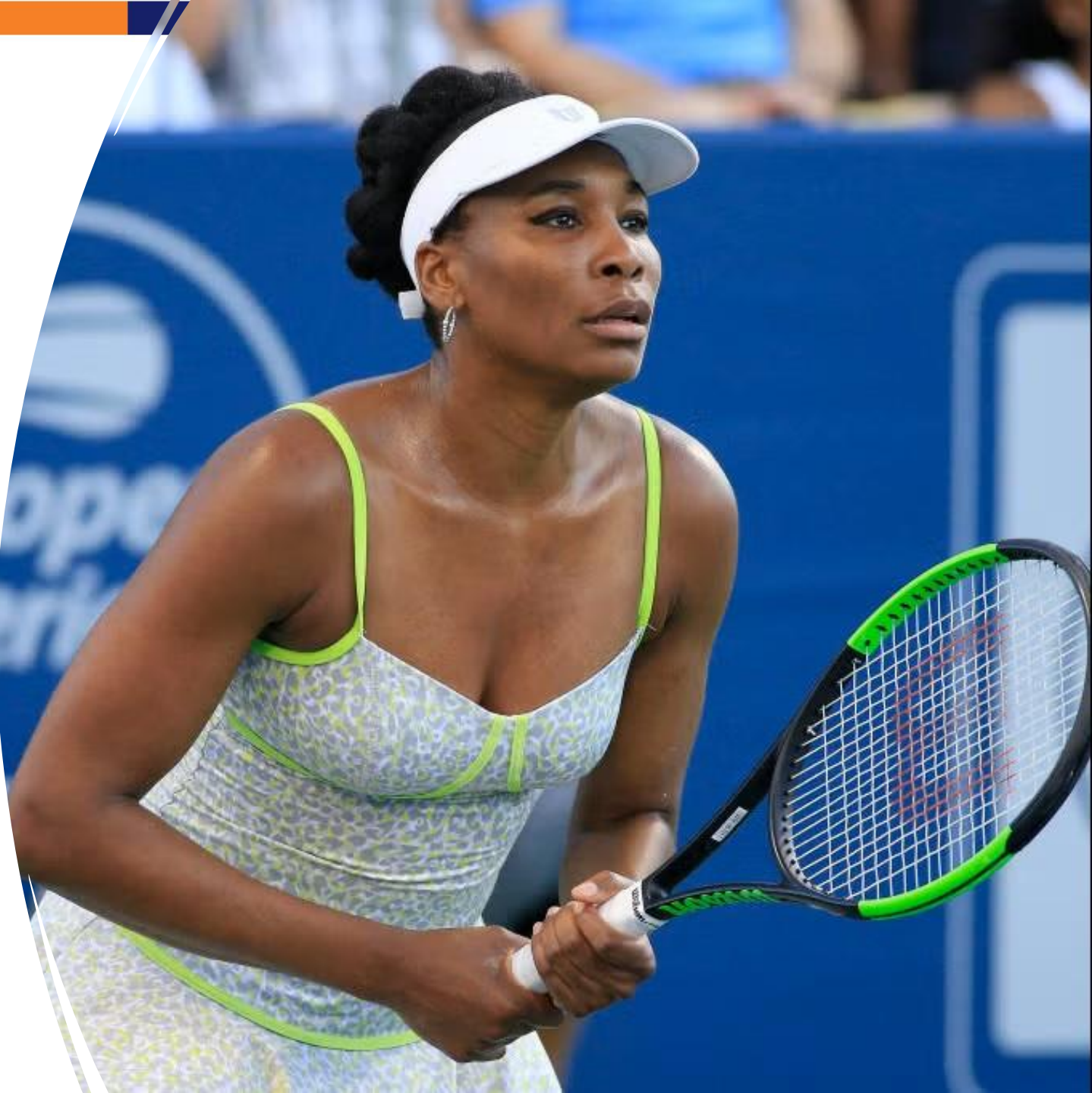
Joe Jonas

- Type-1 Diabetes
 - Type 1 diabetes has several effects on the body, primarily due to persistently high blood sugar levels.
 - Can lead to both short-term and long-term complications affecting various organs and systems.



Venus Williams

- Sjogren's Syndrome
 - Primarily affects the exocrine glands, leading to dry eyes and dry mouth.
 - It can also affect other parts of the body, including the skin, joints, lungs, kidneys, and nervous system.





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Aubrey Plaza

- Anxiety and Depression
 - Can significantly impact both mental and physical well-being, affecting daily life, relationships, and overall health.
 - These conditions can lead to various symptoms, including mood changes, sleep disturbances, changes in appetite, difficulty concentrating, and physical ailments.



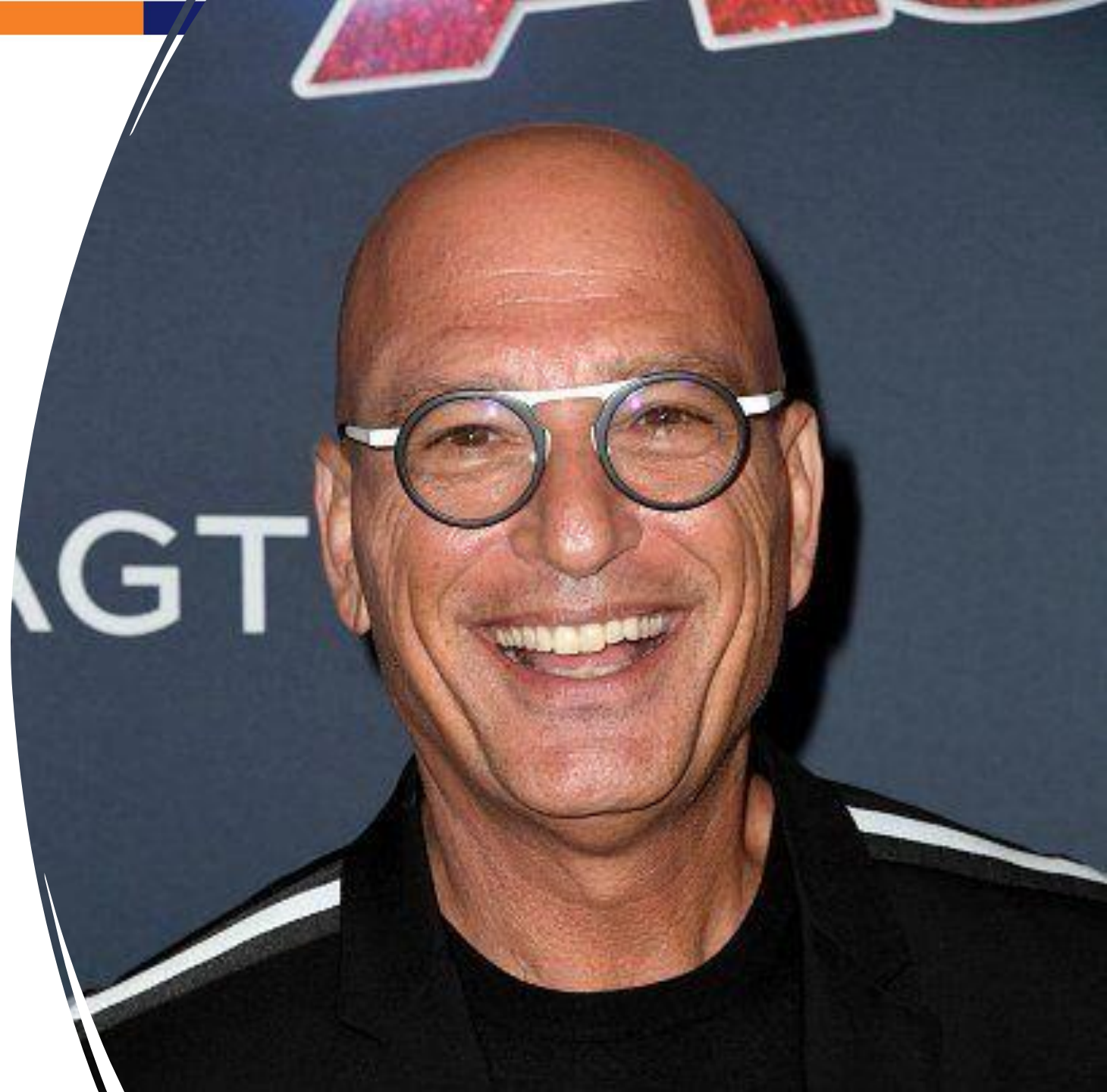
Halle Berry

- Hearing Loss (TBI)
 - Can have far-reaching effects, impacting communication, social interactions, mental health, and even physical health. It can lead to social isolation, frustration, and cognitive decline.
 - Additionally, hearing loss is linked to an increased risk of falls and other health issues.



Howie Mandel

- Color Blindness
 - Also known as color vision deficiency, impacts how a person perceives colors, often making it difficult to distinguish between certain hues, especially red and green.
 - Can lead to challenges in various aspects of daily life, from interpreting traffic lights to understanding color-coded instructions.



George Lopez

- Organ Transplant
 - Disabilities and challenges experienced by transplant recipients can vary greatly depending on the type of organ transplanted.
 - Can include:
 - Immunosuppression-related issues
 - Medication side effects
 - Psychological and emotional challenges
 - Increased risk of other health conditions



of Individuals with Disabilities

- The most recent data from the Center for Disease Control reported over 70 million adults in the United States reported having a disability. This translates to more than 1 in 4 adults.
- From the annual ICCB research, the Index of Need (Raw Data) reported 1,446,855 adults with disabilities in Illinois.

Panel Questions



Resources

- [Workforce GPS Playlist: Disability Resources for WIOA Practitioners](#)
- [Job Accommodations Network – Ask JAN](#)
- [Job Accommodations Network Workforce Wednesday Webinar](#)
- [Illinois Department of Human Services](#)
- [Universal Design for Learning – Illinois Center for Specialized Professional Support](#)
- [Serving Students with Disabilities Q&A June 17th 2 -3 PM](#)
- [Supporting Student Success: Serving Students with Disabilities Webinar](#)