



IDAHO

Division of Career
Technical Education

“We had 45 staff members attend the live *Debunking Disability* training, and it left a lasting impression. The session challenged assumptions, encouraged honest reflection, and reinforced the importance of seeing each person as an individual, especially when it comes to employment opportunities.” - Taylor Stump, Career Technical Education



Business Services Success Story: Debunking Disability Training for IDCTE

IDVR's Mission is to prepare individuals with disabilities for employment and career opportunities while meeting the needs of the employers.

- In 2024, an employee of the Idaho Division of Career Technical Education (IDCTE) attended VR's Business Services training, “Debunking Disability.” They were so impressed by the quality and content that they invited VR to present the training to the entire agency in 2025.
- The session used an interactive format to challenge common stereotypes about disability and employment. Participants reviewed candidate profiles and explored multiple approaches to evaluating job seekers for different employment opportunities.
- The exercise highlighted how unconscious bias can skew hiring decisions, especially the assumption that a candidate succeeds because their disability happens to “match” the job, rather than because of their actual skills. The training emphasized evaluating candidates based on ability, not assumptions based on their diagnosis.
- Through discussion and reflection, participants left with practical tools to recognize and reduce bias, thus supporting a more inclusive workplace that focuses on the ability, not labels.
- Following the session, IDCTE's leadership made watching a recording of the training mandatory for all staff who were unable to attend live, ensuring the message reached the full team.

“At the core of the training, our message was the understanding that every person with a disability is unique, and decisions should be made based on individual talent and ability, not diagnosis. It was inspiring to witness the team's genuine engagement and openness to reflection.” – Tate Sanders, Business Specialist

“From person-first language to rethinking what makes a job a ‘good’ or ‘bad’ fit, this training sparked meaningful conversations across the IDCTE team — conversations that will lead to a real impact”.
– Dru Zolman, Business Services Specialist



To schedule a training for your business, select the link or scan the QR code to [complete the form.](#)

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