

# **Employer Perspectives on the Employment of People with Disabilities**



# Employer Perspectives On The Employment Of People With Disabilities

**Fitore Hyseni, Lisa Schur, Douglas  
Kruse, Peter Blanck**



## **Employer Perspectives On The Employment Of People With Disabilities:**

Employer Perspectives on the Employment of People with Disabilities United States United States Department of Labor, 2014-11-01 The U S Department of Labor Office of Disability Employment Policy ODEP conducted the 2008 Survey of Employer Perspectives on the Employment of People with Disabilities This survey emphasized current attitudes and practices of employers in 12 industry sectors including some high growth industries as projected by the Bureau of Labor Statistics BLS ODEP was also interested in understanding employer perspectives by company size Previous surveys have documented employer response to the Americans with Disabilities Act and have identified barriers that employers experience or believe they will encounter in recruiting hiring retaining and promoting workers with disabilities For example a 2003 telephone survey of 502 randomly selected private sector employers asked about employer views on people with disabilities in the workplace accommodations and economic issues Dixon 2003 However there are several findings from this study that needed clarification and explanation For example when employers were asked what the greatest barrier to hiring people with disabilities was 32 percent said the nature of work is such that people with disabilities cannot effectively perform it while 22 percent answered they didn't know Another study found that 22 percent of employers identified attitudes and stereotypes as a significant barrier to employment for people with disabilities Bruy re 2000 In order to increase employment opportunities for people with disabilities it is important to know whether these beliefs are more prevalent in certain industries or vary by company size A literature review also revealed the following weaknesses in the methods utilized in the research about employers Hernandez Keys Unger 2002 Industry sectors Little data exist to substantiate a comparison of practices between industries High growth industries Little research has been conducted on companies in rapidly growing industries There is a high likelihood that an interest in recruiting employees with disabilities may exist in these industries Company size Little research has compared employer perspectives on the employment of people with disabilities based on company size ODEP concluded that the research on employer perspectives on employing people with disabilities needed a strategic and scientifically based approach that rigorously collects and aggregates data from multiple types of employers This survey was designed to fill a gap in knowledge about the practices and organizational challenges that employers face in recruiting retaining and advancing people with disabilities There have been surveys conducted on employer attitudes but there were no nationally representative studies on employer practices and challenges by company size and industry sector This survey focused on industry segments and company size to ask detailed questions about practices challenges and strategies The strength of this survey is its emphasis on comprehensive sampling based on industry sectors company size and individuals at the executive level This new knowledge on employer perspectives on employing people with disabilities will help ODEP formulate targeted strategies and policies for increasing employment opportunities for people with disabilities While ODEP has conducted focus groups with high level executives this survey provided detailed and comprehensive data on employer

attitudes and practices regarding hiring recruitment and retention for the industries involved Employer perspectives on employment of people with disabilities, 2009 What Would It Take? Peter Waterhouse, Helen Kimberley, Pam Jonas, Camille Nurka, 2010 This literature review aims to provide the basis for informed and detailed discussions of what kinds of strategies employers would respond to in hiring and retaining employees with disabilities including any contribution the Vocational Education and Training VET sector might make The review begins with discussion of the international and national policy context for this study Governments twin policy objectives of social inclusion encompassing access equity and social justice considerations and economic development are canvassed The review then moves onto consideration of the dynamics of employment in general before consideration of the research literature on disability employment issues A section highlights some good news stories in disability employment before the final summing up This literature review is a support document for the project report What would it take Employer perspectives on employing people with a disability For the main report see ED508544 **Employers' perspectives on hiring immigrants** Berlina, Anna, Cavicchia, Rebecca, Available online <https://pub.norden.org/nord2023/043> The Nordic countries are facing labour shortages Yet integrating migrants into the labour market remains a challenge especially for non EU born citizens and refugee women Employers play a central role in supporting integration This report explores Nordic employers perceptions of hiring low skilled migrants It highlights motivations benefits and challenges based on literature and interviews The employers in this study believe long term advantages outweigh initial challenges Benefits include access to a larger labour pool and improved public image Common challenges are legal hurdles communication challenges and limited language skills The study finds that reducing language requirements and collaborating with the public sector NGOs and staffing agencies are effective strategies And while wage subsidies positively impact employment the awareness among employers is limited Handbook of Disability Marcia H. Rioux, Alexis Buettgen, Ezra Zubrow, José Viera, 2024-04-03 This important reference work maps the terrain of disability across the world by providing an overview of issues concerns and developments in the domains of society culture medicine law policy justice education economics and science and technology It is a truly inclusive volume bringing together perspectives from researchers activists professionals service providers international development experts and policymakers based in the global North and South and it particularly focuses on the voices of the principal stakeholders disabled persons themselves Working from an interdisciplinary matrix this book reviews historical developments contemporary practices and policies It addresses hitherto uncharted areas in the disability discourse that will be significant in the years to come In the modern world the social and medical responses to disability have been separation segregation and incarceration of disabled people These responses are reflected in practices of special education building of asylums medical classifications and sheltered employment Current thinking on disability is based on the need to overcome such segregation through the enactment of human rights and socially just programmes policies and laws such as inclusive education affirmative action reasonable

accommodation and supported decision making This book explores The evolution of the concept of disability over space and time and identifies approaches to disability debility equality and equity Broad trends in research on disability across the world New directions in work on disability The emergence of a global disability movement and its etiology Intersections of disability with other demographic variables like gender race caste and age and Historical and socio economic interfaces with colonialism globalization and social development Spread over 14 sections and spanning more than 80 chapters this volume is the most comprehensive up to date reference work available on the subject Disability and Employer Practices Susanne M. Bruyère, 2016-02-04 Disability and Employer Practices features research based documentation of workplace policies and practices that result in the successful recruitment retention advancement and inclusion of individuals with disabilities

**Stigmas, Work and Organizations** S. Bruce Thomson, Gina Grandy, 2017-07-24 This book brings together current research on stigma stigma management and stigma theory as applied to business and management at the micro meso and macro levels It provides a comprehensive perspective of the literature on stigmas and is relevant to those working in organizational behavior human resource management and management studies more broadly The book includes chapters covering topics at the individual level e g religious belief illness obesity and sexual preference occupational level e g healthcare workers garbage collectors butchers medical doctors and organizational level e g organizational image multinational organizations It offers readers a truly international perspective on this growing area of study *From Industry 4.0 to Industry 5.0* Allam Hamdan, Arezou Harraf, Amina Buallay, Pallvi Arora, Hala Alsabatin, 2023-07-31 This book aims at bringing together global researchers to generate thought on how this transition from Industry 4.0 to Industry 5.0 could make a difference to the globe for larger good The collaboration and interaction between man and machine has given rise to Industry 5.0 With the prime objective of Industry 5.0 to create a benefit for the human beings while tapping on to the advantage of Industry 4.0 in no case does it replace what has already been achieved In fact it brings to light what can be done in order to make life better While Industry 4.0 offered extraordinary technological advancement Industry 5.0 reasons out that technology alone is not sufficient to answer everything or provide a solution but it is an amalgamation of both machine and human interaction to create that difference In fact with the impact of widespread digitalization that has led to dehumanization of the industrial makeup the interest of global researchers has increased toward mapping how the human creativity and brainpower can be reconciled with the intelligent systems that can enhance process efficiency Industry 5.0 has touched upon some of those key domains which are of much concern and debate globally including resilience both business and cyber environment and sustainability diversity and inclusion values and ethics vision and purpose circular economy understanding the human machine collaboration and the human touch in the production process This transition that has taken place in moving from Industry 4.0 to Industry 5.0 has essentially created a need to pay cognizance to the role of human in the process which creates an enhanced focus toward the right kind of skills and competencies identification of

training and developmental needs talent acquisition and management safety and wellbeing future of work as well as hybrid working models Undeniably the pace with which Industry 4.0 has been accelerating has bypassed the first three industrial revolutions which is definitely a consequence of the fast introduction of new and cutting edge technologies While organizations are already in analyzing the context mapping this transition and the flow of activities from Industry 4.0 to 5.0 is gaining attention as Industry 4.0 lacked personalization and customization This co existence of man and machine creates a pathway for newer prospects and opportunities to emerge and expand possibilities of personalization with the empowerment of human in the production process This lays the foundation for this book This book adopts a forward looking approach by bringing in research and contributions that facilitate in mapping the consequences and solutions for man machine across industries This book serves as a guide not just to academia but also to the industry to adopt suitable strategies that offer insights into global best practices as well as the innovations in the domain

*De Gruyter Handbook of Disability and Management* Joy Beatty, Sophie Hennekam, Mukta Kulkarni, 2023-03-20 Globally the prevalence of disability is growing as is disability awareness The disability rights movement argues that the right to employment is essential for full participation and human dignity While there have been improvements related to broad diversity programs and policies those for persons with disabilities especially less visible or invisible disabilities have received less attention Contextual factors such as the legal environment and protections cultural and social values religious norms and broader economic conditions shape the employment prospects for persons with disabilities The De Gruyter Handbook of Disability and Management uses an interdisciplinary lens to study disability and management integrating perspectives from disability studies psychology education and legal domains It aims to incorporate a contextually sensitive and global perspective to emphasize actionable areas of inclusion and provides a more international focus by including contributions from across the world including countries and regions that have till date received less attention in the area of disability studies Managers human resource professionals and policy makers can be more proactive to support persons with disabilities and more insights best practices and tools are needed to facilitate this support This handbook will guide and support efforts of organizational stakeholders and policy makers as they strive to be more inclusive

Disability and the Future of Work Fitore Hyseni, Lisa Schur, Douglas Kruse, Peter Blanck, 2025-07-09 This volume of Research in Social Science and Disability brings together leading research that examines how systemic policies and practices pandemic driven transformations and strategies for diversity equity and inclusion DEI continue to shape the employment landscape for workers with disabilities

Handbook of Research-Based Practices for Educating Students with Intellectual Disability Karrie A. Shogren, 2016-10-14 The Handbook of Research Based Practices for Educating Students with Intellectual Disability provides an integrated transdisciplinary overview of research based practices for teaching students with intellectual disability This comprehensive volume emphasizes education across life stages from early intervention in schools through the transition to adulthood and highlights major educational and support

needs of children and youth with intellectual disability The implications of history recent research and existing information are positioned to systematically advance new practices and explore promising possibilities in the field Driven by the collaboration of accomplished nationally recognized professionals of varied approaches and philosophies the book emphasizes practices that have been shown to be effective through multiple methodologies so as to help readers select interventions based on the evidence of their effectiveness Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 2017 United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies,2016 **Perfectly Able** Lighthouse International,2010-09-01 More than 22 million of the almost 173 million working age individuals in the United States have one or more disabilities Perfectly Able offers practical guidance for companies large and small on how to hire and retain talented and motivated people from within this largely untapped pool of potential employees Illustrated with enlightening personal stories this one of a kind book provides insight into what it s like to seek employment as an individual with a disability Readers will discover how to Evaluate how suited their workplace environment is for disabled or different employees and what needs to be changed Improve and sustain their workforce by hiring the best people regardless of any disability or diversity issue Effectively recruit place and develop individuals with disabilities who can contribute to their company s success Embrace the differences among their workforce to add value to the organization **Special Educational Needs and Inclusive Practices** Fabio Dovigo,2017-01-28 Today school is becoming a rapidly changing learning environment Thinking about students as a homogeneous population is no longer allowed as diversity in terms of culture language gender family organisation learning styles and so on has emerged as a key challenge for education today The debate on Special Educational Needs largely reflects this challenge as working in school implies careful reconsideration of what we mean by normal and special Current educational intervention is generally based on a deficit and within child model of facing SEN whereas very little attention is given to the role of learning environments The focus is on the child more than on the whole class and on cognition and technical provisions more than on affective sociocultural and community dimensions of learning Conversely regarding students and their needs as hidden voices allows us to adopt a transformative approach which sees diversity as a stimulus for the development of educational practices that might benefit all children and help school to become an inclusive and moving organisation The aim of the book is twofold on the one hand it offers a systematic overview of the inclusive education state of the art in six countries Germany Italy Norway Sweden UK and USA based on the contributions by well known scholars such as Christy Ashby Barbara Brokamp Fabio Dovigo Kari Nes Mara Westling Allodi Tony Booth and Beth Ferri on the other hand the book analyses five cases of good practices of inclusion related to different subjects and school levels Certified Rehabilitation Counselor Examination Preparation, Third Edition Fong Chan,Malachy Bishop,Julie Chronister,Julie A. Chronister,Eun-Jeong Lee,Chung-Yi Chiu,2021-10-12 New updates

practices and tips to pass the exam Purchase includes digital access for use on most mobile devices or computers This compact resource noted for its quality and credibility delivers a comprehensive overview of the CRC exam to help graduate students and professionals prepare The third edition is extensively updated in content and format to incorporate the new skills and knowledge sets needed in the rapidly evolving rehabilitation counseling area Each chapter corresponds to the most recent Council for Accreditation of Counseling and Related Education Program CACREP accreditation standards for master s degree programs The third edition is easy to navigate It includes three new chapters 150 new test practices with explanations and a mock exam with 200 questions Each chapter has key concepts illustrative tables and charts for fast review and resources for further study needs New to the Third Edition Extensively updated in content and format aimed at promoting exam success Based on the most recent empirically derived CRC roles and function studies Each chapter includes sample questions with rationales for distractors and correct answer New chapter on study tips and CRC exam taking strategies New chapter on Crisis and Trauma New chapter on Demand Side Employer Engagement Updated and expanded internet resources in each chapter Key Features Provides over 350 multiple choice questions and mock exam Written in user friendly outline format Provides key terms and concepts to help readers grasp key ideas in no time Contains concise summary table for reviewing key takeaways Includes web links in each chapter for further study interest

**Disability in the Workplace** Jonathon S. Breen,Susan J. Forwell,2023-05-05 This book introduces the difference model of disability Framed within an affect based understanding of the relationships between those living with impairments and others this new model offers a reconsideration of the construct of disability itself Disability is flexible relational and perceived through an acognitive lens At a practice level the difference model offers a framework for creating more positive and successful relationships between people with disabilities PWDs and others within the workplace This includes two new tools the Co Worker Acceptance of Disabled Employees CADE Scale and the Perceived Barriers to Employing Persons with Disabilities PBED Scale Designed to measure workplace attitudes and changes to these attitudes each of these scales provides empirical evidence in support of strategic planning and ultimately an increased representation of PWDs Finally this book considers the effects of language and technology on workplace attitudes toward disability

Disability and Employment Fumitaka Furuoka,2024-05-02 This book offers new knowledge on the intricate interplay between employment and disability It provides a timely scholarly deliberation and presents policy solutions to tackle the persistently high unemployment among people with disabilities This critical issue in the labour market obstructs fostering inclusive economic growth by ensuring employment opportunities for all under Goal 8 of the Sustainable Development Goals This insightful work dissects how negative stereotypes of people with disabilities in the labour market are perpetuated and highlights knowledge gaps in the available literature on the disability employment relationship It offers a systematic empirical analysis of the patterns of the unemployment rate of people with disabilities and its convergence and it examines the determinants of the unemployment



gap between people with and without disabilities Theoretical deliberations are presented regarding the effectiveness of labour market interventions designed to solve this issue By exploring the concept of disability and offering empirical analysis and labour market solutions this book serves as a valuable resource for policymakers advocates and anyone committed to achieving more inclusive economic growth and moving towards a more humanistic economy *New Lenses on Intellectual Disabilities* Jennifer Clegg, 2020-05-21 This book gathers together recent international research in intellectual disability ID examining the diverse modes of existence that characterise living with intellectual disabilities in the 21st century Ranging from people with no speech and little mobility who need 24 hour care to people who marry or hold down jobs this book moves beyond the typical person with ID imagined by public policy healthy with mild ID and a supportive family and living in a welcoming community The book is divided into three sections The first A richer picture of people and relationships expands our understanding of different people and lifestyles associated with ID The second section Where current policies fall short finds that Supported Living provides just as mediocre a form of care as group homes and concludes that services for people with challenging behaviour are unrelated to need The contributors research identifies no effective employment support strategies as well as technological and legal changes that prevent organisations from employing people with ID With nearly a quarter of this population in poor health the contributors reflect on whether social model approaches should be allowed to trump medical considerations The third section New thinking about well being reveals that being old poor and living alone increases health risk and that medication administration is significantly more complex for people with ID Moving beyond 20th century certainties surrounding intellectual disability this book will be of interest to those studying contemporary issues facing those living with ID as well as those studying public health policy more widely The chapters in this book were originally published in issues of the Journal of Intellectual Developmental Disability **On Target**, 2009 **Disability as Diversity in India** Sandhya Limaye, Christopher Johnstone, Misa Kayama, 2024-05-30 This book critically analyses diverse experiences related to disability in India Drawing upon intersectionality theory it explores a range of issues regarding everyday experiences of disability in relation to gender religion social experiences and India's neoliberal economy and its built environment From theoretical to deeply personal this book discusses themes like invisible disability and identity women with disabilities in India bodily frustrations and cultural stigma emotional stability and self esteem of children with disabilities neurodiversity and queerness and overcoming the barriers It also emphasizes the impact of the writings of women with disabilities on their personal experiences The volume discusses perspectives and practices of schooling curricular transactions and inclusive education that have evolved for children who are deaf in India Conversational and interdisciplinary this book will be of interest to scholars and practitioners of disability studies social care mental health social psychology gender studies social work and special education

## Whispering the Techniques of Language: An Mental Quest through **Employer Perspectives On The Employment Of People With Disabilities**

In a digitally-driven world where monitors reign supreme and quick interaction drowns out the subtleties of language, the profound techniques and mental nuances hidden within phrases often get unheard. However, set within the pages of **Employer Perspectives On The Employment Of People With Disabilities** a interesting fictional prize blinking with raw feelings, lies an extraordinary journey waiting to be undertaken. Penned by a skilled wordsmith, this wonderful opus invites visitors on an introspective journey, softly unraveling the veiled truths and profound impact resonating within ab muscles material of every word. Within the emotional depths with this emotional review, we can embark upon a honest exploration of the book is key themes, dissect their captivating publishing fashion, and fail to the strong resonance it evokes deep within the recesses of readers hearts.

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