

# Benefits of hiring people with disabilities



- ✓ Builds a more inclusive culture
- ✓ Boosted creativity and innovation
- ✓ Increased profit margin
- ✓ A wider talent pool of skilled professionals
- ✓ Businesses may receive certain tax incentives and credits



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# Employing People With Disabilities

**J. David Sienko, Rhode Island  
Supported Employment Partnership**



## **Employing People With Disabilities:**

**Ready, Willing, and Available** ,1989      *Employing People with Disabilities* Ewa Giermanowska, Mariola Raclaw, Dorota Szawarska, 2019-09-05 Developing better employment and management practices for a diverse workplace is quickly becoming a major concern amongst most modern organisations however a lack of research into good practices has a limiting effect Dealing specifically with disabilities this pioneering work is based on international research spanning several European countries to demonstrate best practice Aiming to fill a gap in knowledge the authors offer interdisciplinary insights into managing diversity in the workplace taking into account various social and cultural contexts Providing analysis and recommendations for adapting organisational practices to different workplace settings this Palgrave Pivot is a vital read for scholars of HRM and diversity management as well as policy makers and practitioners      Ready, Willing, & Available ,1992

**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 *Employing People with Disabilities* J. David Sienko, Rhode Island Supported Employment Partnership, 1997 **All You'll Ever Need to Know about Hiring People with Disabilities** United States. President's Committee on Employment of the Handicapped, 1977 **The Business of Employing People with Disabilities** Alexander A. Boni-Saenz, Allen Heinemann, Deborah Crown, Linda Emanuel, 2013 This exploratory study examines employer attitudes towards people with disabilities in the labor market Through in depth semi structured interviews with senior management human resources staff directors of diversity and hiring managers at four corporations it pinpoints reasons why businesses chose to hire people with disabilities investigates the perceived benefits and barriers to hiring people with disabilities and identifies strategies for successfully hiring and retaining workers with disabilities It fills a gap in examining the attitudes and decision making processes of U S companies that have been leaders in hiring people with disabilities as well as delving into the special issues of small businesses that may lack exposure to disability employment It closes with directions for future studies that could extend our understanding of employment of people with disabilities **Successfully Employing People with Disabilities** Roy Silver, Beatrice Koopman, 2000 Offers business a practical and positive understanding of employment equity from a legal and moral standpoint **Employer Incentives when Hiring People with Disabilities** , 1992 [Employing People with Disabilities Q & A](#) , 2001 **Ready, Willing, and Available** United States. President's Committee on Employment of People with Disabilities, 1992 **Employer Incentives when Hiring People with Disabilities** , 1993 **Annual Report of the President's Committee on Employment of People with Disabilities** United States. President's Committee on Employment of People with Disabilities, *Legislation on the Rehabilitation of People with Disabilities in Sixteen Member States of the Council of Europe* Council of Europe. Committee on the Rehabilitation and Integration of People with Disabilities, 1993-01-01 On cover Handicap integration **Hidden Talent** Mark L. Lengnick-Hall, 2007-04-30 Despite the passage of the Americans with Disabilities Act in 1990 many forms of discrimination against people with disabilities are still practiced denying opportunity for employees as well as the employers who might hire and support them Based on a multi

year research project by a team of experts in human resource management economics and communications Hidden Talent showcases the innovative practices of organizations that are actively hiring training and retaining people with disabilities and thriving as a result The authors reveal the roots of disability discrimination and demonstrate the benefits to employers and employees alike of investing in disabled workers featuring in depth case examples Additional resources including an overview of the ADA information on tax and legal incentives and listing of related publications organizations and websites will make this book essential for anyone researching managing or experiencing the dynamics of disability in the workplace The Americans with Disabilities Act was signed into law in 1990 to protect and assist over 20 million people with disabilities Though its mandates for business are far reaching many forms of discrimination are still practiced denying opportunity for employees and potential employees with disabilities as well as the companies that might hire and support them Meanwhile as many analysts argue we are heading toward a high skill labor shortage with a largely untapped resource ready to fill the gap Based on a multi year research project by a team of experts in human resource management economics and communications Hidden Talent showcases the innovative practices of organizations that are actively hiring training and retaining people with disabilities and thriving as a result The authors reveal the roots of disability discrimination and demonstrate the benefits to employers and employees alike of investing in disabled workers featuring in depth case examples Additional resources including an overview of the ADA information on tax and legal incentives and a listing of related publications organizations and websites will make this book essential for anyone researching managing or experiencing the dynamics of disability in the workplace

**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

**Employing People with Disabilities** Great Britain Department of Employment, 1988 Employment, Disability, and the Americans with Disabilities Act Peter David Blanck, 2000 The Americans with Disabilities Act was heralded by its congressional sponsors as an emancipation proclamation for people with disabilities and as the most important civil rights legislation passed in a generation This book offers an assessment of what has actually occurred since the ADA s enactment in 1990 In empirically based articles contributors from the fields of law health policy government and business reveal the

unsoundness of charges from the right that the ADA will bankrupt industry and assumptions on the left that the ADA will prove ineffective in helping people with disabilities enter and remain in the workforce      The Employment of People with Disabilities in Small and Medium-sized Enterprises Morgan Carpenter, European Foundation for the Improvement of Living and Working Conditions, Nexus Research Co-operative, 1998 Recog 1 Introduction 2 Methodology 3 The context at member State level 4 The case studies 5 Consolidating the case studies 6 Conclusions and policy implications 7 Recommendations 8 References and glossary      **Think Hire** Maine. Governor's Committee on Employment of People with Disabilities, 199?

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