

Unemployment Information: People with Disabilities.

The NOD survey was conducted by telephone and online in April 2010 among 411 human resource managers and senior executives at companies with over 50 employees.

National Organization on Disability report: 79 % unemployment rate for people with disabilities. 21% employment rate for people with disabilities as compared to 59% for people without disabilities.

Results from this latest survey reveal that although 70 percent of corporations polled have diversity policies or programs in place, only two-thirds of those with programs include disability as a component. Only 18 percent of companies offer an education program aimed at integrating people with disabilities into the workplace. The low figures are particularly notable given that a majority of employers perceive the costs of hiring a person with a disability to be the same as hiring a person without a disability (62 percent).

Highlights of the 2010 Survey of Employment of Americans with Disabilities:

- Broadly, companies are thinking about diversity and incorporating aspects of diversity hiring into their corporate policies.
- Disability is on the radar for some companies but not to the extent that diversity is.
- A majority of companies have hired people with disabilities over the past three years but, overall, people with disabilities make up a small percentage of most workforces.
- Companies with disability programs report that the programs are inclusive of all aspects of the employment process. Most employers do not perceive their program to be particularly effective but subsequent survey findings suggest otherwise.
- Employers mainly use referrals to find employees with disabilities and are not using service provider agencies to their full capacity. However, results indicate that if employers better understood the benefits provided by these agencies – namely, help finding qualified candidates – companies might find them much more useful.

Other interesting results from this survey:

□ Most employers say employees with disabilities have the same ability to acquire new skills (81%), absenteeism (71%), flexibility to adapt to new situations (67%), dedication (62%), and turnover (58%) as employees without disabilities. Interestingly, one third think employees with disabilities have more dedication (35%) and less turnover (33%).

□ A majority of employers perceive the costs of hiring a person with a disability to be the same as hiring a person without a disability. Three in five (62%) think the costs are the same, 35% say they are more expensive and 2% perceive them to be less expensive.

□ Most employers report that employees with disabilities use flexible workplace arrangements to the same extent as employees without disabilities. Approximately half (47%), say the usage is the same, 14% say employees with disabilities use them more, 4% say less, and a third (34%) are not sure.

- Of the benefits and arrangements offered by companies, employers perceive employees with disabilities to use flextime scheduling (32%) and consultation and equipment for ergonomically designed workstations (22%) the most. A third are unsure which arrangements are used most by employees with disabilities.

Fewer companies today have either a disability policy or program compared to 1995 (66% in 1995 down to 29% in 2010).

□ One in five (19%) companies has a specific person or department that oversees the hiring of people with disabilities. This is in contrast to 1995 when 40% of companies hired someone specifically for this reason.

□ A similar number (18%) offer an education program to help employees learn to work with people with disabilities, which is lower than 1995 when 63% of companies were offering such a program.

□ In 1995, almost two-thirds (64% in 1995) of employers reported having hired someone with a disability in the past three years compared to 56% in 2010.