

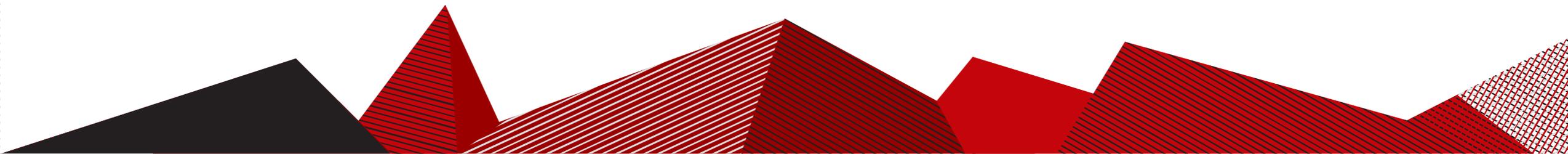


Systematic Review and Case Study Analysis of Employer Practices

Timothy N. Tansey, Ph.D., CRC
University of Wisconsin-Madison
& David Douglas, CEO
Yolobe, Inc.

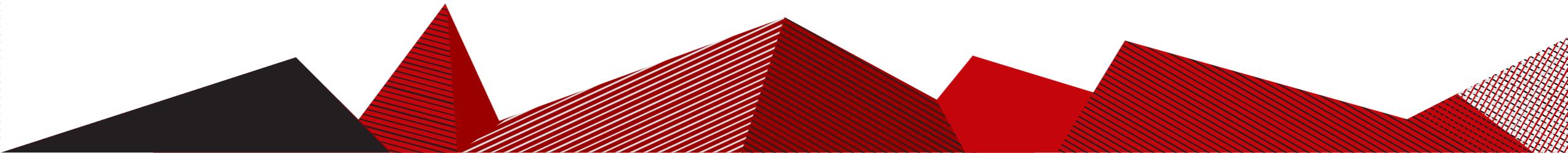
Methodology

- Followed PRISMA-ScR (Preferred Reporting Items for Systematic reviews and Meta-Analyses Extension for Scoping Reviews) guidelines
- Five databases were searched: (a) PsycINFO, (b) Academic Search Complete, (c) Web of Science, (d) American Business Index (ABI), and (e) ProQuest Dissertations & Theses Global
- Filtering of articles that did not meet the inclusion criteria involved: 1) title review, 2) abstract review, and 3) full review



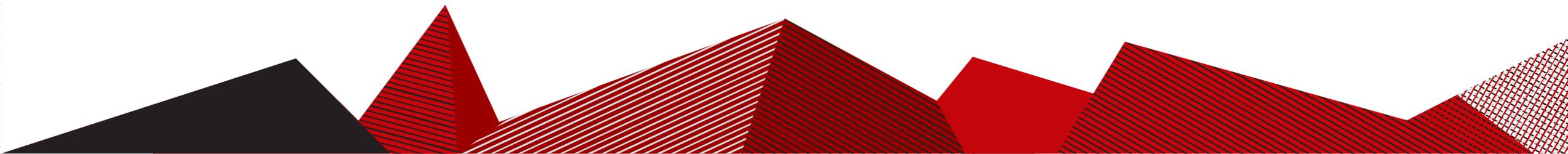
Guiding Questions

- RQ1: What kinds of employer practices are found to be scientifically valid and effective for improving disability-specific recruitment efforts and results?
- RQ2: What kinds of employer practices are found to be scientifically valid and effective for improving disability-specific interviewing and hiring efforts and results?
- RQ3: What kinds of employer practices are found to be scientifically valid and effective for improving customized training efforts and results for people with disabilities?
- RQ4: What kinds of employer practices are found to be scientifically valid and effective for integrating people with disabilities into the workplace?



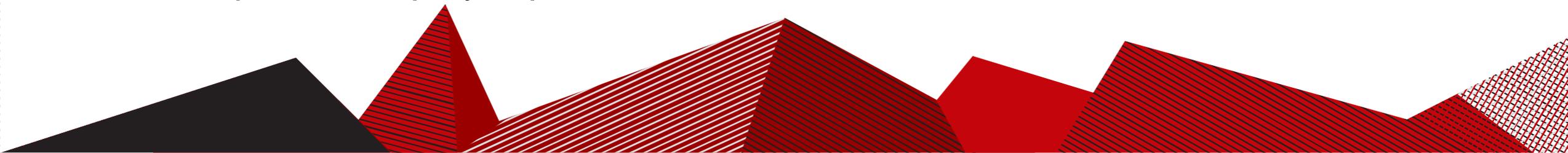
Q1: Employer Recruitment

- Analysis of 88 articles identified the following themes:
 - Employer Attitudes
 - Disability Employment Legislation
 - Reasonable Accommodations
 - Diversity and Inclusion Policies, Procedures and Practices
 - Past Experiences with Hiring PWD
 - Company Characteristics
 - Targeted Recruitment Strategies



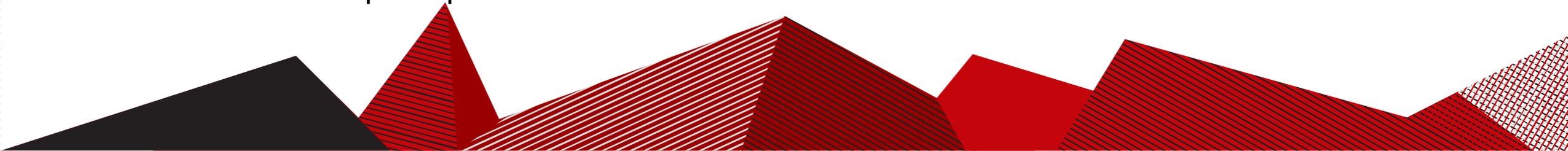
Q2: Interviewing and hiring efforts

- 52 articles were included in this analysis.
- External Influence on Hiring Practices or Intent (22 articles)
 - Employer education and training
 - Financial incentives
 - Legislative influences
 - Work with disability service agency
- Internal Influence of Hiring Practices or Intent (47 articles)
 - Company characteristics
 - Previous experience in hiring or working with persons with disabilities
 - Stigma/Preference for hiring in reference to type of disability
 - Specific employer practices.



Q3- Customized training efforts

- 27 peer-reviewed articles were included in the analysis
 - Employment Supports
 - Job training (Certification programs, On-the-job training, Apprenticeships)
 - Diversity training specific to inclusion of persons with disabilities
 - Technology in the workplace
 - Work Values
 - Compensation
 - Employee satisfaction with employer efforts/VR supports
 - Employer Temperature (7 articles)
 - Employer characteristics
 - Willingness to customize work based on employee's disability type
 - Overall attitudes toward persons with disabilities (i.e., concerns over productivity)
 - Co-worker characteristics
 - Public perceptions



Q4- Integration into the workplace

- 19 articles were included in the analysis
 - Workplace modification and accommodation
 - Universal design of work stations and work activities
 - Natural supports and temperature of the workplace
 - Education and support program in the workplace
 - Perceptions of persons with disabilities
 - Encouragement to return to work
 - Valuing diversity
 - Inclusion of chronic illness and disability in diversity and employee support policies
 - Legislation
 - Anti-discrimination
 - Accommodation in the workplace

