Systematic Review and Case Study Analysis of Employer Practices

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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