Inclusive employment – the whys and hows

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Why Employment?

Make a List
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• Three people NOT in your family who are most likely to buy you lunch on your birthday

• Three people NOT in your family who texted you most recently
Employment is a Key Piece of the Inclusion Puzzle
How Has Employment Made You Into the Person You Are Today?

Think about *non-job* specific ways...

• Attributes
• Skills
• Knowledge
• Experiences
There Are Similar Benefits For Adults With DD
Specifically, employment brings...
• Self-esteem
• Improved behavior
• Friendships
• Mental health

Bond et al., 2001; Forrester-Jones et al., 2004; McGlinchey et al., 2013
Your Bottom Line

**Top 5 benefits realized**

- **57%** Addition of highly motivated employees
- **47%** Inclusive culture attractive to our talent pools
- **44%** Improved customer satisfaction
- **34%** Improved communication between/across cultures
- **34%** Enhanced employer brand

Source: Institute for Corporate Productivity (i4cp)

**Ratings for employees with IDD**

- **89%** Dependability
- **88%** Engagement
- **87%** Integration with co-workers
- **86%** Motivation
- **84%** Attendance
- **79%** Work quality
- **74%** Productivity
- **59%** Adaptability

Positive relationship to market performance

Source: Institute for Corporate Productivity (i4cp)
But how?
The Law of the Land (although we are exempt)

**ADA (1990)**
- Illegal to discriminate
- Essential functions
- Reasonable accommodations

**Employment First**
- Federal initiative
- **Competitive employment** is ideal;
- States are closing **sheltered workshops** where people earn < minimum wage and all co-workers have disabilities.

**And now?**
- 35% employment rate (all disabilities)
- 24% for people with cognitive disabilities
The Hows - Advertising and Recruitment

• Identify.
  – What are the “essential functions”?

• Welcome.
  – in the job announcement, on your website, etc.

• Partner.
  – Ask local disability organizations to “spread the word.”
The Hows - The Accessible Application Process

• Write accessible job postings.

• Use accessible application formats.

• Plan ahead for the interview.

• Avoid discriminatory questions.
  – NO: How will disability impact performance?
  – YES: Will you need accommodations in order to perform this job?

• Remember that not everyone will disclose.
The Hows - Retention and Support

• Model flexibility.
• Write clear and efficient policies for requesting accommodations.
Retention and Support (Cont.)

• Federal initiatives prioritize the achievement of competitive employment.
• How about career development, advancement, gender pay gap issues, etc.?
  – 25% of adults with DD work 15 hours or less (Boeltzig, Timmons, & Butterworth, 2008)
  – Men earn more than women (Boeltzig, Timmons, & Butterworth, 2009)
  – Job stability predicts job quality (higher wages, more hours, benefits) (Heyman, Stokes, & Siperstein, 2016)
The Hows - Culture Change

- Employees with disabilities are rated highly on ....
  - Motivation
  - Productivity
  - Loyalty

- They take fewer vacation and sick days than other employees, and they stay at jobs longer.

- They attract diverse customers / congregants.

Source: Institute for Corporate Productivity
The Hows - Early Work Experience

• Think of an early employment experience. How did this experience get you in the door?

• Nationally representative sample of approx. 1,000 adults with ID
  – Of those competitively employed
    • 72% had first job before 21.
    • 2% had first job after 30.

• Sheltered workshops DO NOT lead to competitive employment.

Siperstein, Heyman, & Stokes, 2014
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