

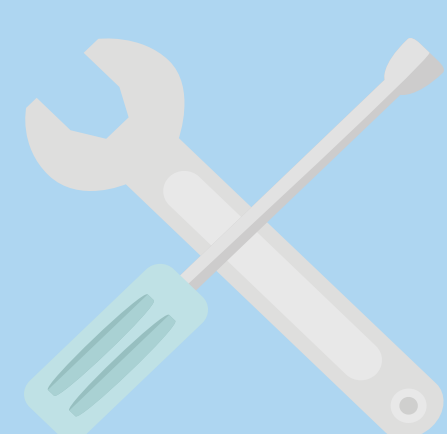
Employers' Perspectives of Including Young People with Disabilities in the Workforce, Disability Disclosure, and Providing Accommodations

WHAT IS THE STUDY ABOUT?

This research looked at:



How employers provide accommodations

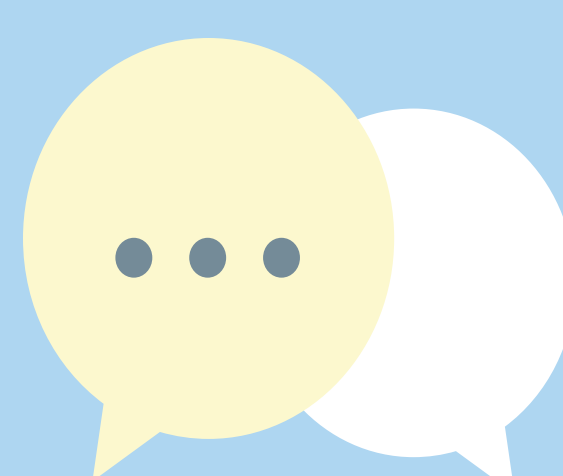


Supports to help employers provide accommodations



Ways employers create inclusive workplaces

The goal was to develop recommendations to help employers:



Encourage disability disclosure



Create inclusive work environments



Provide accommodations

WHAT DID WE DO?

Interviews



18 employers who hire youth with disabilities



Asked about

- Strategies to help youth disclose their disability and receive accommodations
- If and how they created an inclusive work environment
- How they attract and retain youth with disabilities

WHAT DID WE FIND?



Most employers encouraged youth with disabilities to disclose their condition and ask for accommodations



Employers described when, how and the types of accommodations they provided



Employers said it was important to build comfort and trust with employees to help them disclose their condition



Employers used different strategies to create inclusive workplaces:

- diversity training & policies
- addressing stigma & discrimination
- open communication
- mentorship & advocacy

IMPACT FOR CLIENTS, FAMILIES AND CLINICAL PRACTICE



Most employers had strategies for encouraging youth to disclose their condition and ask for accommodations.

Formal diversity and inclusion policies can increase disability disclosure and enhance the inclusion of people with disabilities. Formal policies should be developed and put into practice more widely across all organizations.

Sharing these strategies could help employers who do not hire youth with disabilities.



Lindsay S, Cagliostro E, Leck J, Shen W, Stinson J. Employers' perspectives of including young people with disabilities in the workforce, disability disclosure and providing accommodations. Journal of Vocational Rehabilitation. In press.

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