Analysis of the Growth of Training and Improvement of Employment for People with Disabilities in the United States

A Research Paper submitted to the Department of Engineering and Society

Presented to the Faculty of the School of Engineering and Applied Science

University of Virginia • Charlottesville, Virginia

In Partial Fulfillment of the Requirements for the Degree

Bachelor of Science, School of Engineering

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Spring 2024

On my honor as a University Student, I have neither given nor received unauthorized aid on this assignment as defined by the Honor Guidelines for Thesis-Related Assignments

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I.   **Introduction**

"An estimated 1.3 billion people - or 16% of the global population - experience a significant disability today" (World Health Organization, 2023). People within this group vary across many factors such as sex, age, sexual orientation, religion, race, and more. Individuals with disabilities have a higher risk of premature mortality compared to individuals without disabilities. Many factors contribute to poorer health for these groups including health system issues, risk factors, structural factors, and social determinants of health. Social determinants of health relate to "poverty, exclusion from education and employment, and poor living conditions which all add to the risk of poor health and unmet health care needs" (World Health Organization, 2023). The unemployment rate for people with disabilities is more than double that of those without disabilities (Smith, 2021). Why do we feel the need to discriminate against this large portion of the population?

For my research question, I am looking into how we can continue to grow and improve employment of people with disabilities in the United States. When studying the employment of people with disabilities, the primary challenge that emerges is discrimination based on their abilities in the workplace. Through detailed investigation, the main ways to increase employment is through a change in attitude towards people with disabilities by implementing successful training and hiring processes from other studies. These initiatives can be achieved through different scales and models within the workforce.

In the first section of my research paper, Methods of Research, I describe my methods for how I selected and found my research from case studies, articles, and websites to figure out what the best way is to help increase employment of people with disabilities. In the next section, Results of Research, I relay the specific information and facts I found to support that

employment of people with disabilities is an important and plausible cause for society. This is where I review all the material I have found and reinforce it with evidence. Then, in my Analysis section, I discuss the analysis of what these results actually mean in the larger scheme of things. Now, after I reveal everything I learned, I express the importance of the results and work towards new hypotheses and movements. Finally, why does what I found matter? In the last section, Conclusion, I describe what we should change about employment. This is my argument for the best way to grow training and improvement of employment for those with disabilities.

II.   Methods of Research

Throughout my research, I employed many different sources to gain a comprehensive understanding for my analysis. The majority of my arguments were derived from case studies, websites and articles. I used case studies to highlight successful or unsuccessful stories of employing individuals with disabilities. This enabled me to collect strategies, quantitative data, and qualitative data for effectively integrating individuals with disabilities into employment. Websites allowed me to explore disability employment policies, programs, and organizations surrounding this topic to gain initiatives for my analysis. Articles offered frameworks and studies related to the employment of people with disabilities. I was able to see business trends and diverse perspectives regarding the topic of disabled workers. With all these diverse sources, I created a detailed analysis of how to increase employment of people with disabilities.

I first conducted an elaborate investigation into the lives of individuals with disabilities. One researcher chose to not set a definition as the state of disability is a shifting observation "of both physical and mental states that resists full and final definition" (Shildrick, 2009, 3). But the Medical Model of Disability has a more harsh connotation as disability is a "defect within the individual" (Office of Developmental Primary Care, 2018). This model believes that "to have a

high quality of life, these defects must be cured, fixed, or completely eliminated" and healthcare professionals have the "power to modify these conditions" (Office of Developmental Primary Care, 2018). However, the Social Model of Disability takes a different approach as stating "that disability is the inability to participate fully in home and community life" (Office of Developmental Primary Care, 2018). This approach focuses on the idea that "disabilities are restrictions imposed by society" and care for disabilities should focus on enhancing our "daily function in society" (Office of Developmental Primary Care, 2018). These two models have very distinct societal views of disabilities. Thus, for my analysis, I want to focus on the acceptance of the Social Model. This model promotes the idea that the community needs to adapt "social and physical environments to accommodate people with a range of functional abilities" (Office of Developmental Primary Care, 2018) to improve quality of life and opportunities for all people.

After understanding more about the types of disabilities, I learned about the specific knowledge gaps within research and society. Before attempting to integrate individuals with disabilities into all workforces, I investigated the attitudes and stigmas of individuals in the workplace without disabilities. First, there is "the lack of quantifiable data available through the administration to determine either the causes or valence of attitudes toward PWDs [people with disabilities], particularly as these apply in the workplace" (Breen et al., 2023, 15). Through research, we investigated the shortcomings within the workplace environment and ongoing factual misunderstandings related to disabilities among employers (Oliver, 1990). Then, after learning about the difficulties and failed attempts to employ disabled workers, I learned the optimal strategies for integration. Utilizing my research material, I was able to utilize past studies to create a comprehensive understanding of how to increase employment opportunities for individuals with disabilities.

Model/Framework

For my research paper, I utilized The Actor-Network Theory (ANT). This theory demonstrates that human and nonhuman entities interact in an all inclusive network equally (Sismondo, 2010). So, individuals with disabilities are the vital actors within this system, but their employment is influenced by the employers, available technology, and the government/legal system determining workplace resources. The treatment of disabled workers is influenced by multiple sources including coworkers, managers, HR, the office infrastructure, social views, and legislations. There are many actors that interact directly with each other, like how assistive technology can enable or constrain a person with disabilities' ability to perform the work tasks. Another direct relationship is specific organizational policies, such as government and company legislation, that can support or limit the integration of disabled workers. They are a main social group as government, advocacy groups, and policy makers decide the allocation of resources and development of assistive technologies (Aicher, 2021). The policies for implementation of these assistive technologies reflect political decisions surrounding subsidies, insurance coverage, and public funding. These groups make funding decisions based on their beliefs. These key players are important as they can influence decisions based around the level of accessibility, safety, and functionality they want to disclose.

In The ANT Framework, the term "translation" involves actors negotiating and aligning their interests (Sismondo, 2010). For translation in the context of this paper, disabled employees might have to negotiate for necessary accommodation, such as assistive technologies, by demonstrating their benefits to the company, such as enhanced productivity. The production and distribution of assistive technologies are also inherently political as they naturally have to go through economic policies, competition, and agreements throughout the market which are all

external actors. Developing these systematic technologies involves choices about creating physical expensive technologies (Zielinksi, 2016). Another translation could involve the adaptation of workplace policies or advocacy for inclusive hiring practices. These adaptations are a key aspect of aligning individual needs with organizational goals within the framework. The ANT Framework also describes that certain elements of a network may become "black boxes" meaning they are taken for granted and not critically examined (Sismondo, 2010). For this research paper, we consider certain ideas such as the notion that specific jobs are unsuitable for individuals with certain disabilities as being black boxes.

The Actor Network Theory works as "an ecological approach to the study of science and technology emphasizing that multiple and varying elements contribute to the success of an idea or artifact - and any element in an idea or artifact's environment may be responsible for failure" (Sismondo, 2010, 86). In order to expand employment of people with disabilities, we have to create a successful network with all entities working in unison and for a common goal. If we can't provide the connections, the network may fail resulting in continued unawareness, biases, and discrimination against those with disabilities.

If we try to promote a more inclusive and representative population in our workplace, we can make these assistive technologies, policies, relationships, and social factors inherently good and readily available for more companies throughout the United States. These elements can prioritize inclusivity and accessibility in the workplace. The ANT Framework provides a holistic view of the specific complex factors that contribute to the employment of people with disabilities. I have completed a thorough investigation of the relationships between all these actors to understand how we can expand employment for those with disabilities.

III.   Results of Research - Literature Review

Individuals with disabilities experience more limitations in everyday aspects than those without disabilities. Our society has discriminated against the " nonemployed, working-age people with disabilities, [where] 80 percent said they would like a paid job now or in the future, which is comparable to the 78 percent of nondisabled, working-age people who are not employed" (Manas, 2008). Employment is a primary goal for individuals with disabilities, and it can lead to "positive psychosocial and economic benefits for people with [disabilities], including a sense of purpose, opportunities for new friendships, health, and better quality of life" (Nevala, 2019, 1).

First, we need to look at the behavior towards those with disabilities even before they are employed, as society's impression changes abruptly when discussing people with disabilities versus hiring people with disabilities. Studies of employer's attitudes found that "employers indicated generally positive attitudes toward PWDs. However, these same employers were generally reluctant to hire PWDs, indicating concerns over whether PWDs would be able to perform required tasks" (Burke et al., 2013, 13). People form and alter attitudes based on their relationship to the acceptance of individuals with disability. Even though some people have a warmer compassion for those with disabilities, they believe there is better help than employment. A report created for the American Department of Labor suggests that employers' concerns regarding employing individuals with disabilities are "job-related activities, performance levels, absenteeism, turnover rates and high costs of accommodation" (Braddock & Bachelder, 1994, 353). Even with evidence disproving these notions, this shows the biases and stereotypes individuals with disabilities receive before and within the workforce. Overall, these misconceptions limit the opportunities for people with disabilities to advance in their

professional careers and gain community (Braddock & Bachelder, 1994). Diving into the specific legislative, cultural, and personal aspects that create the stigma surrounding the failure of employing individuals with disabilities is important.

Legislative

The U.S. has implemented various legislative regimes such as the Americans with Disabilities Act, which prohibits discrimination against people with disabilities (U.S. Department of Labor, n.d.). While this marked the initial step to inclusivity of people with disabilities in employment, public accommodation, and government services, this act has failed to exert positive influences on actual employment of those with disabilities. Looking from 1990, when the act was published, to present times, "rates of employment for PWDs [people with disabilities] have remained relatively stable at levels significantly lower than those for the general population" (Rioux & Patton, 2014, 21). With low employment rates, legislation alone cannot work to grow the trust within the system of employment. These rules and acts have helped with some structural barriers but not attitudinal barriers. Some organizations and individuals without disabilities believe that "legislative support provides an unfair advantage to PWDs, especially as this applies to the workplace" (Breen et al., 2023, 21). With legal accommodations, it also sustains the stigma surrounding disabilities. These individuals may face more social isolation through the utilization of these accommodations, like assistive technologies, as their disabilities are now more visually evident.

Advocacy groups have formed aiming to dismantle the legal system in place for employing disabled workers. Autistic Self Advocacy Network has a self-advocated guide that works to have "Real Work For Real Pay" for all people with disabilities (Autistic Self Advocacy Network, n.d.). This guide examines the systematic technology that is integrated into our

community and daily life. The idea that disabled people should be able to work if wanted, should be able to get the support they need to work, and they should get the same pay as non-disabled people do is supported by this study. For the minimum wage discrepancy, most disabled workers earned less than $3.50 per hour, "while about 14 percent earned at or above the federal minimum of $7.25" (Office, U.S. Government Accountability, 2023). So, improving the overall wage gap is an important element to this guide. This study predominantly discusses "segregated employment," where people with disabilities work apart from non-disabled people. People in society believe that "disabled people who need a lot of support cannot work… so end up working in segregated places like sheltered workshops" (Autistic Self Advocacy Network, n.d.). These workers are limited to the same tasks over and over again and evaluated through productivity tests. These tests assess how much a person can complete in an hour, which presents an unfair disadvantage for disabled workers and consequently are paid less than community workers (Autistic Self Advocacy Network, n.d.). Advocates are constantly working to limit sheltered work and improve employment outcomes in the labor market with more supported employment types of rehabilitation methods (Nevala, 2019). Through the legal system, we can begin to close sheltered workshops and allow these disabled people to work within the community instead. States can also change the way Medicaid is utilized and promote this money to help disabled people get jobs (Nevala, 2019).

Legislation has the ability to support and create sustainable work environments, so these organizations need to implement more programs and accommodations to employers in order to create an inclusive workforce.

Company Culture & Personal Experience

Company culture has a significant influence on the success of individuals with disabilities. Government organizations have a specific motive to employ individuals with disabilities as they are the ones to uphold values of social justice, cooperation, and helpfulness. However, researchers conducted a study on employers in non-governmental companies, comparing various company sizes for rates of employment for individuals with disabilities. The rates ranged from "3.5% for large companies to 2.81% for medium-sized companies to 1.2% for small companies" (Chan et al., 2021). People argue that individuals' attitudes within the company build or strain the community within the workplace. When analyzing the employment of individuals with disabilities, we need to look at the specific personal characteristics of those with disabilities as well as their co-workers. The personal characteristics of people with disabilities include the type of impairment and the responses offered by people with disabilities to others' perceptions or experiences with a disability (Breen et al., 2023, 20). Assigned traits and characteristics are predetermined and suggest that "cognitively-generated stereotypes of various impairments lead to stereotypical analyses of individuals, followed by affect-influenced behavioral responses" (Breen et al., 2023, 23). Studies emphasize that the disadvantages people with disabilities face during employment stem from employer prejudices, which can negatively impact the individuals and companies (Aichner, 2021). Companies continue to worry that individuals with disabilities when hired have an unintentional possibility of creating hazards for themselves and other employees, raise workers' compensation rates, and create a liability exposure (Kaletta, 2012). Within the Academic Literature of Economics, it employs the phrase "taste-based discrimination to describe an unwillingness on the part of employers to interact with people from an out-group" (Becker, 1957, 52). Employers perceived this as a financial cost and decided that discrimination against individuals with disabilities was worth paying a financial

penalty to avoid unpleasant interactions with them (Becker, 1957). It is disheartening to hear the myths of this financial issue within companies and organizations.

States with higher disability prejudice scores show lower rates of employment for people with disabilities (Project Implicit, n.d.). We are ignoring a huge valuable segment that could contribute to the workforce, and we are not developing a huge amount of human capital to its fullest (Kaletta, 2012). Employing those with disabilities is essential as there is a human right for everyone to work, and it is our duty as society to create a diverse and inclusive workforce.

IV.   Analysis of the Employment of Individuals with Disabilities

After carefully considering the barriers that individuals with disabilities face during employment, I explore effective strategies to enhance their employment opportunities. In order to create a unified mission to employ people with disabilities, a discussion of all the elements in a successful implementation is necessary. Recognizing the crucial role of the social groups within The ANT Framework in employing individuals with disabilities, we must highlight the success stories of these actors collaborating to embrace employment diversity.

Companies suggest they would like to employ people with disabilities, but they doubt their ability to keep individuals safe in the workplace (Kaletta, 2012). The social model of disability pronounces that "society's lack of accommodation for impairment, whether purposeful, negligent, or inadvertent, disables those living with impairments" (Breen et al., 2023, 68). So, Walgreens conducted a case study aiming to foster an inclusive workplace by selecting a specific percentage of employees with disabilities. This operation created a new distribution center in Anderson, SC, employing 37% of team members with disabilities, while the remaining were non-disabled members (Kaletta, 2012). When employees disclose their disability, "the company then provides any reasonable accommodations to enable that employee to function successfully

on the job" (Kaletta, 2012, 4). During the planning and construction, Walgreens focused on forging partnerships with social agencies to assist with screening and training candidates with disabilities, built a physical workspace that accommodated people with different disabilities, and created an accepting culture. The on-site training room began with basic life-skill information then helped simulate the actual work tasks of case check-in, de-trash, and split-case pick (Kaletta, 2012). Walgreens' employees provide "training support and information about company culture and the required skills for each job to the coaches" (Kaletta, 2012, 4). They observe the candidates' progress, implement strong relationships, and provide limitless days of training with them in order to increase the likelihood of a successful hire.

This initiative created opportunities for these employees with disabilities, and it represented a very valuable investment. After approaching 5th year of operation, Walgreens looked at two metrics specifically: productivity and employee retention. For productivity, "in 18 locations, the difference in productivity rates was statistically insignificant; in three locations, employees without a disability were more productive; and in 10 locations, employees with a disability were more productive" (Kaletta, 2012, 2). The productivity of disabled workers matched that of workers without disabilities and the study concluded disabled workers have a significantly higher retention rate for a three-year period (Kaletta, 2012). The team examined workers' compensation and found that costs were significantly lower for members with disabilities than members who had not disclosed disabilities. Costs for medical treatment, indemnity/time, and expenses are respectively 67%, 73%, and 77% less than the contrasting population (Kaletta, 2012). Employees with disabilities are more motivated to get to work promptly after injury/illness because of the respect they receive in this new work environment:

"lost-day average per case for employees who disclosed a disability was 40% less than for the rest of the population" (Kaletta, 2012, 7).

More than 100 companies have visited this specific case to study how to create this inclusive environment and how to institute this similar program into their own operations. This study also proved that "state-of-the-art equipment was helpful but not necessary in creating an inclusive workforce" (Kaletta, 2012, 10), while management services, job coaches, clear language, flexible training options, and safety implementation were the essential creators of improvements that benefited the entire workforce, not just those with disabilities. This study is very important as it helps show a direct example of the benefits for an integrated workforce, with everyone working the same jobs, earning the same pay, and held to the same standard. This implementation created a unified network between individuals with disabilities and the company. Through the interactions of the entities of people with disabilities, employers, assistive technology, government system, co-workers, managers and more, a unified network was established that employed those with disabilities successfully. This case emphasizes the importance of studying and improving the connections between these human and non-human actors with The Actor-Network Theory.

After studying evidence surrounding the correct implementations of integrated workforces, the next main issue with employing those with disabilities is attitude. When considering how to create a difference surrounding the concept of disability, it has been investigated that attitude is the major influence for any action regarding employment of individuals with disabilities. People unconsciously create negative attitudes when they encounter new and uncomfortable situations. They are considered "spontaneous, automatic, and not subject to cognitive control" (Breen et al., 2023, 65). An appropriate attitude change is key to

overcoming these biases and stigma surrounding the "historically stagnant employment rates of PWDs" (Breen et al., 2023, 66). So, we need to actively work to stop this automatic response through education, mentorship, and training. Specifically on the individual with disabilities side of attitude, there needs to be an organization in place to help them dive into the workforce, learn the necessary material, and gain interests/experiences needed before employment.

States should implement a similar program like the Employment Mentorship Support Project created by a Canadian not-for-profit organization to ensure the inclusion of information to individuals with disabilities. This project works to develop and implement training interventions to influence "a specific aspect of pre-work and workplace-related skills and attitudes" (Breen et al., 2023, 75). Before this program, it became apparent that individuals with disabilities believed they only had limited employment opportunities because of employer's attitudes. So, these individuals would accept work that did not match their skill set or capabilities and felt a continuous burden to demonstrate their competence. Overall "biases and attitudes of potential employers and co-workers were perceived by PWDs as creating expectations that were either too high or too low" (Breen et al., 2023, 77). So to help with these barriers, each individual with a disability is paired with a mentor with a substantial amount of employment experience, and together they will work toward creating employment goals (Breen et al., 2023, 76). The match is formed based upon "geographical location, ease of transportation, ability to meet regularly, and the compatibility of job interests and experience" (Breen et al., 2023, 76). The matches were also guided by adults with physical disabilities, so they can provide needed support for the mentors on how to respectfully and effectively treat and act towards their new paired individual with disability. At the end of multiple trial runs for the EMSP program, 25 of 87 individuals with disabilities gained employment (Breen et al., 2023, 76). Many surveys

conducted after the program revealed that individuals with disabilities felt that the "mentorship they received fostered skill development and greater self-confidence" (Breen et al., 2023, 77). They also mentioned that it was key for both sides to foster a relationship as it helped broaden both personal perspectives about living with disabilities. This program enriched the disabled community with information regarding their rights within the workplace, a familiar community, and material on government resources.

As it is important to implement a mentor program to help those with disabilities, we need to help the other side of the equation to help improve employment of those with disabilities: the employers and co-workers. A disability awareness training called the START model is an opportunity for individuals without disability to discover new ways of knowing people with disabilities in the workplace (Breen et al., 2023, 75). This model describes four distinct dimensions that influence the relationships between employees with disabilities and without which are skills training (ST), awareness (A), resources (R), and theory (T). This training has been delivered over 50 times since 2010 to different companies or organizations. The first dimension looks into skills training which provides basic knowledge regarding "current communication, language, accommodation considerations, and duties and responsibilities on the part of employers, supervisors, and co-workers" (Breen et al., 2023, 79). This raises an ongoing debate of what language is comfortable, but it at least illustrates the generally accepted language around disability. Next, awareness looks into the myths discussed before regarding discrepant understanding of motivations and behaviors of people with disabilities in the workplace (Breen et al., 2023, 79). Resources demonstrate the current accommodations for people with disabilities as well as those that are suitable for people without disabilities (Breen et al., 2023, 80). They also recommend organizations that can continue to provide support and expertise surrounding

relationship building, interview techniques, or sensitive workplace communications. The model will also look into theory as they explain "how attitudes are formed, how they may be affected, and an account of the effects that [individuals without disabilities] attitudes have on the success of PWDs in the workplace" (Breen et al., 2023, 80). If administered, this comprehensive model can help develop companies and organizations to create inclusive and supportive work environments. Creating this diverse workforce can enhance the company's profitability, gain competitive advantage with increased customer loyalty and attract diverse customers, and create an inclusive work culture (Lindsay, 2018). Legislation possesses the capacity to establish and foster sustainable work environments. Therefore, it is essential to introduce these additional programs and accommodations for employers to enhance an inclusive workforce.

As organizations navigate through the START model in a compressed experience, there is a need to measure workplace attitudes to facilitate changes towards people with disabilities. One specific analysis tool is the "Co-Worker Acceptance of Disabled Employees (CADE) Scale" which measures the level of acceptance of disabled employees by co-workers in terms of the degree of social separation/difference that is perceived by those co-workers (Breen et al., 2023, 95). Instead of other limitations within other analysis scales, CADE "addresses this discrepancy between how PWDs are actually represented in the workplace and the categorizations that have been most commonly observed in studies of attitudinal variance" (Breen et al., 2023, 96). This works to capture the nuances of acceptance and inclusion of the co-workers with the disabled employees. This scale examines four categories: Comfort, Ability, Dependence, and Equity. Comfort focuses on assessing the level of discomfort experienced by co-workers while interacting with disabled workers. This is the more emotional and social aspect of the acceptance. Ability analyzes the belief that individuals with disabilities have the competency to

complete their job tasks effectively. Dependence evaluates the degree of belief on how much disabled employees rely on assistance in the workplace. Equity examines the attitudes towards the fairness of accommodations provided to individuals with disabilities. Individuals can use this scale to indicate their level of agreement or disagreement surrounding their attitude about the topic. Organizations can implement the CADE scale through a survey designed to observe changes in attitude towards individuals with disabilities in the workplace. Participants should be employees within an organization, and the survey should be administered by company headers or practitioners.

Another helpful scale involves examining the attitudes of the individuals with disabilities as well as employers specifically. Another tool to utilize attitudes for these social groups is the "Perceived Barriers to Employing Persons with Disabilities (PBED) Scale" (Breen et al., 2023, 107). This analytical survey was designed to assess the obstacles faced when employing individuals with disabilities. It examines four different barriers in order to access the strong agreement or disagreement each social group feels surrounding the distinct aspects. First, transportation and access is recorded to see the perceptions of difficulties with commuting to work or barriers in public transportation. Next, the survey evaluates the workplace environment to understand the inclusivity and accommodation of the organization. Social attitudes focuses on the overall attitude of the presence of an individual with disabilities in the workplace. Lastly, the PBED scale inspects economic factors such as income support programs, availability of vocational training, or financial incentives to hire disabled workers. This tool allows individuals with disabilities to gather their perceptions and experiences and ensures they are heard for the organization or even society. For employers, this survey can help assess the barriers they currently face, as well as their specific attitudes or policies that are in place harming the

disability inclusion. Utilizing both the CADE and PBED scale before and after the START model can ensure that co-workers exhibit actual changes of acceptance and inclusion towards individuals with disabilities.

In conclusion, by employing combinations of tools utilized within the Walgreens program and frameworks like the START model supported by the CADE and PBED scales, we can significantly enhance efforts to increase and improve employment opportunities for individuals with disabilities.

V.   Conclusion of Increased Employment for Individuals with Disabilities

Employing individuals with disabilities is not only ethically important but also a beneficial decision for companies and society overall. Various misconceptions persist in society regarding the attitude for people with disabilities. These attitudes work from the exclamation that individuals with disabilities are less productive, the fear that accommodating employees with disabilities will be costly, or employers' previous stigma surrounding those with disabilities. Data continues to show that "significantly less than half [46.3%] of the working age people with disabilities are employed in the United States" (Schur, 2002, 342). Among those employed, they are more likely to work part time and have lower wages for hourly and annual earnings. These are human beings who deserve the same opportunities as the rest of the population.

Employment is more than a paycheck for these individuals. For individuals with disabilities, employment improves quality of life, increased income and self-confidence, and expands a sense of community (Lindsay, 2018). Studies show employment for those with disabilities raises household income levels significantly more (49%) than those without disabilities (12%) (Schur, 2002, 342). If not for those living with disabilities, hiring disabled individuals is also beneficial for the companies and organizations. Arguments supporting

increased employment of people with disabilities include "low cost of accommodation (workplace adjustment) solutions, describing good or very productive levels, no more than average use of sick time, excellent retention rates, and enhanced corporate images that will accrue within the community" (Breen et al., 2023, 70). By integrating a combination of strategies from the Walgreens program alongside frameworks such as the START model with the CADE and PBED scales, we have a high potential to amplify employment for individuals with disabilities. Through interactions among individuals with disabilities, employers, assistive technology, government/legislation, co-workers, managers, office infrastructure and others, we can establish a cohesive network that successfully integrates individuals with disabilities into the workplace. Implementing all the researched tools and analyzing Actor-Network Theory, we can extend a more inclusive workplace culture for individuals with disabilities and to those without.

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