Technology and Work: Improving Employment Outcomes for People with Disabilities

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Today we will also hear from ...

**Annie-Rose Fondaw**, LaunchCode, Communications Manager

**Jenny Lay-Flurrie**, Microsoft, Senior Director, Trusted Experiences Team (TExT) & Accessibility, Online Safety and Privacy

**Stephen King**, U.S. Department of Defense, Director, Computer/Electronic Accommodations Program (CAP)

**Lane Hartman**, Cisco, HR Manager, MILR ’15

**Arnon Zamir**, Tikkun Olam Makers (TOM), Founding Director

**Reut Baer**, Cornell University student, ILR ’17

**Zach Shulman**, Entrepreneurship at Cornell (E@C), Director
Americans with Disabilities

- Almost 11% of the U.S. working age population
- Significant employment gap (35% vs. 77%)
- Household income disparity ($39,400 compared to $62,000 annually)
- Higher poverty rate (28% vs. 13%)

Technology and Employment Sustainability Initiative

Convenings

2013 Cornell ILR School Employment and Technology Roundtable, April 12, 2013


www.ilr.cornell.edu/institute-for-compensation-studies/insights-research/employment-sustainability-initiative
Tech Sector Areas of Focus Today

1. Tech sector offers opportunities for new skills training
2. Expands employment opportunities
3. Technology also provides tools to facilitate accommodation and integration of previously marginalized workers
4. ILR/Cornell related current activities
Polling Question #1

Approximately how many job openings are available in the U.S. technology sector?

A. 100,000
B. 250,000
C. 500,000
D. 1,000,000
Why Focus on the Tech Sector?

• Total employment in “high-tech” industries is 28 million workers

• Approximately one fifth (19%) of all U.S. workers are employed by these “high-tech” industries

• 4.9% of all employees in these high-tech industries are persons with disabilities, a significantly lower proportion than found in the non-high-tech industries (5.8%)

President Obama’s TechHire Initiative

Currently **545,000** open jobs in the Information Technology Sector (approximately 12% of all unfilled jobs)

President Obama’s TechHire Initiative
Annie-Rose Fondaw
LaunchCode
Communications Manager
St. Louis, MO
Effects of Select Workplace Practices on Effective Hiring of IWDs

Organizations with: Increased likelihood of hiring:

- Internships for IWDs 5.7 times
- Strong senior management commitment 4.8 times
- Explicit organizational goals to recruit/hire IWDs 4.1 times
- Actively recruiting individuals with disabilities 3.2 times
- Including PWD in diversity and inclusion plan 3.2 times
- Relationships with community organizations 2.7 times

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Redmond, WA
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Polling Question #2

Among workers who report requesting an accommodation, what proportion are people with disabilities?

A. 75%
B. 50%
C. 25%
D. 5%
Stephen King
U.S. Department of Defense
Director, Computer/Electronic Accommodations Program (CAP)
Washington, D.C.
Accessibility and Accommodation

Percentage of organizations which implemented each practice or policy

- Has a centralized accommodations fund (i.e., company-wide fund for accommodations): 19%
- Regularly reviews the accessibility of its on-line application system to people w/ visual, hearing, finger dexterity & cognitive impairments: 27%
- Evaluates pre-employment occupational screenings to ensure they are unbiased: 38%
- Provides advance notice to job applicants that reasonable accommodations are provided during the job application process: 39%
- Has a formal (i.e., written, documented) decision-making process for the case-by-case provision of accommodations: 44%
- Has an established grievance procedure to address reasonable accommodation issues: 66%
- Allows an employee to exceed the maximum duration of medical leave as an accommodation: 71%
- Has a designated office or person to address accommodation questions: 74%

‘BrainPort V100’ Helps Blind People See Through Their Tongue

Google Glass has a ton of potential to transform lives for people with disabilities... voice-activated technology, the potential for speech-to-text, face recognition – all of which can help people with a variety of disabilities.

Prosthetic arm "translates signals from ... muscles to perform complex tasks"
Polling Question #2

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A. 75%
B. 50%
C. 25%
D. 5%
Who is requesting accommodations?

• 12.7% of employed PWD have requested accommodations
• 8.6% of employed people WITHOUT disabilities have requested accommodation
• Requests from PWD account for only 5 percent of all accommodation requests
• 11.8 million individuals without disabilities requested accommodations compared to 0.6 million with disabilities.

Who is Requesting Accommodations?

Number (in thousands) and Percentage of Workers With and Without Disabilities among Workers Who Requested Accommodation

Q & A
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Q & A
THANK YOU FOR JOINING US

The next ILR Online Program will be on 11/10/15, where Dean Kevin Hallock and Professor Ron Ehrenberg will discuss fiscal issues in higher education.
• HRCI and CRC Credits are available.
  – For your CRC credit, you will need to complete the evaluation after the event to receive credit and email Katie Steigerwalt – kms342@cornell.edu to receive your certificate.