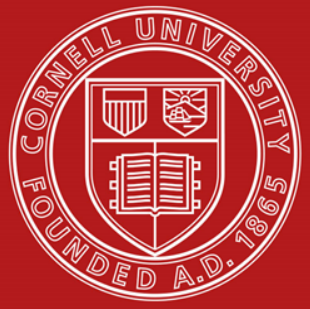

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Technology and Work: Improving Employment Outcomes for People with Disabilities

Linda Barrington
Associate Dean for Outreach and Sponsored Research
Director, Institute for Compensation Studies
ILR School
Susanne M. Bruyère, Director
K. Lisa Yang and Hock E. Tan Institute on Employment and Disability
Professor of Disability Studies
ILR School

The contents of this presentation were developed under a grant to Cornell University for ***The Rehabilitation Research and Training Center on Employer Practices Related to Employment Outcomes Among Individuals with Disabilities at Cornell University*** from the National Institute on Disability, Independent Living, and Rehabilitation Research, Administration for Community Living, U.S. Department of Health and Human Services (NIDILRR grant number 90RT5010). NIDILRR is a Center within the Administration for Community Living (ACL), Department of Health and Human Services (HHS). The contents of this presentation do not necessarily represent the policy of NIDILRR, ACL, HHS, and you should not assume endorsement by the Federal Government.

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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%)

Source: Erickson, W. Lee, C., & von Schrader, S. (2014). 2013 Disability Status Report: United States. Ithaca, NY: Cornell University Employment and Disability Institute (EDI).; see www.disabilitystatistics.org

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INSTITUTE FOR COMPENSATION STUDIES / INSIGHTS & RESEARCH / TECHNOLOGY AND EMPLOYMENT SUSTAINABILITY INITIATIVE

Technology and Employment Sustainability Initiative

Convenings

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

2014 Cross Atlantic Roundtable on Information Technologies and Labour Market Disruptions, March 20-21, 2014

www.ilr.cornell.edu/institute-for-compensation-studies/insights-research/employment-sustainability-initiative

Featured Videos and News Stories

VIDEO / EMPLOYMENT SUSTAINABILITY

Roundtable Thoughts and Insights

VIDEO / EMPLOYMENT SUSTAINABILITY

Technology's Impact on the World of Work

VIDEO / EMPLOYMENT SUSTAINABILITY

Importance of Cross-Sector Dialogue

NEWS / FACULTY

New American Dream

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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

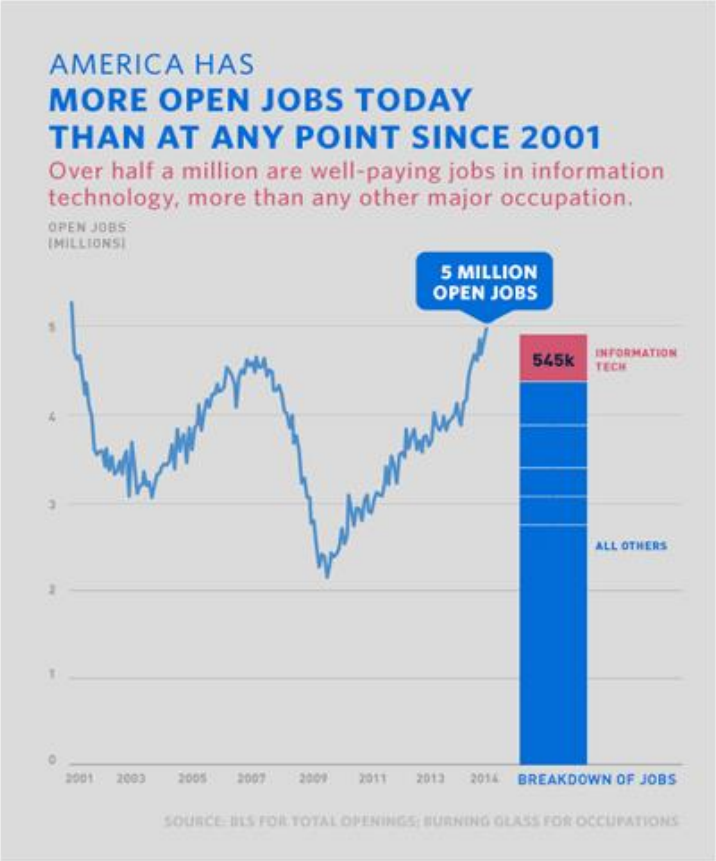
https://www.whitehouse.gov/the-press-office/2015/03/09/fact-sheet-president-obama-launches-new-techhire-initiative

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%)

Calculations by: W. Erickson, October 2015, using ACS PUMS Data. See www.disabilitystatistics.org for further information.
Source: Workforce Information Council. (2014*). Exploring the high tech industry*. Report of the Workforce Information Council High-Technology Taxonomy Study Group. Retrieved from the Idaho Department of Labor website at: https://labor.idaho.gov/publications/Exploring_High-Tech_Industry.pdf

President Obama's TechHire Initiative



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

https://www.whitehouse.gov/the-press-office/2015/03/09/fact-sheet-president-obama-launches-new-techhire-initiative

President Obama's TechHire Initiative

https://www.whitehouse.gov/issues/technology/techhire

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Annie-Rose Fondaw

LaunchCode

Communications Manager

St. Louis, MO

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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

Erickson, W., von Schrader, S., Bruyère, S., VanLooy, S., & Matteson, D. (2014). Disability-inclusive employer practices and hiring of individuals with disabilities. *Journal of Rehabilitation Research, Policy and Education, 28*(4), 309–327. doi:10.1891/2168-6653.28.4.309.

Tech Sector - Areas of Focus Today

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Jenny Lay-Flurrie

Microsoft

Senior Director, Trusted Experiences Team (TExT) and Accessibility, Online Safety and Privacy

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%

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Stephen King

U.S. Department of Defense

Director, Computer/Electronic Accommodations Program (CAP)

Washington, D.C.

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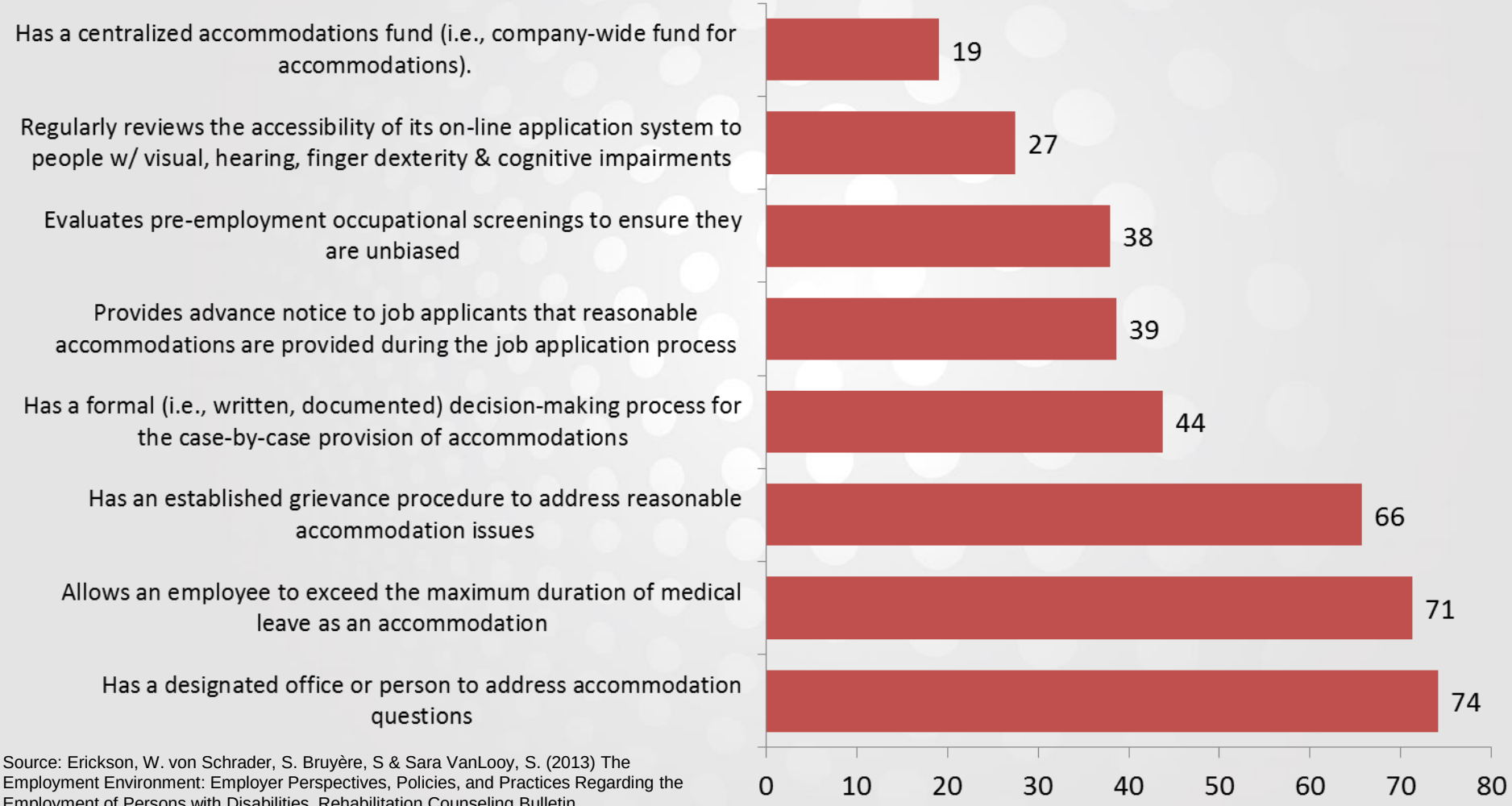
Accessibility and Accommodation

Percentage of organizations which implemented each practice or policy



Source: Erickson, W. von Schrader, S. Bruyère, S & Sara VanLooy, S. (2013) The Employment Environment: Employer Perspectives, Policies, and Practices Regarding the Employment of Persons with Disabilities. Rehabilitation Counseling Bulletin
http://rcb.sagepub.com/content/early/2013/11/14/0034355213509841.full.pdf

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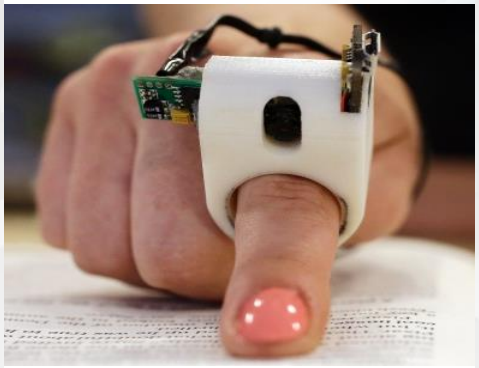
SCALEVO

'BrainPort V100' Helps Blind People See Through Their Tongue

CBCnews | Technology & Science



FingerReader reads to blind in real time

Stair-Climbing Wheelchair

U.S.News & WORLD REPORT

"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."

TIME Health

Prosthetic arm "translates signals from …muscles to perform complex tasks"

Polling Question #2

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

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.

Source: von Schrader, S., Xu, X., & Bruyère, S. M. (2014). Accommodation Requests : Who is Asking for What ? *Rehabilitation Research, Policy, and Education*, *28*(4), 329–344. doi:10.1891/2168-6653.28.4.329.

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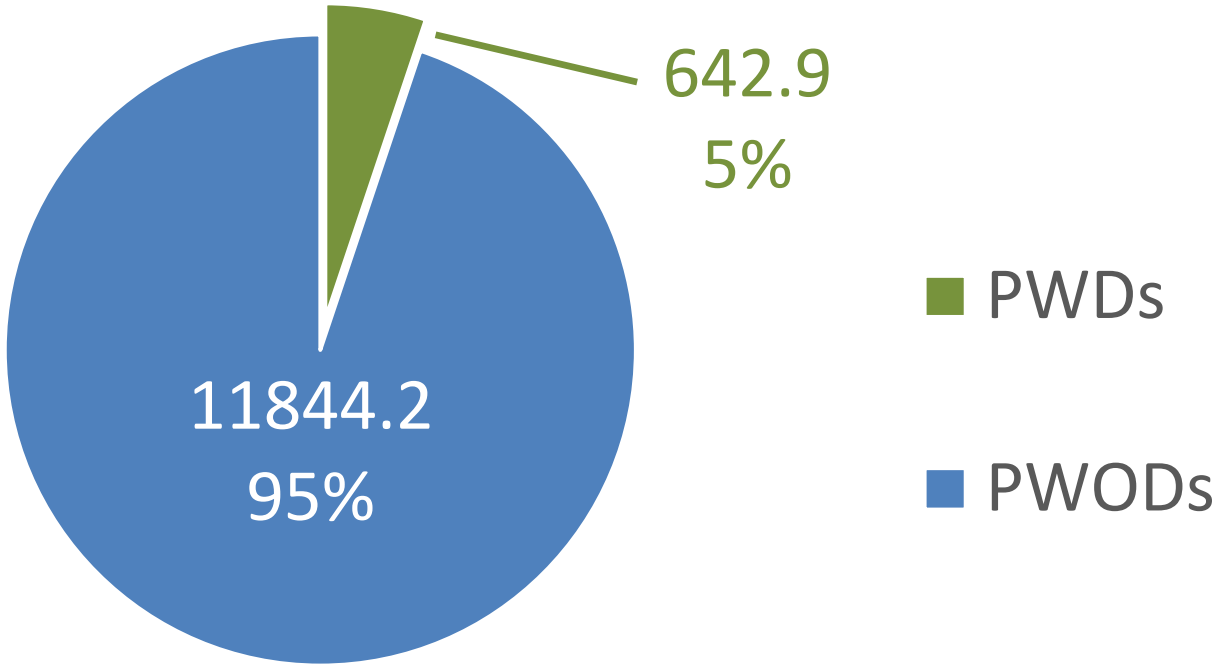
Who is Requesting Accommodations?

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



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Q & A

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Reut Baer
Cornell University Student, ILR '17

Zach Schulman
Director, Entrepreneurship at Cornell (E@C)

Q & A

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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

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- 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.