

Employer Perspectives on Barriers and Facilitators of Job Retention for Employees with Physical Disabilities

Tri Pham, BA¹; Pamela M. Capraro, MS²; Deborah A. Crown, MS²; Edeth Engel, BS²; Robert Trierweiler, MS²; Angelika Kudla, BS²; Nnaemezie Ezeife, BS²; Jasin Wong, PhD²; Patrick Semik, BA²; Allen Heinemann, PhD²

¹University of Texas Southwestern Medical Center, Dallas, TX; ²Shirley Ryan AbilityLab Center for Rehabilitation Outcomes Research, Chicago, IL



Background

- Job retention is integral for people with disabilities.
- We assessed barriers and facilitators to job retention by exploring employer perspectives.

Design

- We developed and pilot-tested a survey by recruiting employers who collaborated with return-to-work efforts of patients at a rehabilitation hospital's Vocational Rehabilitation Department

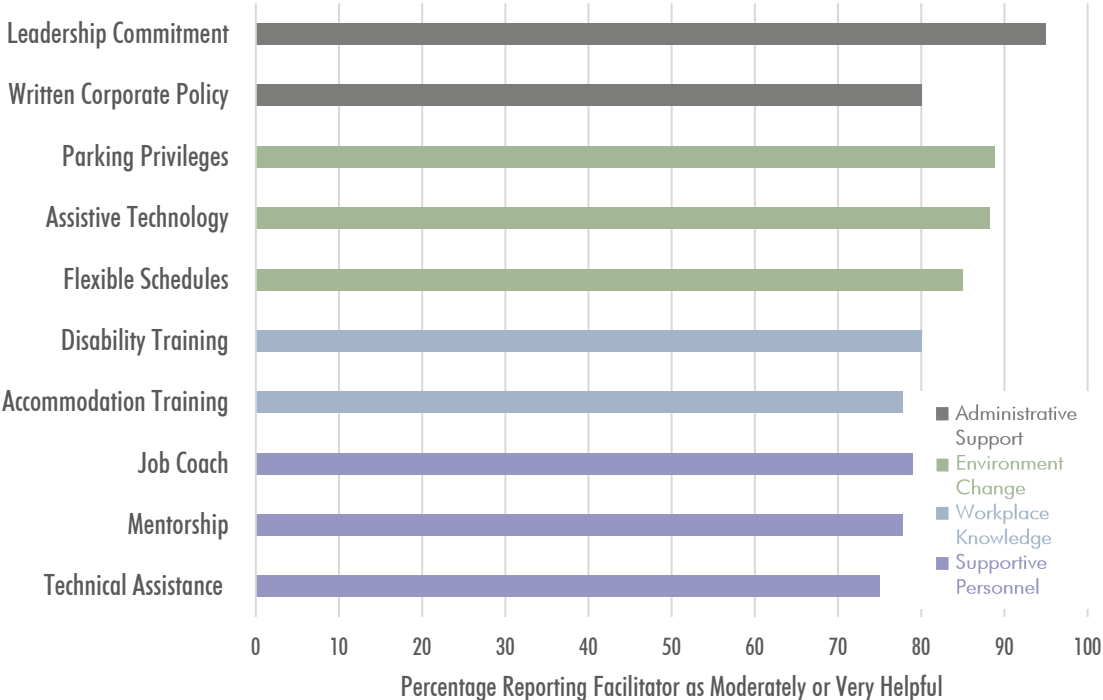
Results

- Twenty employers completed the survey (response rate of 28%).
- Facilitators and barriers are shown in figures below.
- Most respondents would be willing to provide job accommodations.
- Accommodations that incur company expenses were less likely to be implemented.

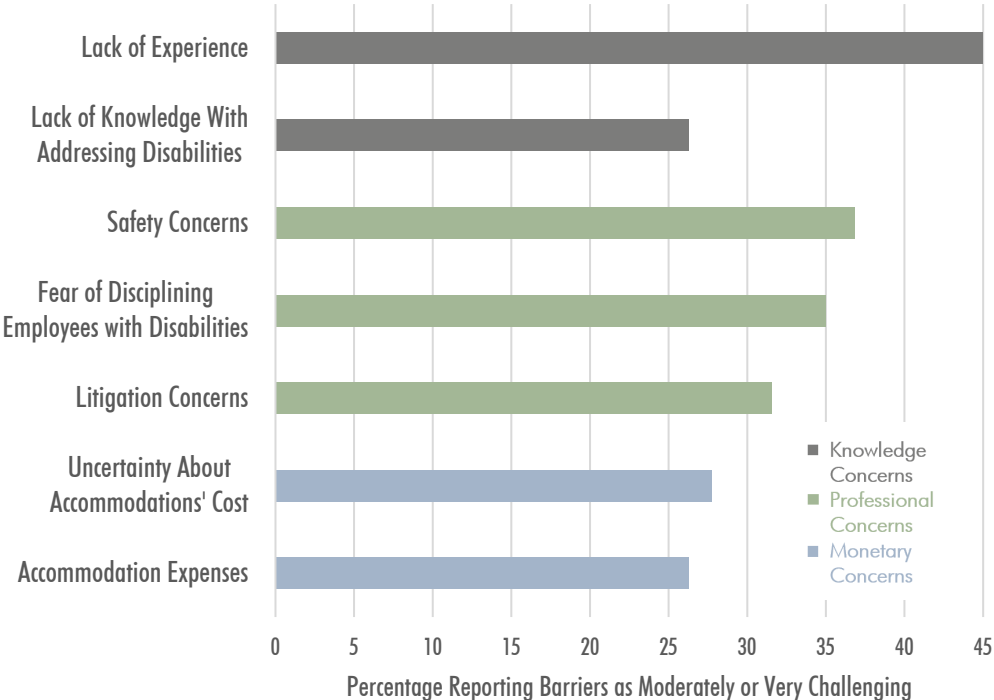
Conclusions

- While there are administrative challenges in job retention for people with disabilities, our results suggest **increased receptiveness** of employers to implement changes **if provided adequate resources and knowledge**.
- **Increasing employer education** on job accommodations may help **promote** widespread **acceptance** and **retention** of employees with disabilities.

Facilitators of Job Retention



Barriers to Job Retention



Scan for full abstract and additional figures