HIRING MANAGERS SURVEY

METHODOLOGY

Online survey of Hiring Managers in the US *n=400* Fielded May 24 – June 1, 2018 Vendor: ResearchNow SSI

A previous survey was done in 2012 of Hiring Managers (n=400)



2018 AUDIENCE



NB

2018 DEMOGRAPHICS





2018 KEY FINDINGS

1 Most be

Most believe that an employee who is blind will cost more compared to another employee, including other disabilities

2

Close to half believe there are few jobs employees who are blind can do, with customer service being perceived as the best fit

<u>3</u>

A majority believe that drive and motivation for success is higher among employees who are blind

4

A fourth of employers are still unlikely to hire a candidate who is blind

5

While there is some familiarity with assistive technology, many are still concerned about the affordability and burden on management



Retaining skilled labor is a top priority for most.

Please indicate how important each of the following issues are for your company.

Important (NET) Not important (NET) Don't know 85% Retaining skilled labor 14% 2% 80% Retaining highly qualified executives 18% and senior managers 2% 79% Availability of a large pool of 19% qualified candidates for positions 2% 76% Recruiting, training and retaining 12% young employees 2% 73% Recruiting, training and retaining 24% minorities 3% 65% Recruiting, training and retaining 10% employees with disabilities 5%



A majority of companies help managers/ employees learn to work with people with disabilities.

Does your company offer an information or education program to help managers and employees learn to work with people with disabilities, or not?





People think employees who are blind will cost more compared to employees who are paraplegic or deaf.

Please indicate how expensive you believe the employment costs of the following employees would be compared to an employee who does not have a disability.





Nearly half believe there are few jobs that employees who are blind could do and accommodation is expensive.

Does your company offer an information or education program to help managers and employees learn to work with people with disabilities, or not? *(Top 7 Responses)*





Customer service roles are perceived as the best fit for employees who are blind.

Thinking about the types of jobs that are available in your organization, regardless of title, which of the following jobs do you find most fitting for employees who are blind?





A fourth of employers are less likely to hire a candidate who is blind.

Based on your experience, how likely is it that you will consider hiring any of the following candidates in the next 24 months for an open position if they are otherwise qualified for employment?



A candidate who is blind

A candidate who is deaf



The majority believe their organization can accommodate an employee who is blind.

Do you believe that your company/offices can adequately accommodate an employee who is blind or visually impaired in the workplace?





Nearly four in 10 are unfamiliar with assistive technology.

How familiar are you with any assistive technology that can help an employee who is blind or visually impaired in the workplace?





While employers believe assistive technology is effective and beneficial, they are also likely to believe it is not affordable and there is concern of the possible burden on management.

Please indicate how strongly you agree or disagree with the following statements about assistive technology in the workplace.





2018 DATA CUT BY COMPANY SIZE & HAVING A COWORKER WHO IS BLIND Larger companies are more likely to help managers /employees learn to work with people with disabilities.

Does your company offer an information or education program to help managers and employees learn to work with people with disabilities, or not?



39%

29%

46%

No, does not have program





YoY ANALYSIS 2012-2018

ECONOMIC LANDSCAPE

8.2% National Unemployment Rate

2012

3.8% National Unemployment Rate

2018

17.9%

Employment Rate For Those With Disabilities 17.9%

Employment Rate For Those With Disabilities



YOY COMPARISON KEY FINDINGS

As the workforce continues to diversify, recruiting and training those with disabilities has become more important

2

Compared to 2012, more employers believe it would cost MORE to employ someone with disabilities, especially candidates who are blind

<u>3</u>

The misconception that there are few jobs that employees who are blind can do, has become less prevalent

4

The likelihood of an employer hiring an employee who is blind has remained consistent



Recruiting and training employees with disabilities has become more important in 2018 (+12).

Please indicate how important each of the following issues are for your company.





More companies have programs to help managers or employees learn to work with people with disabilities.

Does your company offer an information or education program to help managers and employees learn to work with people with disabilities, or not?



No, does not have program







People think employees with disabilities cost MORE compared to 2012.

Please indicate how expensive you believe the employment costs of the following employees would be compared to an employee who does not have a disability.

More Expensive 2018 More Expensive 2012

63%

52%

66%



An employee who is blind

An employee who is deaf

An employee who is paraplegic





Employers are more likely to believe there are more jobs that employees who are blind can do.

Does your company offer an information or education program to help managers and employees learn to work with people with disabilities, or not? (*Top 7 Responses*)

47% There are few jobs in our company that employees who are blind could do 53% 44% Employees who are blind are more courageous than other employees 44% 42% Considerable expenses is necessary to accommodate workers who are blind 44% 2018 Agree (NET) 2012 Agree (NET) 41% Employees who are blind should be placed in positions where they will not fail 33% 41% Employees who are blind need someone to help them on the job 42% 37% Employees who are blind are admired more than other employees 39% The Americans with Disabilities Act 36% makes it difficult for an employer to fire 37% an employee who is blind



Likelihood of employers hiring an employee who is blind has remained consistent.

Based on your experience, how likely is it that you will consider hiring any of the following candidates in the next 24 months for an open position if they are otherwise qualified for employment?

2018 Likely (NET) 2012 Likely (NET) **62%** 60% **60%** 58% 58% 57% A candidate who is deaf A candidate who is blind A candidate who is paraplegic



APPENDIX

2012 METHODOLOGY

CATI (Telephone) survey of Hiring Managers in the US *n=400* Fielded November 12-29, 2012 Vendor: Repass & Partners



2012 AUDIENCE



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2012 DEMOGRAPHICS



