



HIRING MANAGERS SURVEY

METHODOLOGY

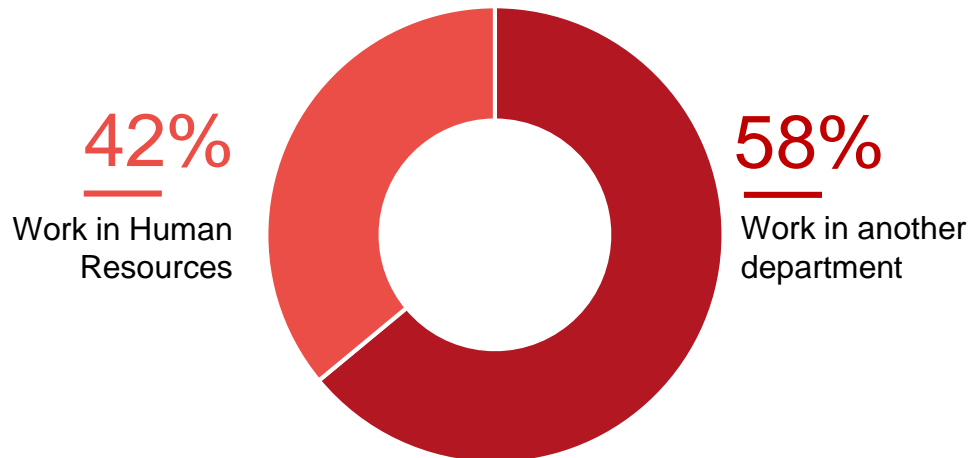
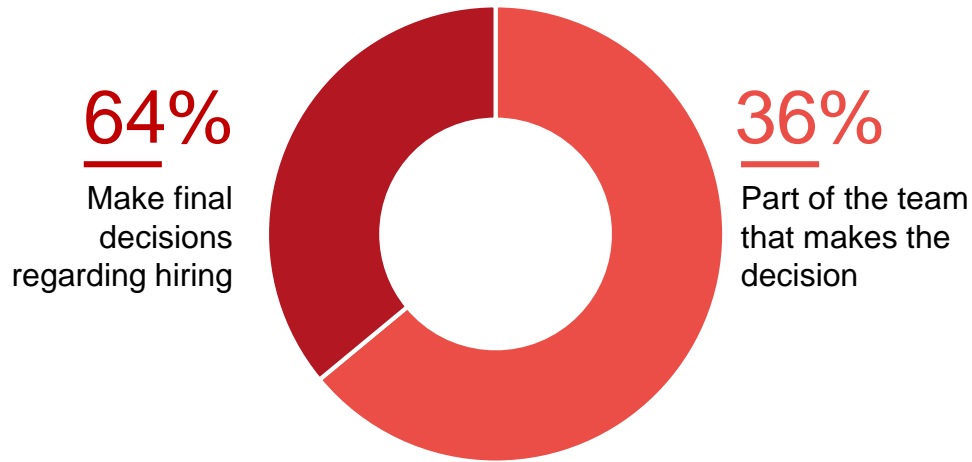
Online survey of Hiring Managers in the US
n=400

Fielded May 24 – June 1, 2018

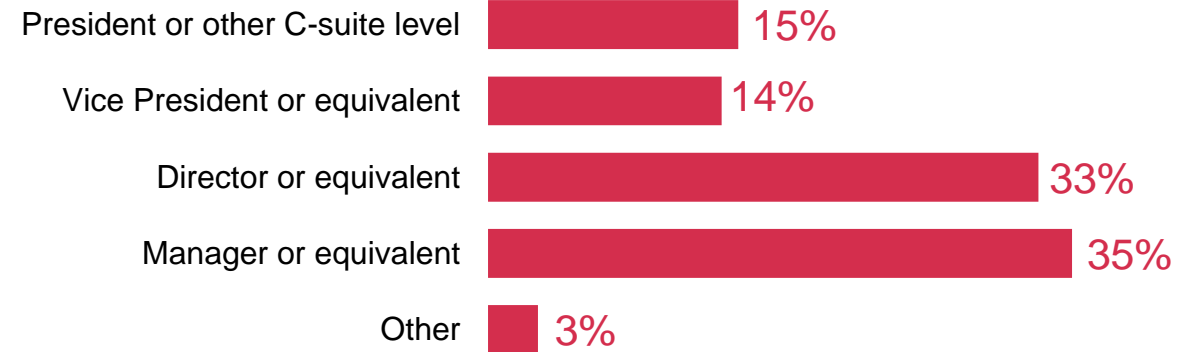
Vendor: ResearchNow SSI

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

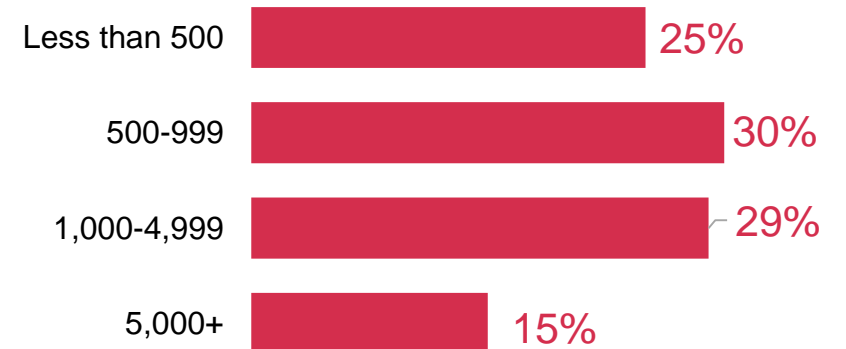
2018 AUDIENCE



Job Title

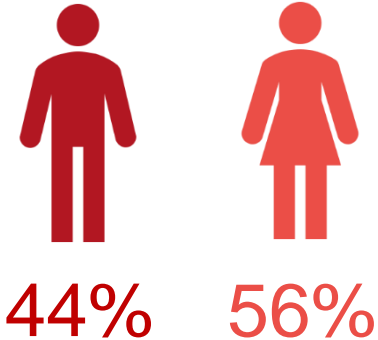


Total Employees

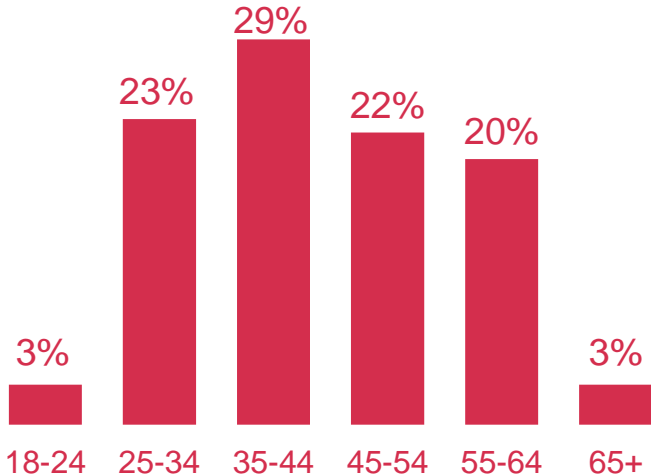


2018 DEMOGRAPHICS

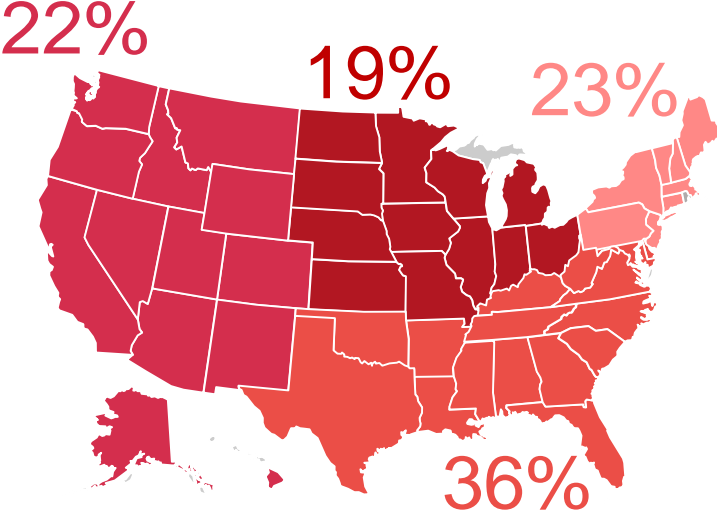
Gender



Age



Location



2018 KEY FINDINGS

1

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

3

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

4

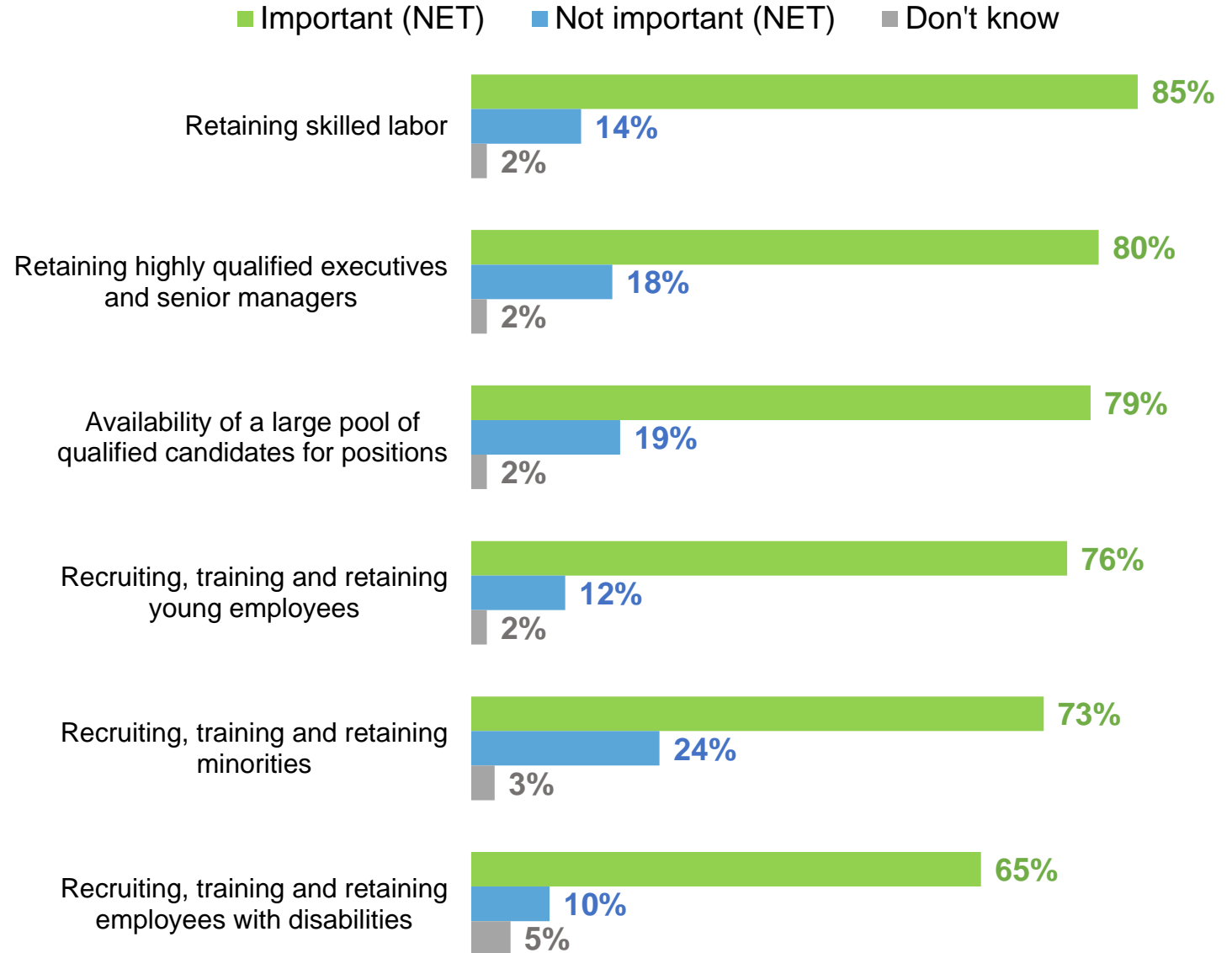
A fourth of employers are still unlikely to hire a candidate who is blind

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.



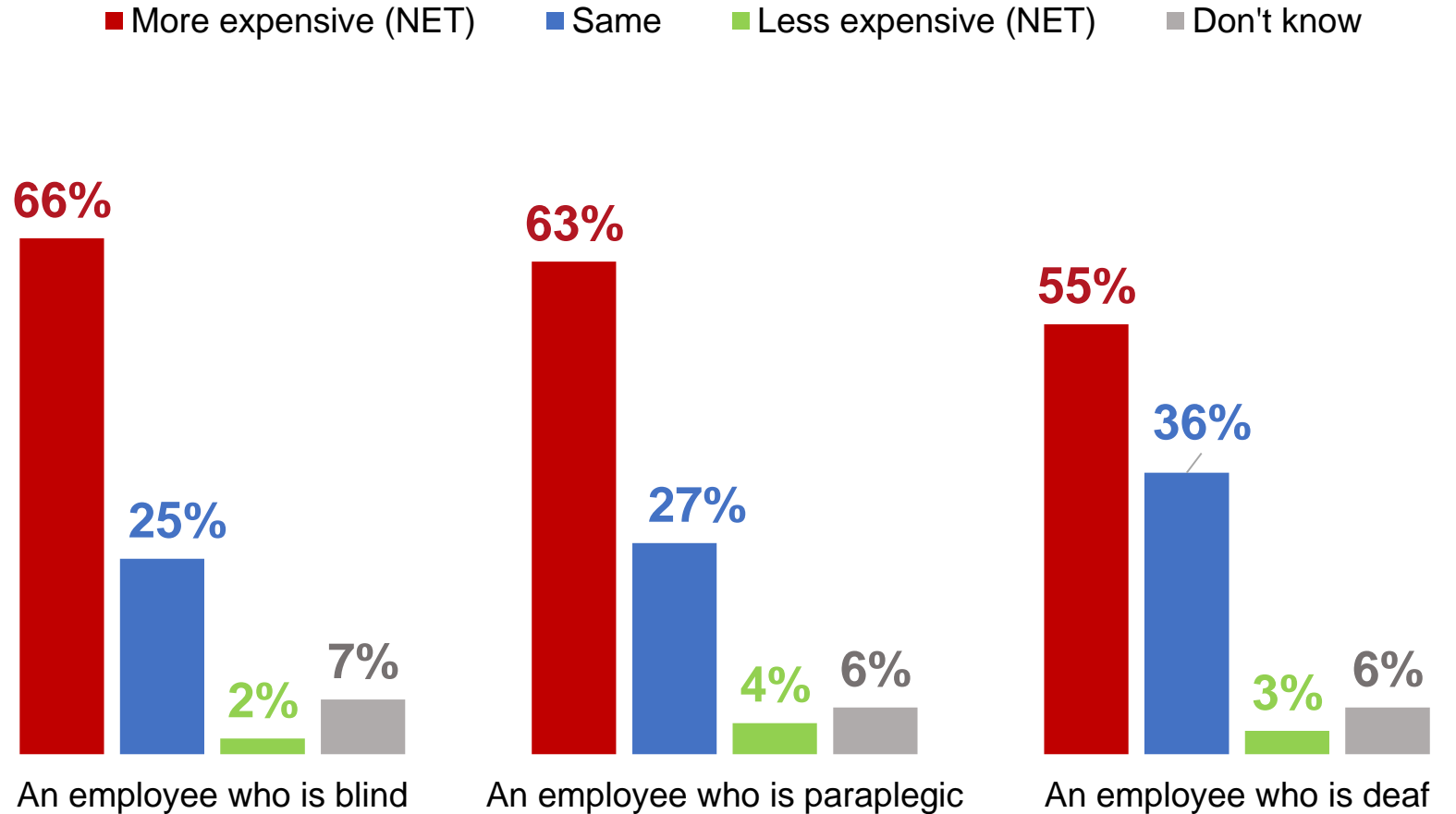
A majority of companies help managers/employees learn to work with people with disabilities.

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



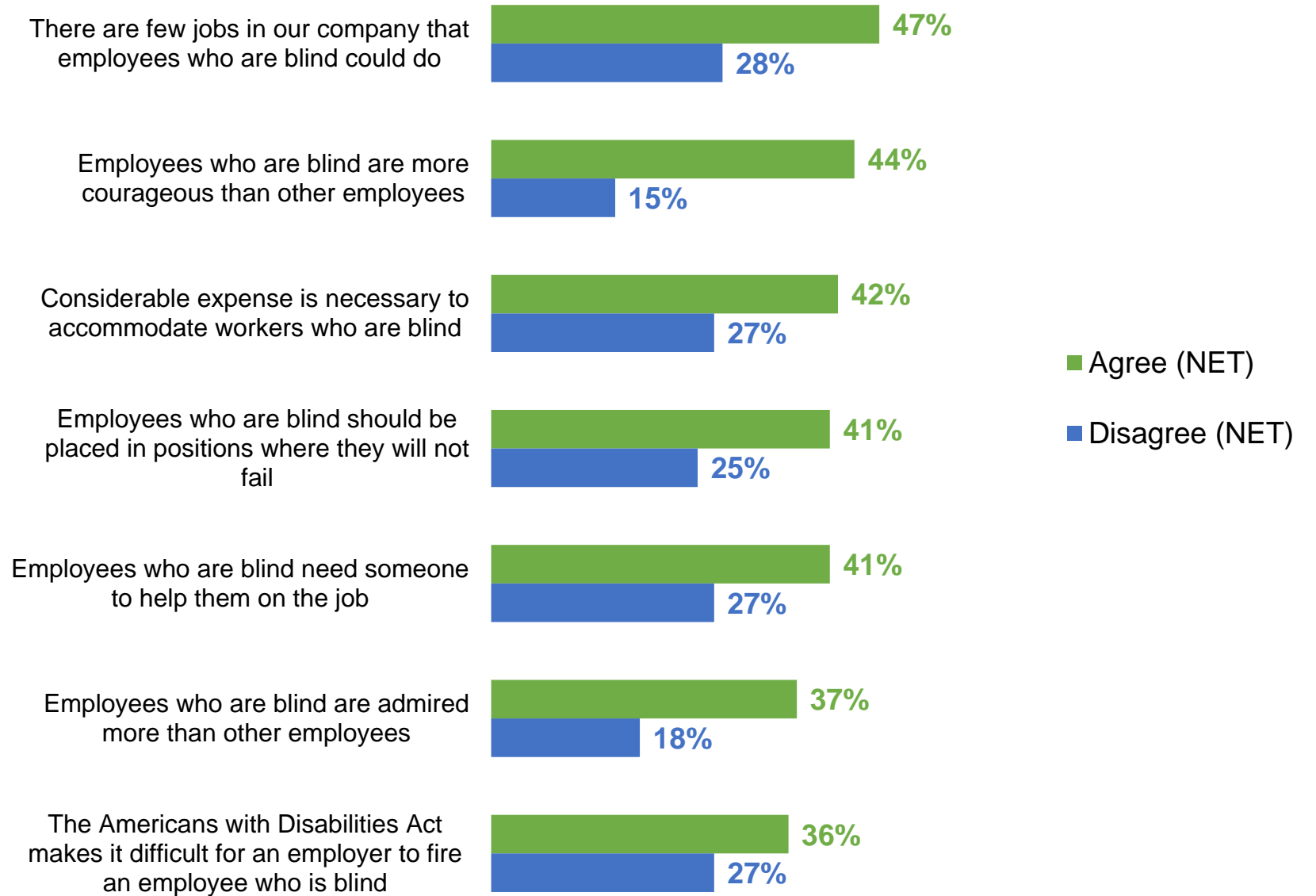
People think employees who are blind will cost more compared to employees who are paraplegic or deaf.

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)



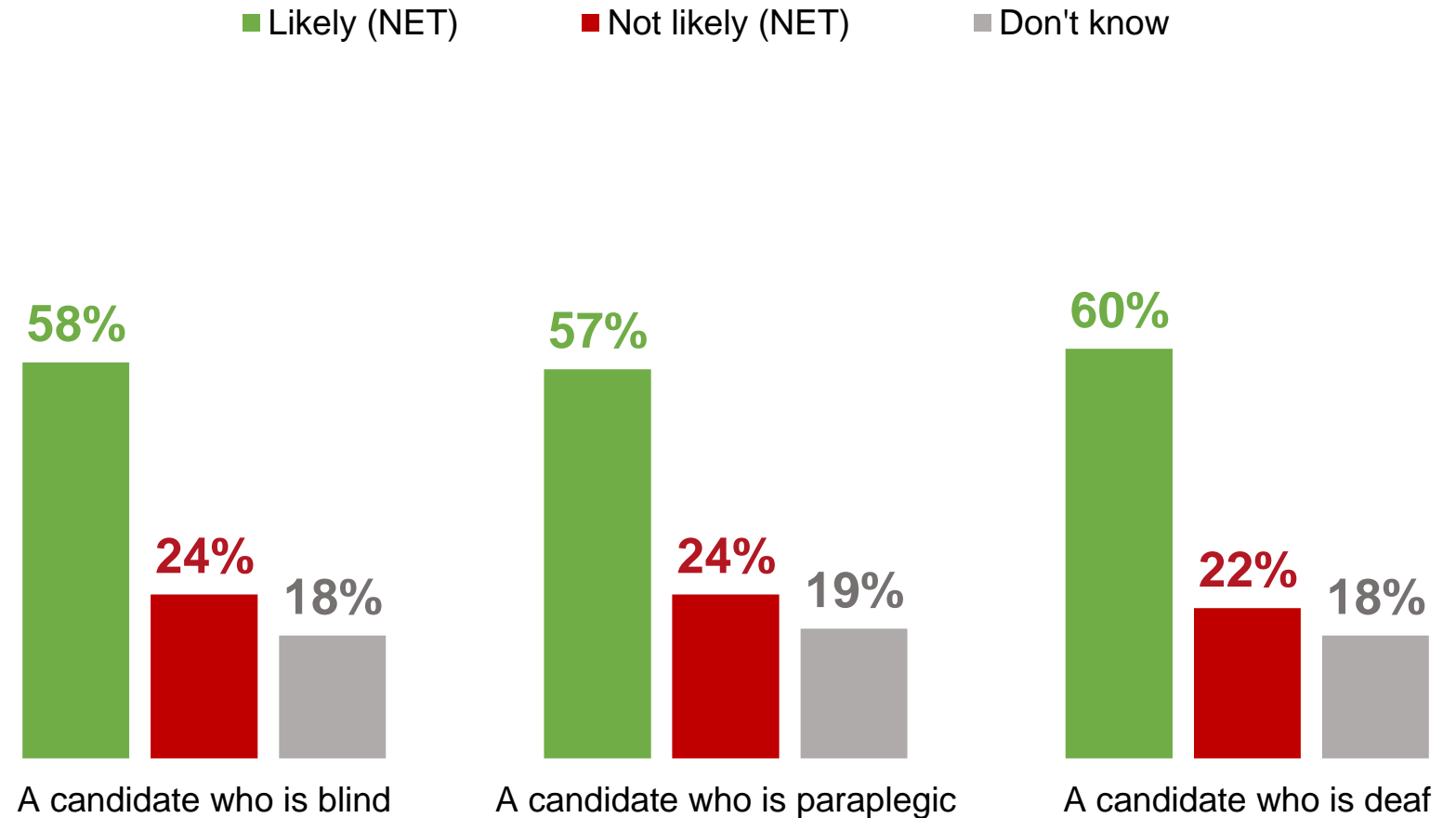
Customer service roles are perceived as the best fit for employees who are blind.

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?



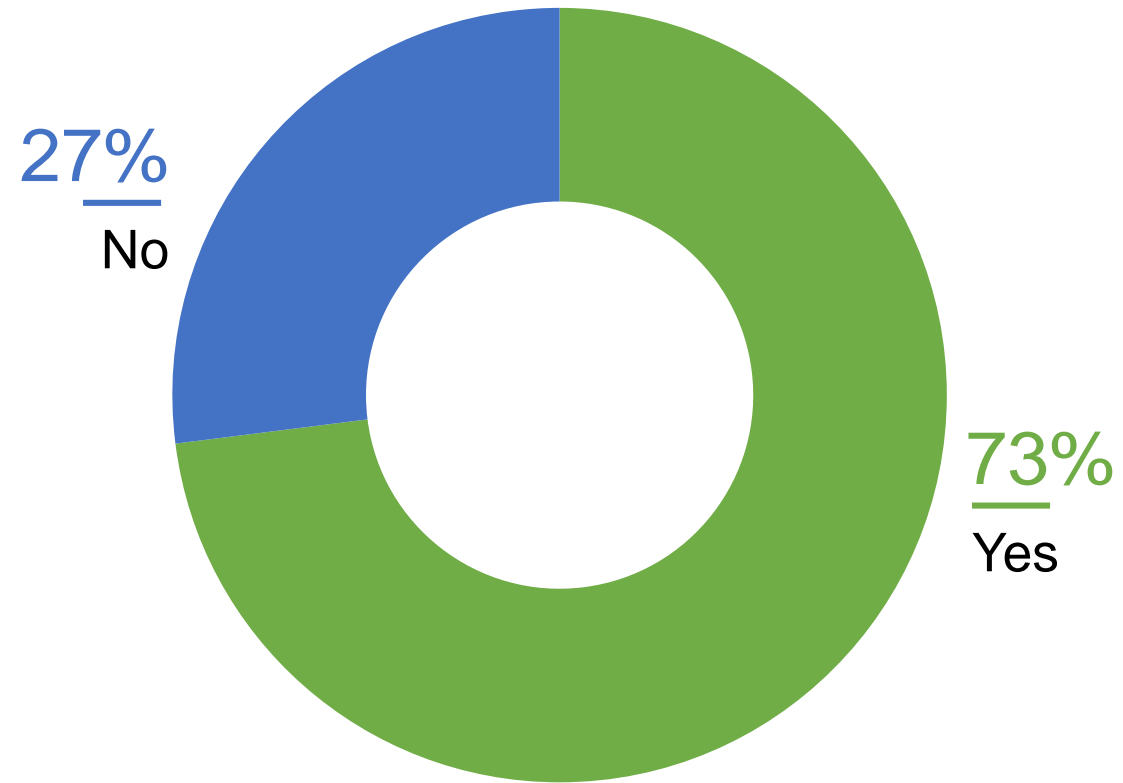
A fourth of employers are less likely to hire a candidate who is blind.

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?



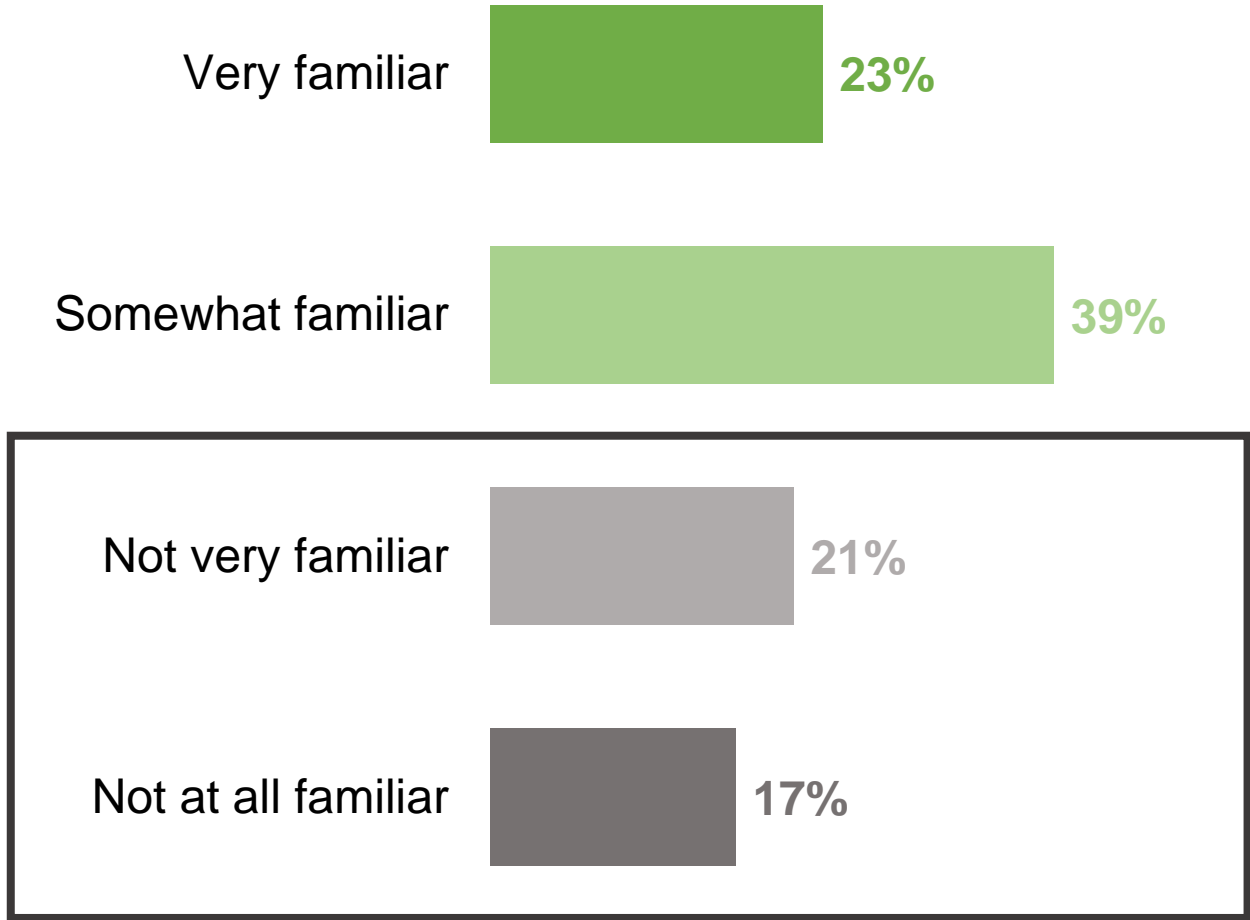
The majority believe their organization can accommodate an employee who is blind.

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



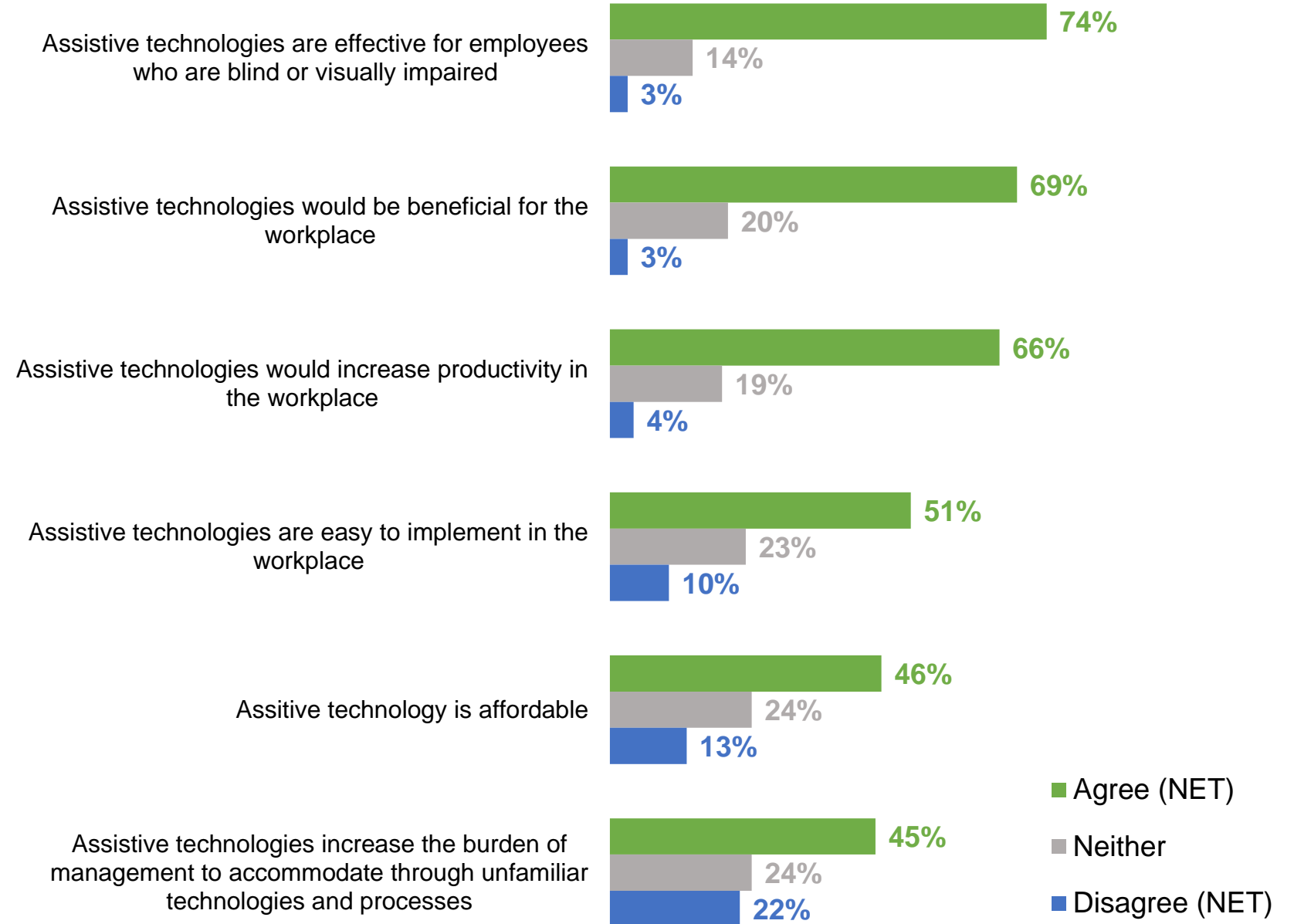
Nearly four in 10 are unfamiliar with assistive technology.

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.

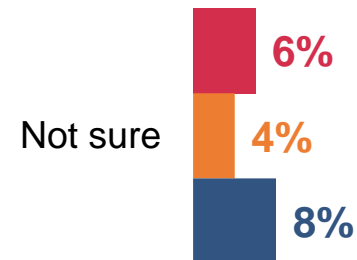
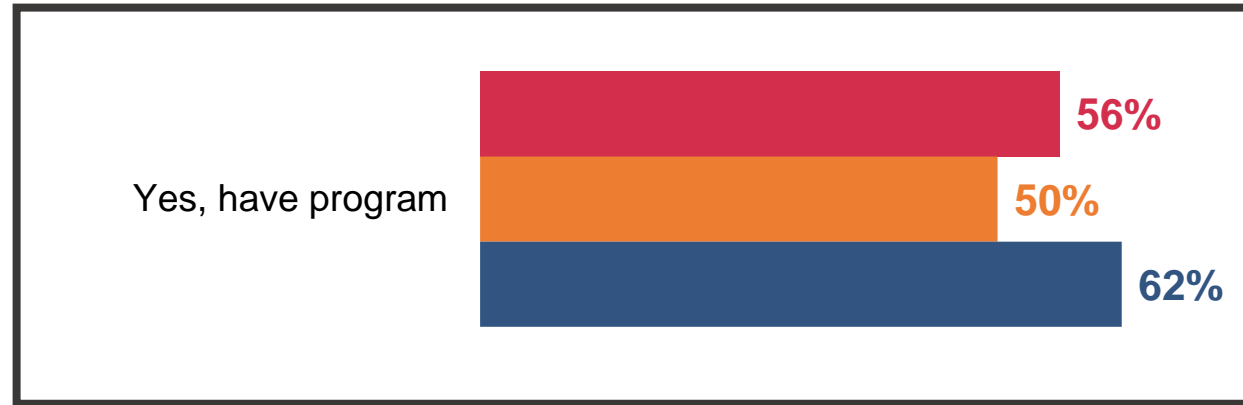
Please indicate how strongly you agree or disagree with the following statements about assistive technology in the workplace.



**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?



- Total
- <1000
- 1000+

YoY ANALYSIS

2012-2018

ECONOMIC LANDSCAPE

2012

8.2%

National Unemployment Rate

17.9%

Employment Rate
For Those With Disabilities

2018

3.8%

National Unemployment Rate

17.9%

Employment Rate
For Those With Disabilities

YOY COMPARISON KEY FINDINGS

1

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

3

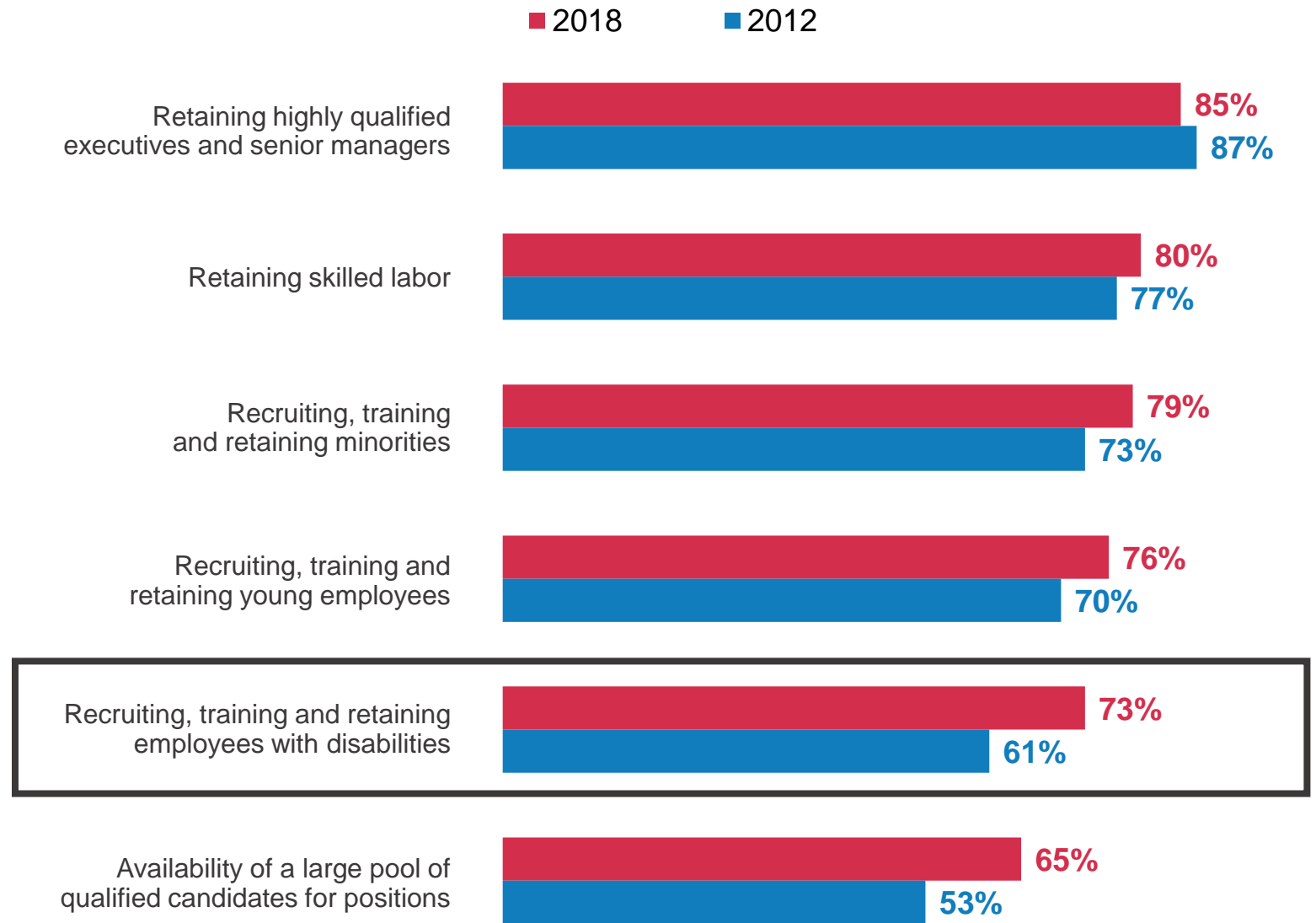
The misconception that there are few jobs that employees who are blind can do, has become less prevalent

4

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

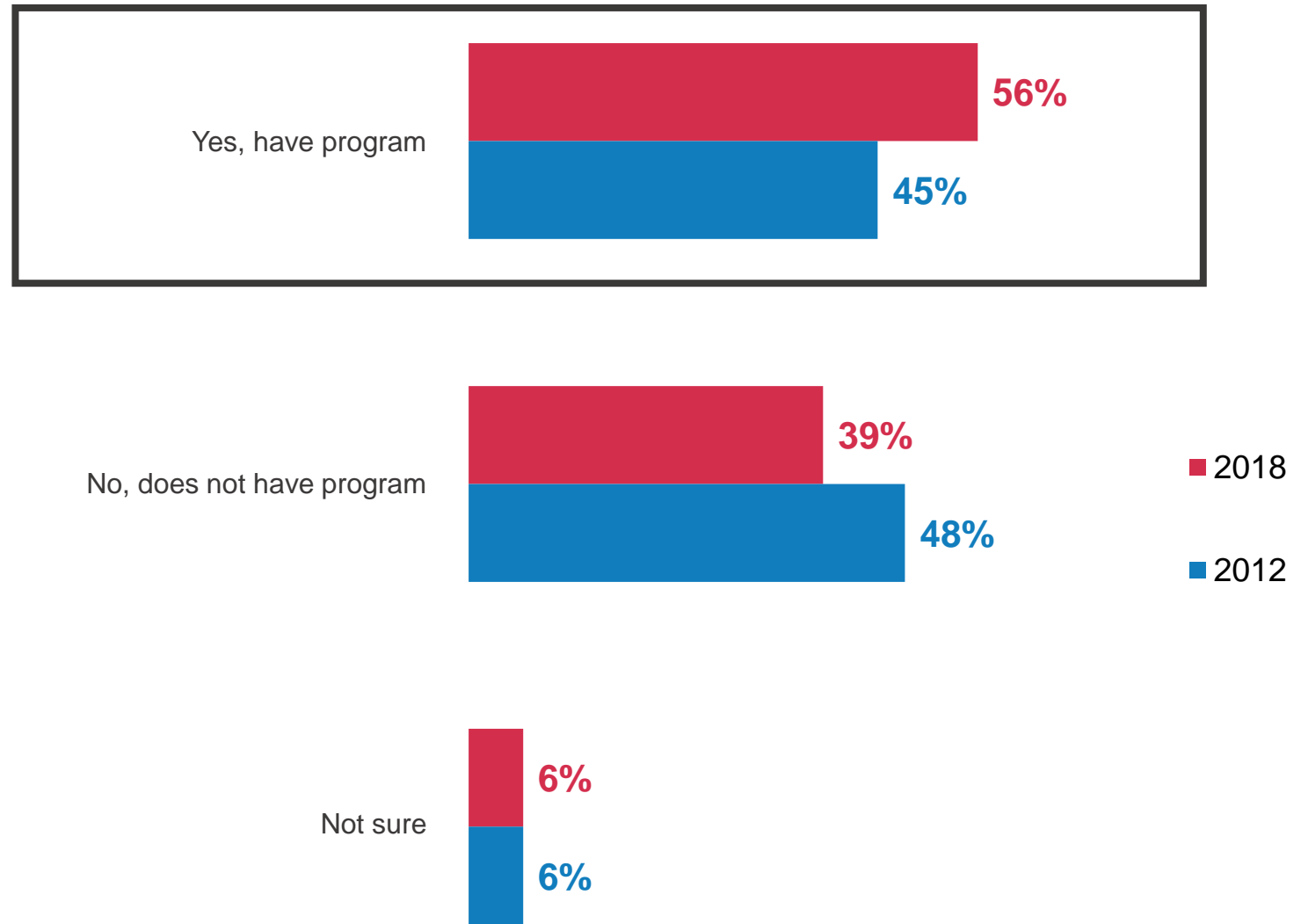
Recruiting and training employees with disabilities has become more important in 2018 (+12).

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



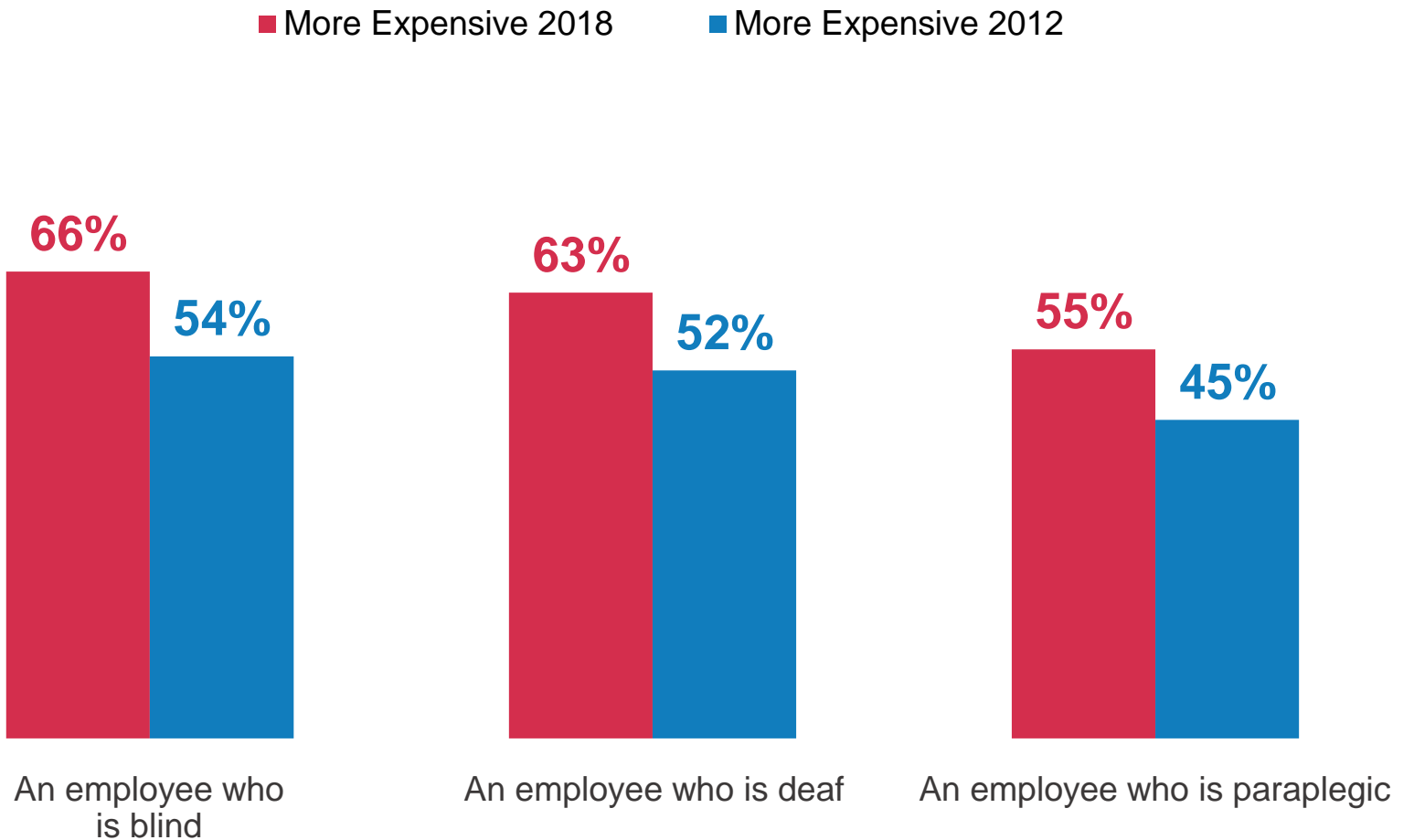
More companies have programs to help managers or employees learn to work with people with disabilities.

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



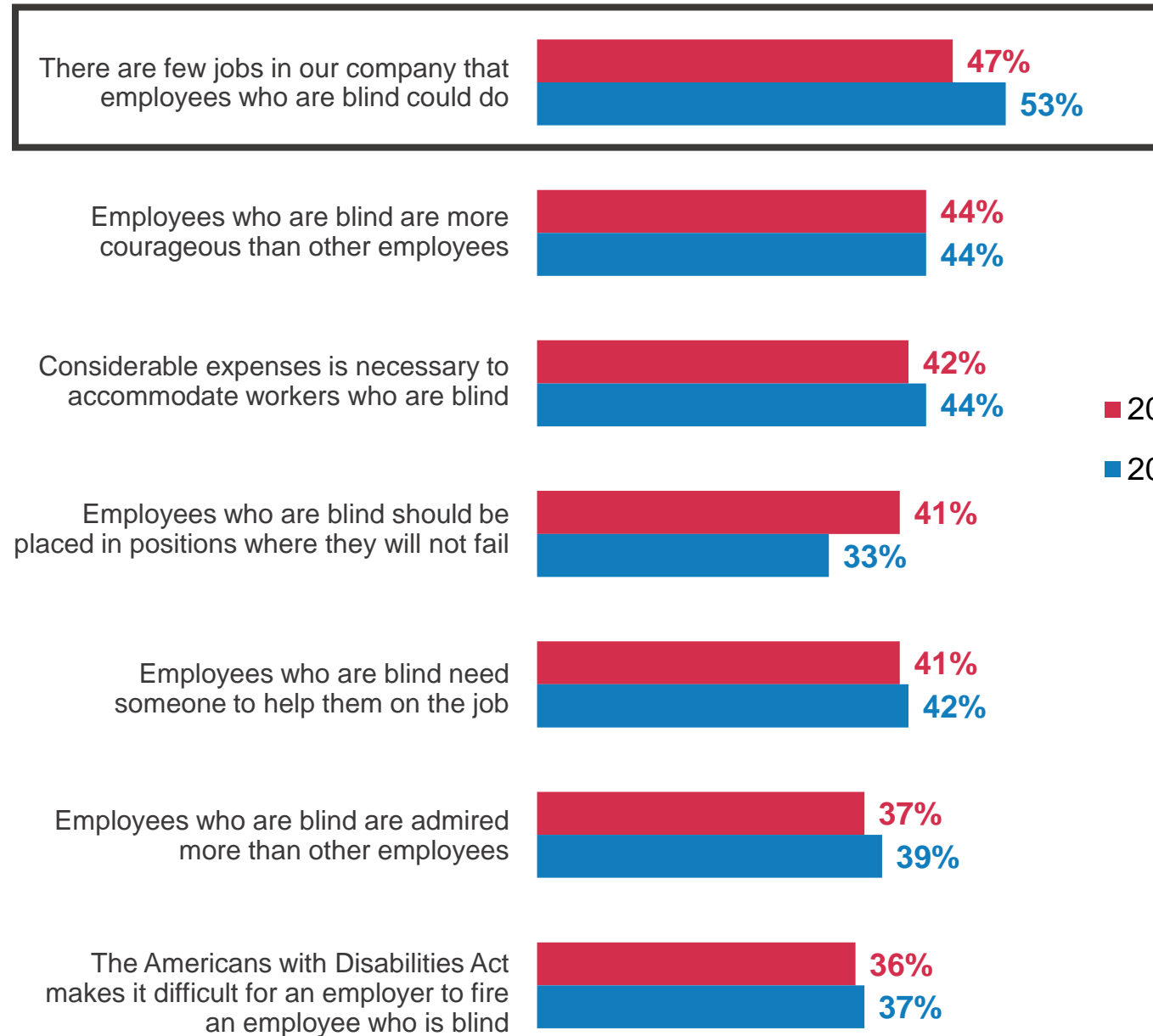
People think employees with disabilities cost MORE compared to 2012.

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.



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

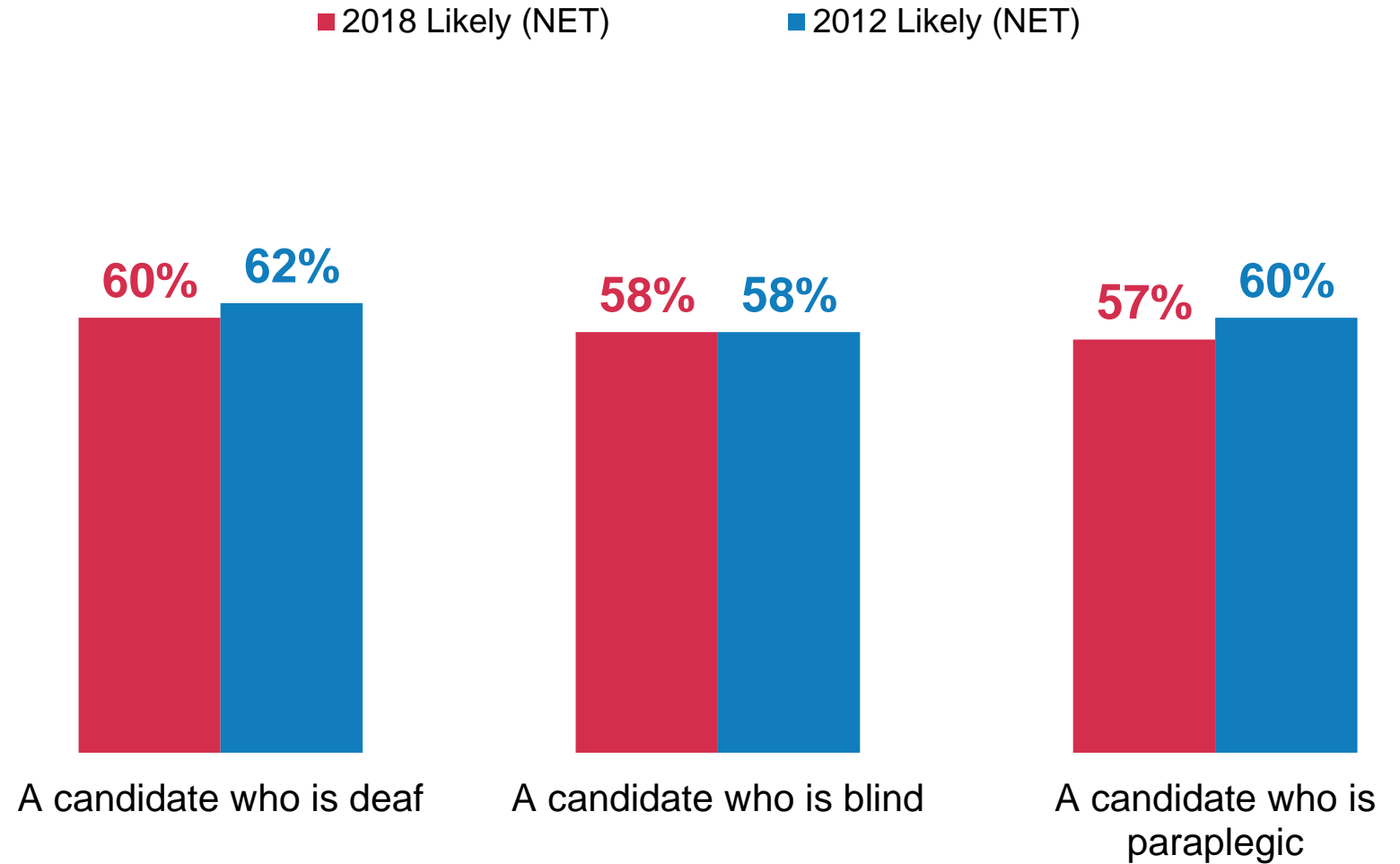
Does your company offer an information or education program to help managers and employees learn to work with people with disabilities, or not?
(Top 7 Responses)



■ 2018 Agree (NET)
■ 2012 Agree (NET)

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?



APPENDIX

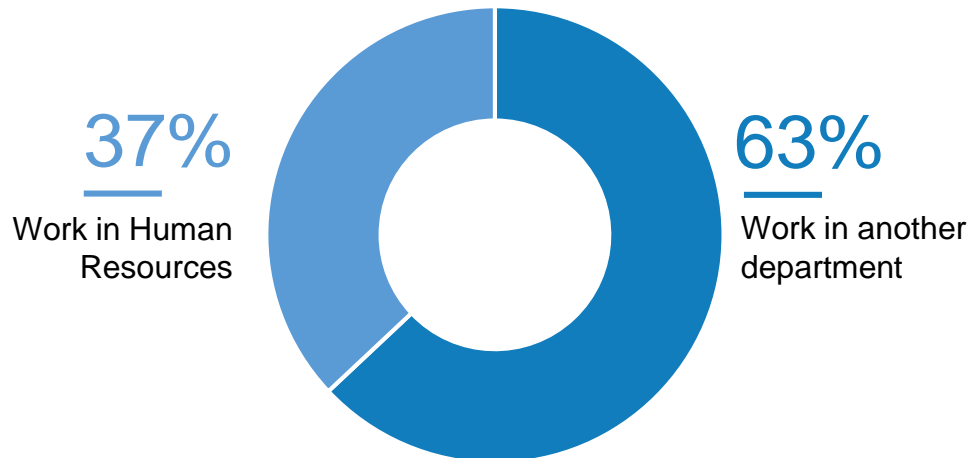
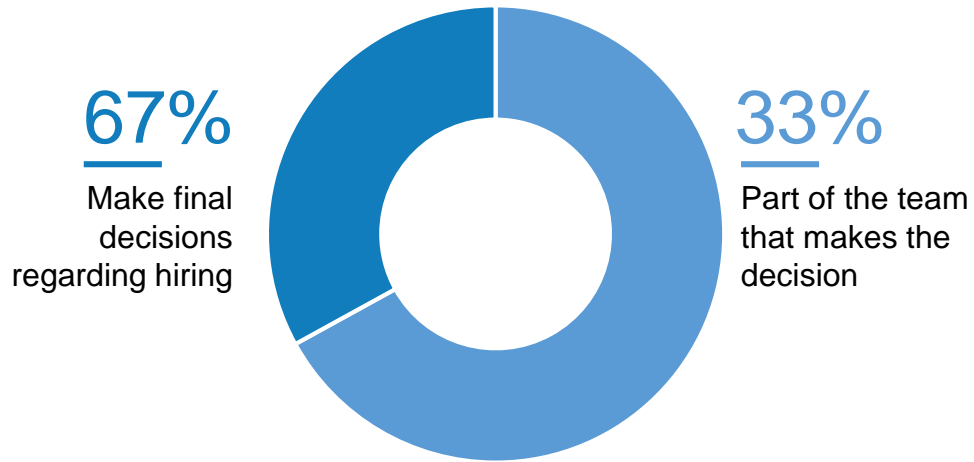
2012 METHODOLOGY

CATI (Telephone) survey of Hiring Managers in the US
n=400

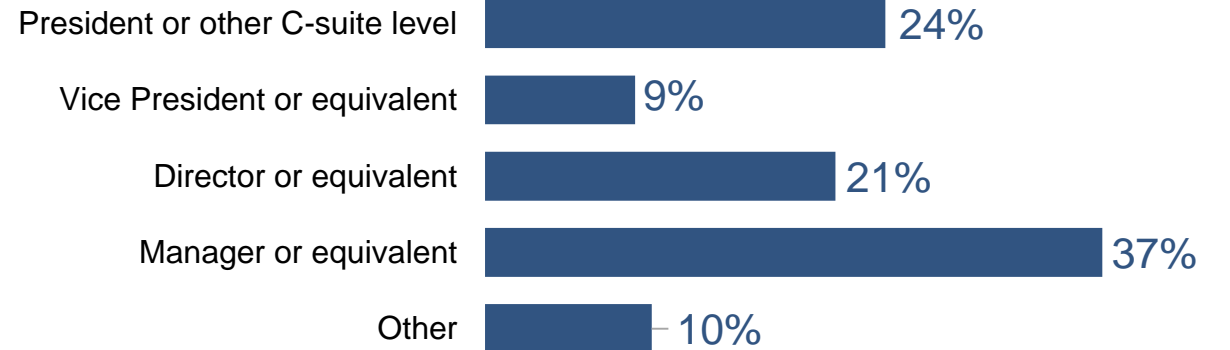
Fielded November 12-29, 2012

Vendor: Repass & Partners

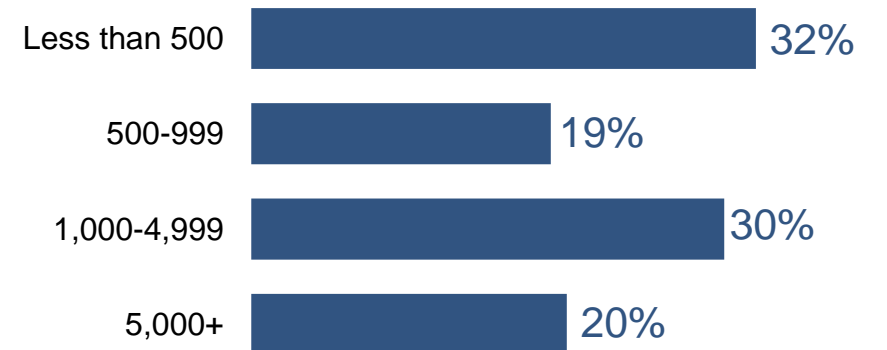
2012 AUDIENCE



Job Title

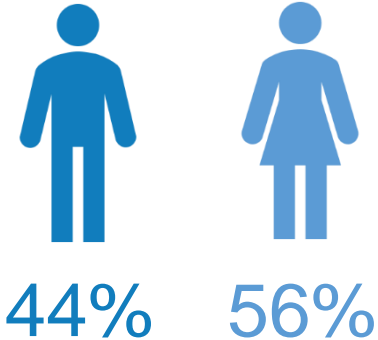


Total Employees

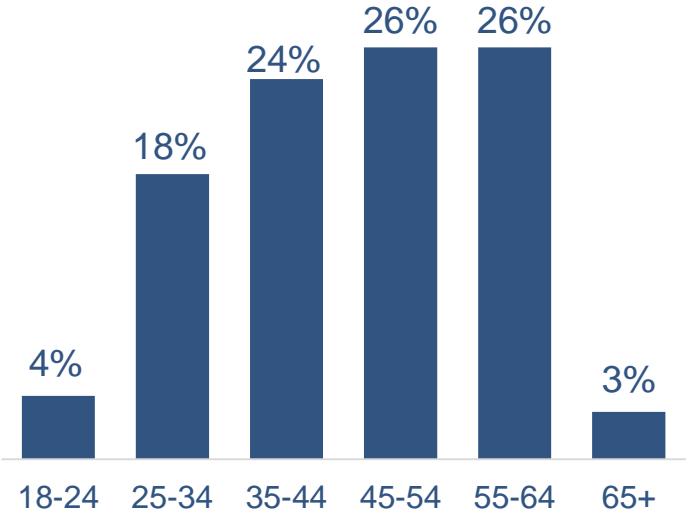


2012 DEMOGRAPHICS

Gender



Age



Location

