A REPORT TO
THE SOUTH CAROLINA DEPARTMENT
OF HEALTH AND HUMAN SERVICES

A STUDY TO COMPLETE THE KNOWLEDGE BASE OF BARRIERS TO EMPLOYING PEOPLE WITH DISABILITES AS ENVISIONED BY EMPLOYERS AND TO DETERMINE METHODS FOR ENCOURAGING EMPLOYERS TO MAKE THE BEST POSSIBLE USE OF PEOPLE WITH DISABILITIES IN THEIR EMPLOYMENT PRACTICES IN SOUTH CAROLINA

PRODUCED BY
SYSTEM WIDE SOLUTIONS, INC. (SWS)
FOR
THE CENTER FOR DISABILITY RESOURCES
UNIVERSITY OF SOUTH CAROLINA

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EXECUTIVE SUMMARY

Studies done during 2005 identified a number of questions regarding barriers to employing people with disabilities among employers. The purpose of this study is to attempt to answer those questions. The specific questions identified in the previous study and to be addressed by this study are:

- How do employers define disability?
- How do employers perceive people with disabilities?
- What do employers perceive to be the impact of employing a person with a disability at their business?
  a. Workplace productivity
  b. Supervisor responsibilities
  c. Organizational culture
- What accommodations do employers perceive as being reasonable or unreasonable?
- What kind of incentives or services can be provided to employers to promote the hiring of people with disabilities?
- What kind of incentives or services can be provided to people with disabilities to ease their ability to be employed?

In order to answer the research questions, SWS conducted a study with a written survey of the members of the Greater Columbia (South Carolina) Chamber of Commerce as its primary method. The study was conducted in six steps:

1. Acquisition of the Sample.
2. Development of the Instrument.
3. Administration of the Instrument.
4. Analysis of the Data.
5. Utilization of the Data to Draw Conclusions and Recommendations.
6. Finalization of the Report and Presentation of the Findings.

In conducting the literature review, a study was found which was similar in scope. The study was conducted by Popovich, Scherbaum, Scherbaum and Polinko (2003). The Principal Investigator of this study was contacted and granted permission to modify the instrument used in that study. SWS modified that instrument by adding additional demographic questions, eliminating questions about the Americans with Disabilities Act and eliminating mention of redundant disabilities, which had been important to the original study for which the instrument was designed, but not to the current study.

The data was analyzed in three steps. The first step was to evaluate how well the sample represents the population of the Greater Columbia Chamber of Commerce. This was done by

calculating the confidence interval, comparing demographics of the sample to those of the population, and reporting other sample demographics. The second step of the analysis was to report the frequency counts for each survey question. The survey questions were divided into three sections: Perceptions of People with Disabilities, Affective Reactions Toward People with Disabilities in the Workplace, and Impact of Possible Services on Employment of a Person with Disabilities. The third step of the analysis involved identifying the relationships between survey questions and the impact that the demographics may have had on responses, including the employer's experience with people with disabilities.

Relationships between survey responses were identified in three steps. The first step was a factor analysis of items in Sections II and III to identify principal components which could be compiled into construct composites. The second step was to identify significant and meaningful relationships among these construct composites, the individual questions, and the demographics. The third step was to diagram these analyses in order to understand the schema of relationships.

The findings have many similarities to national studies cited in the literature, especially in regard to the reluctance of small and medium sized employers to consider actively seeking people with disabilities as employees.

There were 56 conclusions reached. These are:

Conclusions Regarding Perceptions of People with Disabilities and Affective Reactions to Their Employment

The more accurate the respondent's perception was about people with disabilities,

- the more positively the respondent regarded the impact on production of working with a person with a disability.
- the more positively the respondent regarded the work environment in which people with disabilities were present.
- the greater the capacity of the organization to employ people with disabilities.
- the more positively the respondent regarded the employability of people with disabilities.
- the stronger the respondent felt that people with disabilities can positively contribute to the workplace.
- the stronger the respondents felt that all workers should be evaluated on the same performance standards.

The more positively the respondent regarded the impact working with a person with a disability would have on production

- the more positively the respondent regarded the work environment in which people with disabilities were present.
- the greater was the perceived capacity of the organization to employ people with disabilities.

The greater the capacity of the organization to employ people with disabilities, the more positively the respondents regarded the work environment in which people with disabilities were present.

The stronger the respondents felt that people with disabilities can positively contribute to the workplace, the more positively the respondents felt regarding the impact that working with a person with a disability would have on production.

The more positively the respondent felt regarding the work environment in which people with disabilities were present, the stronger the respondent felt that people with disabilities can positively contribute to the workplace.

The greater the employer's capacity to employ people with disabilities, the stronger the respondent felt that people with disabilities can positively contribute to the workplace.

The more positively the respondent felt regarding the impact that working with a person with a disability would have on production, the stronger the respondent felt that all workers should be evaluated on the same performance standards.

The greater the employer's capacity to employ people with disabilities, the stronger the respondent felt that all workers should be evaluated on the same performance standards.

Conclusions Regarding Experiences that Improve Perceptions and Affective Reactions

With the exception of organizations with 250 to 999 employees, the bigger the organization, the more positively they regarded the employment of people with disabilities.

The more people employed by the organization, the more accurate the respondent's perception was about people with disabilities.

The more experience the respondents had with people with disabilities outside the workplace, the more accurate the respondent's perception was about people with disabilities.

Organizations that currently employ people with disabilities have a more accurate perception of people with disabilities than those that do not employ people with disabilities.

Organizations that currently employ a person with a disability regarded the impact that working with a person with a disability would have on production more positively than those organizations that do not currently employ a person with a disability.

Organizations that employed a person with a disability in the past regarded the impact that employing a person with a disability would have on production more positively than those organizations that have not employed a person with a disability.

Conclusions Regarding Services for Employers with Equal Performance Standards

The more respondents felt that all workers should be evaluated on the same performance standards

- the more they felt that providing financial assistance for physical changes to the workplace would increase the likelihood that their organization would employ a person with a disability.
- the more they felt that providing financial assistance for assistive technology would increase the likelihood that their organization would employ a person with a disability

Conclusions Regarding Services and Work Environment

Females tend to regard the work environment in which people with disabilities are present more positively than do males.

The more positively the respondent regarded the work environment in which people with disabilities were present

- the more the respondent felt that holding a job fair specifically for people with disabilities would increase the likelihood that his or her organization would employ a person with a disability
- the more the respondent felt that providing job skills training for people with disabilities would increase the likelihood that his or her organization would employ a person with a disability.
- the more the respondent felt that educating people with disabilities on how to present themselves to potential employers would increase the likelihood that the organization would employ a person with a disability.

Organizations that do not currently employ people with disabilities are more likely to report that the education of people with disabilities on how to present themselves and their job skills would greatly increase the likelihood that a person with a disability could be employed than organizations that currently employ a person with a disability

Conclusions Regarding Services and Employer Capacity

The more severe the current employee's disability, the greater the capacity of the organization to employ people with disabilities.

The more severe the previous employee's disability, the greater the organization's capacity to employ people with disabilities.

The greater their organization's capacity to employ people with disabilities

- the more respondents felt that holding a job fair specifically for people with disabilities would increase the likelihood that their organization would employ a person with a disability.
- the less respondents felt that a tax deduction for employing a person with a disability would increase the likelihood that their organization would employ a person with a disability. On the other hand, the less the capacity of their organization to employ people with disabilities, the more they felt that a tax deduction for employing a person with a disability would increase the likelihood that their organization would employ a person with a disability.

Conclusions Regarding Healthcare for People with Disabilities

With a few exceptions, the larger the organization, the greater the organization's capacity is to employ people with disabilities.

The bigger the organization, the stronger respondents felt that people with disabilities can positively contribute to the workplace.

Respondents in organizations that currently employ a person with a disability

- had a more positive perception of their organization's capacity to employ people with disabilities than those in organizations that do not currently employ a person with a disability.
- regarded the contribution of people with disabilities to the workplace more positively than those in organizations that do not currently employ a person with a disability.

The greater the organization's capacity to employ people with disabilities, the less the respondents felt that eliminating the need to put people with disabilities on company health plans by continuing Medicaid coverage after employment would increase the likelihood that their organization would employ a person with a disability. Conversely, the less the organization's capacity to employ people with disabilities, the more respondents felt that eliminating the need to put people with disabilities on company health plans by continuing Medicaid would increase the likelihood that their organization would employ a person with a disability.

The more respondents felt that people with disabilities can positively contribute to the workplace, the less they felt that eliminating the need to put people with disabilities on company health plans by continuing Medicaid coverage after employment would increase the likelihood that their organization would employ a person with a disability. On the other hand, the less respondents felt that people with disabilities can positively contribute to the workplace, the more they felt that eliminating the need to put people with disabilities on company health plans by continuing Medicaid would increase the likelihood that their organization would employ a person with a disability.

Respondents who have a disability regarded the elimination of the need to put people with disabilities on company health plans by continuing Medicaid coverage as having a greater impact on the likelihood their organization would employ a person with a disability than respondents who did not have a disability.

Respondents who have a disability regarded the continuation of health care coverage by Medicaid paid for by the individual and/or government after employment begins to as having a greater impact on the likelihood that a person with a disability could be employed than respondents who did not have a disability.

Organizations that do not currently employ people with disabilities regarded the continuation of health care coverage by Medicaid paid for by the individuals or government as having a greater impact on the likelihood that a person with a disability could be employed than organizations that currently employ a person with a disability.

The larger the organization, the less the likelihood that continuing health care coverage by Medicaid paid for by the individual and/or government would increase the likelihood that the organization would employ a person with a disability.

The more positively the respondent regarded the work environment in which people with disabilities were present, the more they felt that continuing health care coverage by Medicaid paid for by the individual or the government would increase the likelihood that the organization would employ a person with a disability. Similarly, this could be interpreted to mean that respondents who positively regard the workplace in which people with disabilities are present feel that the lack of healthcare coverage is limiting the ability of people with disabilities to become employed.

Conclusions Regarding the Impact of Respondents' Degree of Disability

The following conclusions are based on just 14 respondents. The conclusions should be interpreted in view of that number of respondents.

The more severe the respondent's disability, the less the likelihood that providing education on issues concerning disabilities would influence the organization's decision to hire the person with a disability

The more severe the respondent's disability, the less the likelihood that providing education on how to take advantage of available services and incentives for hiring a person with a disability would impact their organizations' decisions to employ a person with a disability.

The more severe the respondent's disability, the less the likelihood that providing education to other employees on disabilities would influence their organizations to employ a person with a disability than if the education were provided by someone with a less severe disability.

The more severe the respondent's disability, the less the likelihood that providing job skills training for people with disabilities would influence the employability of a person with a disability.

The more severe the respondent's disability, the less the likelihood that providing education for people with disabilities on how to present themselves and their jobs skills would influence the employability of a person with a disability.

General Conclusions

This study confirms research that people who have experience in the workplace with people with disabilities generally have more positive affective reactions toward employing people with disabilities.

The quantitative analysis supports a previous qualitative study (*A Response of Business and Financial Leaders to the Barriers to and Opportunities for Employment of Persons with Disabilities in South Carolina,* SWS, August 22, 2006) in that health care concerns appear to be a major barrier to employing people with disabilities. The employers that are less likely to identify health care as a major issue are those that have a greater capacity to employ people with disabilities, usually larger companies. Employers that are more likely to identify healthcare as a major issue are those that do not have as strong a capacity to employ people with disabilities, usually smaller companies.

It also appears that respondents who have disabilities have experienced health care as a barrier to employment. These respondents felt more strongly than those who did not have a disability that healthcare coverage would increase the likelihood that their organization would hire people with disabilities and that people with disabilities could then be employed.

Recommendations

There are four recommendations made in the report. These are:

1. That the SC Department of Health and Human Services provide this report and previous reports in this series to the Governor's Cabinet for study and action.

2. That the study and action take into account the positive, long-term fiscal and business development results for South Carolina of the findings and conclusions of this and previous reports.

3. That the SC Department of Health and Human Services establish a Medicaid Buy-In Program for people with disabilities that requires payment for Medicaid on a sliding scale and that emphasizes the development of small businesses in the state.

4. That further study be conducted to confirm and expand upon the findings and conclusions of this study. This is particularly recommended for employers who are also disabled.

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INTRODUCTION

The Medicaid Infrastructure Grant Project

In March of 2004, the South Carolina Department of Health and Human Services (SC DHHS) received a $500,000 Medicaid Infrastructure Grant (MIG) authorized by the *Ticket to Work and Work Incentives Improvement Act of 1999.* This grant was renewed in January of 2005 for another year. The goal of the MIG is to provide resources to break down the barriers that stand between people with disabilities and employment in the community. The original grant was written by an interagency group composed of representatives from the Department of Disabilities and Special Needs (DDSN), the Department of Vocational Rehabilitation (VR), the Department of Mental Health (DMH), the SC Department of Health and Human Services (DHHS), the Employment Security Commission (SCES), Commission for the Blind (COB), Department of Social Services (DSS), Department of Education (DOE), Department of Health and Environmental Control (DHEC), and Protection and Advocacy for People with Disabilities (P&A).

The MIG is governed by a Work Plan that includes 16 activities. Among these activities are two that are designed to create a base of information that will help overcome barriers to people with disabilities becoming employed. This report is the response to one of those two activities, a study that will be provide the basis to determine methods for encouraging employers to make the best possible use of people with disabilities in their employment practices.

Importance of People with Disabilities Working in South Carolina

Changes in health care, technology, social attitudes and employer needs make it possible for people with disabilities to work now who couldn't work in the past, but many apparently do not. According to the most recent report from the Census Bureau 14.9% of all working age persons in South Carolina have disabilities. Of these, 31.7% are employed. Among working age persons who are not disabled, 74.1% are employed.

Many of these individuals who are not employed have job skills and want to work. These unemployed people with disabilities are a resource that is not tapped by the State at this time. Each of these who enter the workforce becomes a taxpayer who can provide greater support for him or herself and his or her family. Over time, many of these individuals will no longer require health care or other support from the state, reducing costs and benefiting their fellow citizens.

Being productively employed has a high value in our society. With employment comes income and independence, but just as importantly, employment brings dignity, recognition and personal pride. Persons with disabilities should be given the opportunity to enjoy these benefits of employment as much as anyone else in the state.

South Carolina, as the Governor recently said, faces an economic anomaly. The state has created jobs at a phenomenal rate over the last three years, yet has a relatively high unemployment rate and relatively low per capita income. There are places in the state, such as the coast, that are at full employment. While there is probably no single answer to these apparent contradictions, one possibility is that South Carolina does not have the potential employees with the appropriate education and skills in the right places at the right time.

One part of the answer to this problem would be bringing into the employment market untapped populations of potential workers who are not employed, such as people with disabilities. In a time when South Carolina must compete economically with the entire world, the state cannot afford to overlook any potential worker. The skills and education of everyone of working age is important to producing a future that will allow South Carolina to achieve its economic objectives.

It has to be recognized at the outset, however, that there are many people with disabilities who will not be able to work fulltime, or possibly at all, for physical or developmental reasons. It is everyone's responsibility to provide means and methods for those who cannot work in traditional employment to achieve everything they can achieve and not simply to discard their talents and experience.

Purpose of this Study

A study ("An Exploratory Study of Factors Influencing Employment of People with Disabilities as Reported by Employers") conducted by SWS in 2005 identified a number of questions regarding barriers among employers to employing people with disabilities. The purpose of this study is to attempt to answer those questions. The specific questions identified in the previous study and to be addressed by this study are:

- How do employers define disability?
- How do employers perceive people with disabilities?
- What do employers perceive to be the impact of employing a person with a disability at their business?
    a. Workplace productivity
    b. Supervisor responsibilities
    c. Organizational culture
- What accommodations do employers perceive as being reasonable or unreasonable?
- What kind of incentives or services can be provided to employers to promote the hiring of people with disabilities?
- What kind of incentives or services can be provided to people with disabilities to ease their ability to be employed?

Employing People with Disabilities

South Carolina has more working age citizens with disabilities than the national average (14.9% vs. 12.1%) and fewer of them are employed than the national average (32% vs. 38%). Many of these individuals who are not employed have job skills and want to work. These unemployed people with disabilities are a resource that is not tapped by the State at this time. Each of these who enter the workforce becomes a taxpayer who can provide greater support for him or herself and his or her family. Over time, many of these individuals will no longer require health care or other support from the state, reducing costs and benefiting their fellow citizens.

REVIEW OF THE LITERATURE

In a time when South Carolina must compete economically with the entire world, the state cannot afford to overlook any potential worker. The skills and education of everyone of working age are important to producing a future that will allow South Carolina to achieve its economic objectives. According to the US Census Bureau, South Carolina ranks 10th highest in the nation for percentage of residents of working age with disabilities. The 2005 American Community Survey reports that there are approximately 401,805 people with disabilities ages 16 to 64 residing in the state of South Carolina, representing approximately 15% of the state's working age citizens. Over 68% of these people are currently not employed.

The Americans with Disabilities Act of 1990 (ADA) was established to protect people with disabilities from discrimination and seeks to ensure more full participation in society. Title 1 of this act specifically addresses employment of people with disabilities by prohibiting discrimination in the workplace, including the employment process. The ADA also requires the employer to make reasonable accommodations to create a workplace accessible to an employee with a disability.

It is evident that many people do not have a full understanding of the ADA and who is protected by it. A study by Popovich, Scherbaum, Scherbaum and Polinko (2003) assessing university students' beliefs about what constitutes a disability found that even when a description of the ADA was provided to them, there existed a discrepancy in what participants viewed as a disability and what was actually covered by the ADA. These results were particularly pronounced in regard to psychiatric disabilities; participants were more likely to identify physical impairments as disabilities than they were mental or emotional disabilities that also are protected under the ADA. The researchers concluded that the lack of knowledge regarding the ADA is problematic because people are thus guided by stereotypes and misconceptions of disability that could lead to discrimination in the workplace. Implications for the current study suggest that if employers operate with similar misconceptions, they may not be fully extending employment opportunities to qualified individuals with disabilities who are, indeed, disabled.

In addition to a general lack of knowledge of what constitutes a disability covered by the ADA, employers express concerns about hiring people with disabilities. Studies show that since the passage of the ADA, employers' attitudes toward hiring people with disabilities has become more positive, yet a study by Harris and Associates (as cited in Hernandez, Keys and Balcazar, 2000) found that the actual percentage of companies which employ people with disabilities increased only slightly from 62% in 1986 to 64% in 1995. Hence, there appears to be a gap between attitudes toward the ADA and actual hiring practices. A literature review of 37 of the current studies on employer attitudes was conducted by Hernandez, Keys and Balcazar (2000). The findings suggest that while employers generally support the provisions of the ADA that increase accessibility to public service and accommodations for people with disabilities, they were more conservative in their attitudes toward the employment requirements of the ADA. Many studies showed that employers were often accepting of accommodations in the workplace, but they were apprehensive about hiring people with disabilities nonetheless. In most of these studies, concerns were the strongest among employers in small to medium sized companies. While large companies were generally concerned about promotability and the cost of

accommodating needs of workers who were disabled, local employers also expressed doubts about the skills and productivity of people with disabilities, as well as the amount of supervision and training necessary. Employers were especially concerned about hiring people with psychiatric disabilities and displayed a greater willingness to hire people with physical disabilities. The reasons for these attitudes could be of great importance in extending employment opportunities for the disabled, since most new jobs are created by small and medium sized businesses.

By identifying the concerns that employers perceive as barriers to the employability of people with disabilities, South Carolina will be in a better position to accommodate those needs. Hignite (2000) identified some methods as means for employers to overcome barriers. One such method is to employ managers who are ADA trained in order for the company to be better equipped to address any employment concerns that might arise. Several studies also support the notion that people who have experience in the workplace with an individual with disabilities are able to overcome the fears and uncertainties they face in order to hold more positive perceptions about working with individuals with a disability (Hernandez, Keys, & Balcazar, 2000; Hignite, 2000). Hence, exposure to working with people with disabilities is one way in which to overcome attitudinal barriers. Other barriers, such as those of productivity, can be compensated with the provision of advanced technologies that allow a person with a disability to perform as efficiently as his or her non-disabled co-worker.

METHODOLOGY

The central method used in this study is a written survey distributed to a 100% sample of the members of the Greater Columbia (South Carolina) Chamber of Commerce. The study was conducted in six steps:

1. Acquisition of the Sample.
2. Development of the Instrument.
3. Administration of the Instrument.
4. Analysis of the Data.
5. Utilization of the Data to Draw Conclusions and Recommendations.
6. Finalization of the Report and Presentation of the Findings.

Acquisition of the Sample

The researchers wished to use a sample of private, for-profit employers in the Columbia, South Carolina Standard Metropolitan Statistical Area. The decision was made to utilize the members of the Greater Columbia Chamber of Commerce to obtain survey responses. There are limitations to this approach, which are stated below. However, the Chamber was supportive and the members are generally representative of for-profit employers in Columbia. ,

The mailing list of the Greater Columbia Chamber of Commerce was acquired from the Chamber. The total number of members of the Greater Columbia Chamber of Commerce at the time of the survey was 1,766. In order to be 95% confident that the responses to the survey were representative of the population at a confidence interval of 6 (plus or minus 6 points), a total of 232 surveys had to be completed.

Development of the Instrument

A literature review was conducted to determine if others had attempted to answer the questions being addressed by this study and to assist in survey development. An instrument developed by Popovich, Scherbaum, Scherbaum and Polinko was identified which, with a few modifications, provides the data that answers the questions being addressed by this study and takes into consideration the sensitivity of employers in responding to questions regarding their employment of people with disabilities. The authors of the instrument approved the use of their instrument by SWS. After modification by SWS staff, the instrument was reviewed by staff at the Department of Health and Human Services and the University of South Carolina – Center for Disability Resources. A copy of the final survey instrument can be found in Appendix One.

Administration of the Instrument

The survey instrument was administered to employers in five steps. These steps were:

1. Creating a Letter of Introduction.

A letter of introduction was created by the SWS team leader. The letter explains the purpose of the survey, describes the organizations which are conducting the survey, and assures confidentiality. The letter was signed by the president of the Greater Columbia Chamber of Commerce. A copy of this letter may be found in Appendix Two.

2. Mailing the Surveys with Letter.

Each potential survey respondent was mailed a survey, a letter of introduction, and a business reply envelope (self-addressed, "stamped"). The surveys were mailed by a mailing house. The package was mailed out the first week of July, 2006. An incentive was offered to those who would complete a separate form and return that form.

3. Follow-up at Chamber Meetings.

Copies of the survey and an explanatory letter were distributed at two Chamber of Commerce meetings, one in August 2006 and one in September 2006. The Chair at each meeting asked members to fill out the forms and leave them in a box located at the exit. . Members were asked to complete the survey only if they had not already done so by mail. An incentive was offered to those who would complete a separate form and place that form in a separate box.

4. Receiving, Logging and Filing the Surveys.

When surveys were returned by mail or after Chamber meetings, the date and number of surveys received were recorded on the "Employer Survey Log". The surveys were filed by date (one folder for each date surveys were received) in the working file for MIG in a secured file cabinet.

5. Entering the Survey Responses into the Database.

Each survey was entered into an "Employer Survey 2006" Database using the "Responses" form. The Responses form generates an autonumber for each record of responses entered into the database. The database was created using Microsoft Access. The autonumber for each record was recorded on the hard copy survey. After each batch of surveys was entered into the database, the date was recorded and initialed on the "Employer Survey Log".

Analysis of the Data

After all surveys had been completed and entered into the database, the data entry was verified to ensure accuracy. The data was then imported into the Statistical Package for the Social Sciences (SPSS) software for analysis purposes. Charts and graphs were created in Microsoft Excel and then exported into Microsoft Word. The analysis sought to answer the questions identified in the

purpose of the survey (above) and to determine if there are any factors that could predict if an employer would respond a certain way to a particular question.

Utilization of the Data to Draw Conclusions and Recommendations

After analysis, the project team discussed the findings and developed a list of conclusions and recommendations. The team leader wrote the final conclusions and recommendations and inserted them into the report.

Finalization of Report and Presentation of Findings

Once all of the sections of the report had been written, the report was reviewed by two other staff members and necessary revisions identified. After all revisions had been made, the report was printed, bound, and delivered to the USC Center for Disability Resources and to the DHHS. A presentation of the report was made to the MIG Advisory Group.

Limitations of the Study

The sample for the study, as pointed out above, consisted entirely of members of the Greater Columbia Chamber of Commerce and, therefore, the findings of the study strictly speaking can only be applied to members of the Chamber. However, it is reasonable to believe that the Chamber represents a substantial proportion of private, for-profit employers in central South Carolina.

The sample contains very few public and non-profit employers. A previous study in this series conducted in 2005 indicates that public employers and non-profit employers hold very different attitudes and policies regarding the employment of people with disabilities in contrast to private, for-profit employers.

An interest bias may have skewed the data in that there are only 44 of the 214 respondents (20.6%) who either do not have a disability, have little or no experience outside of work with a person with a disability, or whose organizations do not currently nor did previously employ a person with a disability. Individuals may have responded because of their personal knowledge and/or interest in people with disabilities. However, it is also possible that this proportion is that which is found among the general population of employers.

FINDINGS

The data was analyzed in six steps. The first step was to identify the extent to which the sample represents the population by reporting the confidence interval and the characteristics of employers who responded to the survey in comparison to the characteristics of employers in the population. The second step was to describe the experiences of the survey respondents with people with disabilities. The third step was to report the demographics of the survey respondents. The fourth step of the analysis was to report the frequency counts for each survey question. To do so, the survey questions were divided into three sections: Perceptions of People with Disabilities, Affective Reactions to the Employment of People with Disabilities, and the Impact of Possible Services on the Employment of People with Disabilities. The fifth step of the analysis was to identify common constructs that existed in survey responses using a factor analysis. The final step was to identify the relationships among constructs and survey questions and the impact that the employer characteristics, experiences with people with disabilities, and demographics of respondents may have had on responses.

Representation of the Population

For purposes of this study, the population is considered to be all employers who are members of the Greater Columbia Chamber of Commerce. Data on the industry and number of employees for employers in the study was obtained from the Greater Columbia Chamber of Commerce.

Confidence Interval

A total of 214 respondents out of the possible 1,766 Chamber members responded to the survey, a response rate of 12.1%. Therefore, the confidence interval for the survey responses is 6.3 at a 95% confidence level. This means that there is a very high probability that the survey findings presented in this report represent the responses that can be expected from all members of the Greater Columbia Chamber of Commerce plus or minus 6.3 percentage points. For example, if 50% of respondents stated that a disability could be mental as well as physical, there is a 95% probability that the percentage of the total population of employers who believe that a disability could be mental or physical is actually between 56.3% and 43.7%. It must be noted that confidence intervals improve (get smaller) as more respondents agree with each other (answer in the same manner). For example, if 90% of respondents stated that a disability could be mental or physical, there is a 95% probability that the percentage of the total population of employers who believe that a disability could be mental or physical is actually between 93.8% and 86.2%.

Characteristics of Employers in Sample Compared to Population

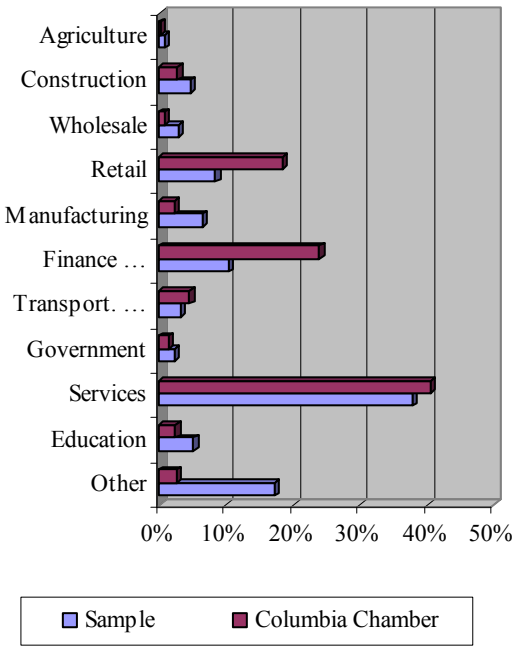
Of the 214 survey respondents, 0.9% are in the agriculture industry, compared to 0.2% in the population; 4.7% are in the construction industry, compared to 2.8% in the population; 2.8% are in the wholesale trade industry, compared to 0.8% in the population; 8.4% are in the retail industry, compared to 18.5% in the population; 6.5% are in the manufacturing industry,

compared to 2.2% in the population; 10.3% are in the finance, insurance, and real estate industries, compared to 24.0% in the population; 3.3% provide transportation, communications, electric, gas, and sanitary services, compared to 4.6% in the population; five (2.3%) are government agencies, compared to 1.4% in the population; 37.9% are in the service industry, compared to 40.5% in the population; 5.1% provide education products or services, compared to 2.5% in the population; and 17.3% are employed in industries other than those listed, compared to 2.7% in the population. The industry of one respondent (0.5%) was unspecified and the industry of one member of the population (0.5%) was unspecified as well. (See Table 1 and Figure 1.) In general, the different industries are represented in close proportion to that in the Chamber, with the exception of retail and finance, insurance and real estate, which are under-represented, and manufacturing and industries other than those listed, which are overrepresented.

Table 1: Industry of Organization

	Sample		Columbia Chamber	
	#	%	#	%
Agriculture	2	0.9%	3	0.2%
Construction	10	4.7%	52	2.8%
Wholesale	6	2.8%	15	0.8%
Retail	18	8.4%	345	18.5%
Manufacturing	14	6.5%	41	2.2%
Finance, Insurance, and Real Estate	22	10.3%	447	24.0%
Trans., Comm., Elec., Gas & Sanitary	7	3.3%	85	4.6%
Government	5	2.3%	26	1.4%
Services	81	37.9%	755	40.5%
Education	11	5.1%	46	2.5%
Other	37	17.3%	50	2.7%
Unspecified	1	0.5%	1	0.1%
Total	**214**	**100%**	**1866**	**100%**

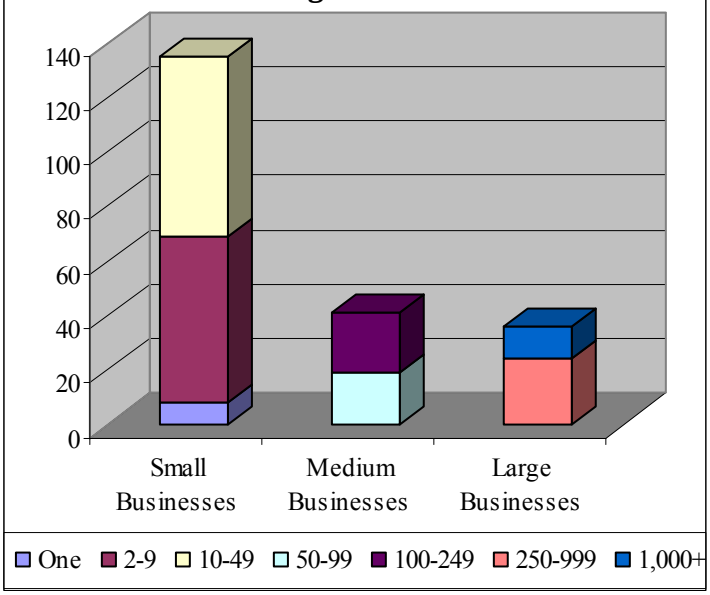
Figure 1: Industry of Organization



Of the 214 survey respondents, 135 (63.1%) represent small businesses, eight (3.7%) of which employ only one worker, 61 (28.5%) of which have between two and nine employees, 66 (30.8%) of which have between 10 and 49 employees. Forty-one respondents (19.2%) represent medium-sized businesses, of which 19 (8.9%) employ between 50 and 99 workers and 22 (10.3%) employ between 100 and 249 workers. Thirty-six respondents (16.8%) represent large businesses, of which 24 (11.2%) have between 250 and 999 employees and 12 (5.6%) have 1,000 or more employees. The number of people employed by two organizations (0.9%) was unknown. (See Table 2 and Figure 2).

Table 2: Number of People Employed by Organization		
	#	%
Small Businesses	*135*	*63.1%*
One	8	3.7%
2-9	61	28.5%
10-49	66	30.8%
Medium Businesses	*41*	*19.2%*
50-99	19	8.9%
100-249	22	10.3%
Large Businesses	*36*	*16.8%*
250-999	24	11.2%
1,000+	12	5.6%
Unknown	*2*	*0.9%*
Total	**214**	**100%**

Figure 2: Number of People Employed by Organization

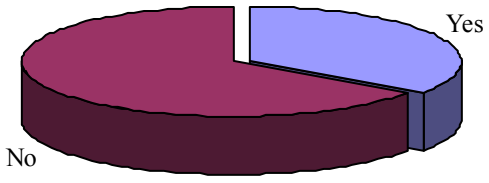


Employers' Experiences with People with Disabilities

Respondents were asked, "Does your organization currently employ a person with a disability?" Of the 214 survey respondents, 72 (33.6%) responded that their organization currently employs a person with a disability and 136 (63.6%) stated that their organization does not currently employ a person with a disability. Six participants (2.8%) did not respond to the question. (See Table 3 and Figure 3.)

Table 3: Responses to "Does your organization currently employ a person with a disability?"		
	#	%
Yes	72	33.6%
No	136	63.6%
No Response	6	2.8%
Total	**214**	**100%**

Figure 3: Responses to "Does your organization currently employ a person with a disability?"



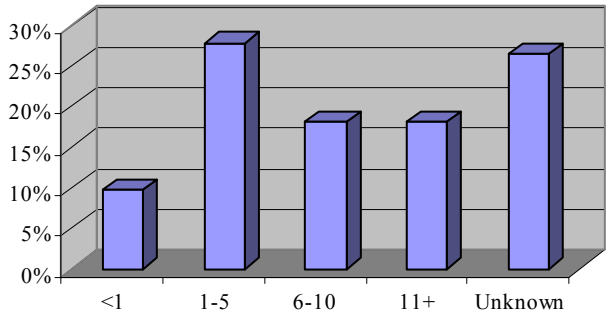
Respondents were instructed to answer the following question regarding the person with a disability who was currently employed by the organization: "If yes, how long has the person been employed by your company?" If the organization currently employed more than one person with a disability, the respondent was instructed to answer the question in regard to the

person with a disability who had been employed the longest. Of the 72 respondents whose organization employed a person with a disability at the time of the survey, seven (9.7%) employees with a disability had been employed for less than one year, 20 (27.8%) had been employed for one to five years, 13 (18.1%) had been employed for six to ten years, and 13 (18.1%) had been employed for more than ten years. The length of time that 19 people with disabilities (26.4%) had been employed was unknown. (See Table 4 and Figure 4.)

Table 4: Length of Time Person with a Disability Who is Currently Employed has been with the Organization

	#	%
Less than 1 Year	7	9.7%
1 to 5 Years	20	27.8%
6 to 10 Year	13	18.1%
More than 10 Years	13	18.1%
Unknown	19	26.4%
Total	**72**	**100%**

Figure 4: Length of Time Person with a Disability Who is Currently Employed has been with Organization (In Years)

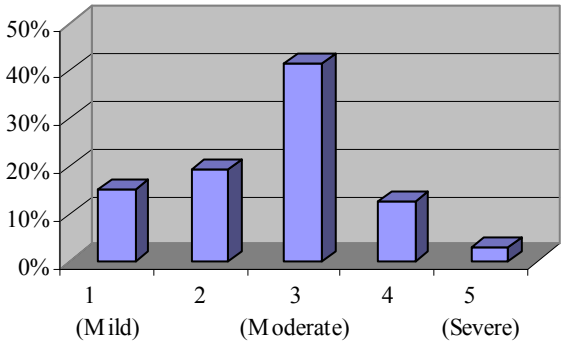


Respondents were instructed to answer the following question regarding the person with a disability who was currently employed by the organization: "How would you describe their degree of disability?" (Scale of 1-5, with 1 mild and 5 severe). If the organization currently employed more than one person with a disability, the respondent was instructed to answer the question in regards to the person with a disability who had been employed the longest. Of the 72 respondents whose organization employed a person with a disability at the time of the survey, 11 (15.3%) stated that the degree of the disability was a "1 (Mild)," 14 (19.4%) stated the degree was a "2," 30 (41.7%) stated the degree was a "3 (Moderate)," nine (12.5%) stated the degree was a "4," and two (2.8%) stated the degree of the disability was a "5 (Severe)." The degree of disability for six employees (8.3%) was not provided. (See Table 5 and Figure 5).

Table 5: Current Employee's Degree of Disability

	#	%
1 (Mild)	11	15.3%
2	14	19.4%
3 (Moderate)	30	41.7%
4	9	12.5%
5 (Severe)	2	2.8%
Unknown	6	8.3%
Total	**72**	**100%**

Figure 5: Current Employee's Degree of Disability

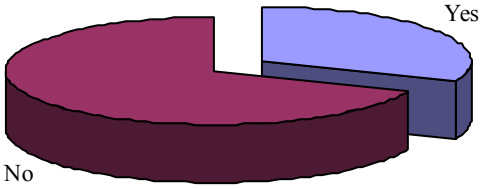


Respondents were asked, "Has your organization employed a person with a disability in the past (and he or she is no longer employed by your organization)?" Of the 214 survey respondents, 59 (27.6%) stated that their organization had employed a person with a disability in the past who was no longer employed with the organization and 130 (60.7%) stated that their organization had not. Twenty-five participants (11.7%) did not respond to the question. (See Table 6 and Figure 6.) Reasons provided as to why the employee left the organization are presented in Appendix Three.

Table 6: Responses to "Has your organization employed a person with a disability in the past?"

	#	%
Yes	59	27.6%
No	130	60.7%
No Response	25	11.7%
Total	**214**	**100%**

Figure 6: Responses to "Has your organization employed a person with a disability in the past?"

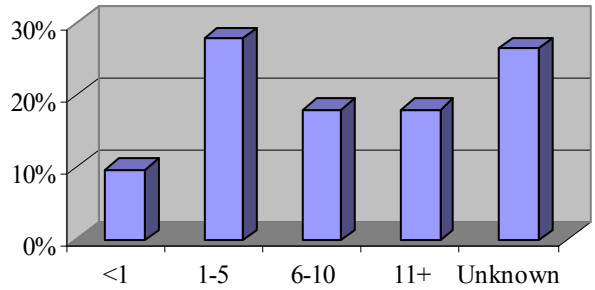


Respondents were instructed to answer the following question regarding the person with a disability who had been, but was no longer employed by the organization: "If yes, how long was this person employed by your company?" If the organization had employed more than one person with a disability, the respondent was instructed to answer the question in regards to the person with a disability who had left the organization the most recently. Of the 59 respondents who stated that their organization had formerly employed a person with a disability who was no longer with the organization, six (10.2%) stated that the employee had been with the organization for less than one year, 27 (45.8%) stated that the employee had been with the organization for one to five years, six (10.2%) stated that the employee had been with the organization for six to ten years, and seven (11.9%) stated that the employee had been with the organization for more than 10 years. The length of time that 13 (22%) former employees were with the organization was unknown. (See Table 7 and Figure 7.)

Table 7: Length of Time Former Employee with Disability was with the Organization

	#	%
Less than 1 Year	6	10.2%
1 to 5 Years	27	45.8%
6 to 10 Year	6	10.2%
More than 10 Years	7	11.9%
Unknown	13	22.0%
Total	**59**	**100%**

Figure 7: Length of Time Former Employee with Disability was with the Organization (In Years)



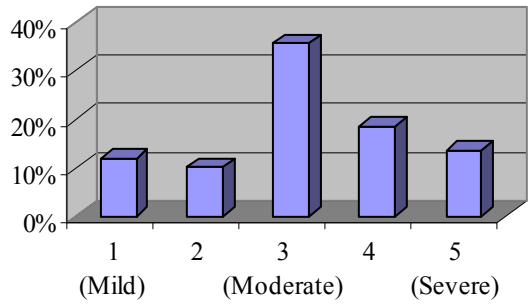
Respondents were instructed to answer the following question regarding the person with a disability who had been but was no longer employed by the organization. "How would you

describe their degree of disability?" If the organization had employed more than one person with a disability, the respondent was instructed to answer the question in regards to the person with a disability who had left the organization the most recently. Of the 59 respondents who stated that their organization had formerly employed a person with a disability who was no longer with the organization, seven (11.9%) stated that the former employee's degree of disability was a "1 (Mild)," six (10.2%) stated that the degree of disability was a "2," 21 (35.6%) stated that the degree of disability was a "3 (Moderate)," 11 (18.6%) stated that the degree of disability was a "4," and eight (13.6%) stated that the degree of disability was a "5 (Severe)." The degree of disability of six former employees (10.2%) was not provided. (See Table 8 and Figure 8.)

Table 8: Former Employee's Degree of Disability

	#	%
1 (Mild)	7	11.9%
2	6	10.2%
3 (Moderate)	21	35.6%
4	11	18.6%
5 (Severe)	8	13.6%
Unknown	6	10.2%
Total	**59**	**100%**

Figure 8: Former Employee's Degree of Disability



Demographics of Survey Respondents

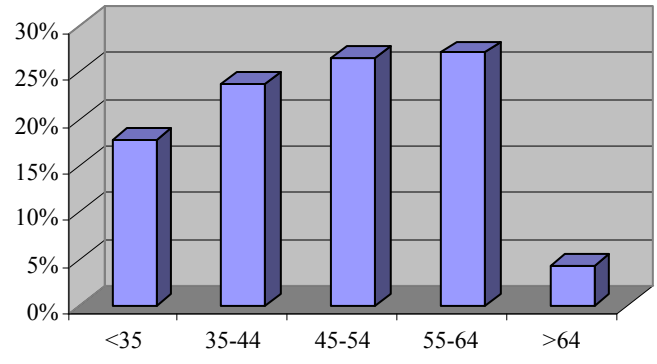
The surveys were mailed to the person listed with the Greater Columbia Chamber of Commerce as the contact person. In many cases, this contact person was the organization's CEO/President or the business manager. The person who completed the survey was asked to report his or her demographics.

Of the 214 survey respondents, 38 (17.8%) are younger than 35 years old, 51 (23.8%) are age 35 to 44, 57 (26.6%) are age 45 to 54, 58 (27.1%) are age 55 to 64, and nine (4.2%) are 65 or older. One participant did not respond to the question (0.5%). (See Table 9 and Figure 9).

Table 9: Age of Survey Respondents

	#	%
Younger than 35	38	17.8%
Age 35 to 44	51	23.8%
Age 45 to 54	57	26.6%
Age 55 to 64	58	27.1%
Older than 64	9	4.2%
No Response	1	0.5%
Total	**214**	**100%**

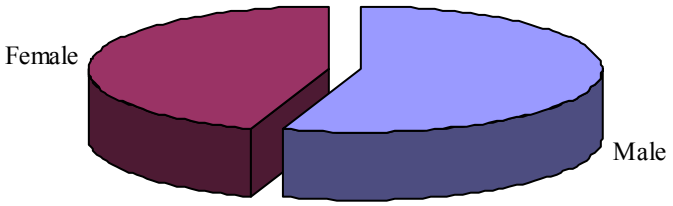
Figure 9: Age of Survey Respondents



Of the 214 survey respondents, 116 (54.2%) are males and 94 (43.9%) are females. Four participants (1.9%) did not respond to this question. (See Table 10 and Figure 10.)

Table 10: Gender of Survey Respondents		
	#	%
Male	116	54.2%
Female	94	43.9%
No Response	4	1.9%
Total	**214**	**100%**

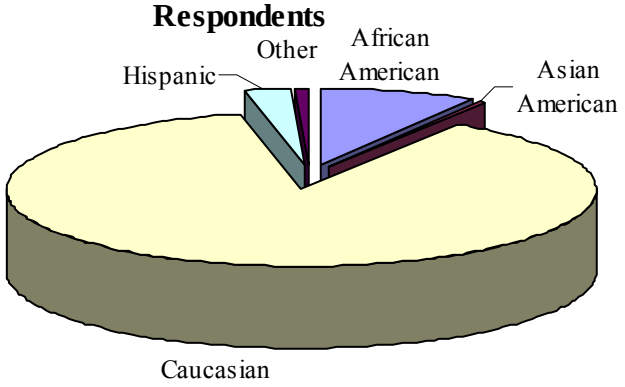
Figure 10: Gender of Survey Respondents



Of the 214 survey respondents, 18 (8.4%) are African American, one (0.5%) is Asian American, 185 (86.4%) are Caucasian, five (2.3%) are Hispanic, and two respondents (0.9%) are of an ethnicity other than those described above. Three participants (1.4%) did not respond to the question. (See Table 11 and Figure 11.)

Table 11: Ethnicity of Survey Respondents		
	#	%
African American	18	8.4%
Asian American	1	0.5%
Caucasian	185	86.4%
Hispanic	5	2.3%
Other	2	0.9%
No Response	3	1.4%
Total	**214**	**100%**

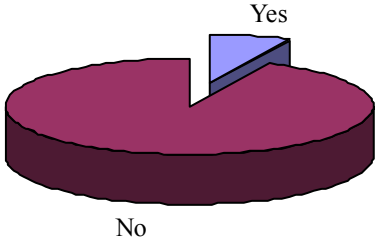
Figure 11: Ethnicity of Survey Respondents



Of the 214 survey respondents, 15 (7.0%) stated that they have a physical, mental, or emotional disability and 196 (91.6%) stated that they do not have a physical, mental, or emotional disability. Three participants (1.4%) did not respond to this question. (See Table 12 and Figure 12.)

Table 12: Responses to "Do you have a physical, mental, or emotional disability?"		
	#	%
Yes	15	7.0%
No	196	91.6%
No Response	3	1.4%
Total	**214**	**100%**

Figure 12: Responses to "Do you have a physical, mental, or emotional disability?"

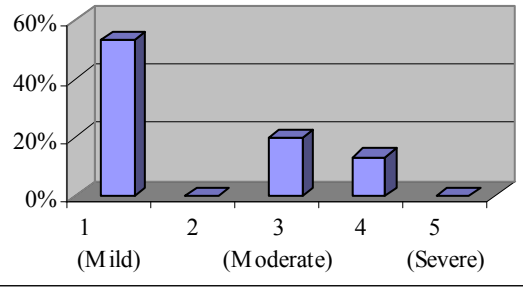


Of the 15 respondents who stated they have a physical, mental, or emotional disability, eight (53.3%) stated that the degree of the disability was a "1 (Mild)," three (20%) stated it was a "3 (Moderate)," and two responded with a "4." No one responded with a "2" or a "5 (Severe)." Of the 15 respondents who had a disability, two (13.3%) did not indicate the degree of that disability. (See Table 13 and Figure 13).

Table 13: Degree of Disability of Those Respondents Who Have a Disability

	#	%
1 (Mild)	8	53.3%
2	0	0.0%
3 (Moderate)	3	20.0%
4	2	13.3%
5 (Severe)	0	0.0%
No Response	2	13.3%
Total	**15**	**100%**

Figure 13: Degree of Disability of Those Respondents Who Have a Disability

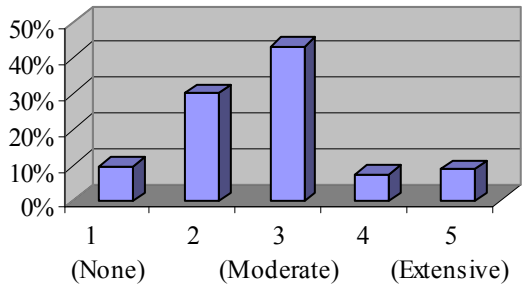


Respondents were asked to report their level of experience with people with disabilities outside of the workplace. Of the 214 respondents, 21 (9.8%) responded with a "1," indicating they had no experience with people with disabilities outside of the workplace, 64 (29.9%) responded with a "2," 92 (43.0%) responded with a "3 (Moderate)," 16 (7.5%) responded with a "4," and 19 (8.9%) responded with a "5," indicating that they had extensive experience with people with disabilities outside of the workplace. Two participants (0.9%) did not respond. (See Table 14 and Figure 14.)

Table 14: Respondents' Level of Experience with People with Disabilities Outside of the Workplace

	#	%
1 (None)	21	9.8%
2	64	29.9%
3 (Moderate)	92	43.0%
4	16	7.5%
5 (Extensive)	19	8.9%
No Response	2	0.9%
Total	**214**	**100%**

Figure 14: Respondents' Level of Experience with People with Disabilities Outside of the Workplace



Responses to Items on the Survey

Questions regarding people with disabilities were divided into four sections on the survey instrument. These sections were: Perceptions of People with Disabilities (Section III), Reactions toward People with Disabilities in the Workplace (Section IV), Impact of Possible Employer Services/Incentives on Employment of People with Disabilities (Section V), and Impact of Possible Employee Services on Employment of People with Disabilities (Section VI).

Perceptions of People with Disabilities

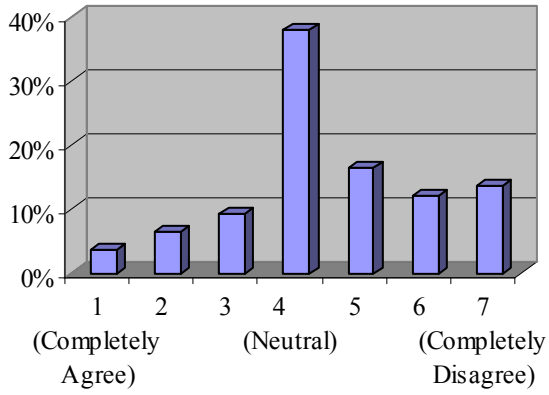
In Section III of the survey, respondents were provided a series of statements about people with disabilities and asked to rate their level of agreement with each statement on a scale of one to seven. Questions in this section were scaled so that higher scores equaled more positive or more accurate perceptions regarding people with disabilities.

The first statement in Section III is, "A person with a disability needs help to do ordinary activities." Of the 214 survey respondents, 42 (19.5%) agreed to some extent with the statement, 81 (37.9%) responded neutrally, and 90 (42.1%) disagreed to some extent with the statement. One (0.5%) did not respond. (See Table 15 and Figure 15.) The average response to the statement was approximately neutral (mean=4.48, n=213, SD=1.53).

Table 15: Responses to "A person with a disability needs help to do ordinary activities"

	#	%
1 (Completely Agree)	8	3.7%
2	14	6.5%
3	20	9.3%
4 (Neutral)	81	37.9%
5	35	16.4%
6	26	12.1%
7 (Completely Disagree)	29	13.6%
No Response	1	0.5%
Total	**214**	**100%**

Figure 15: A person with a disabilty needs help to do ordinary activities"

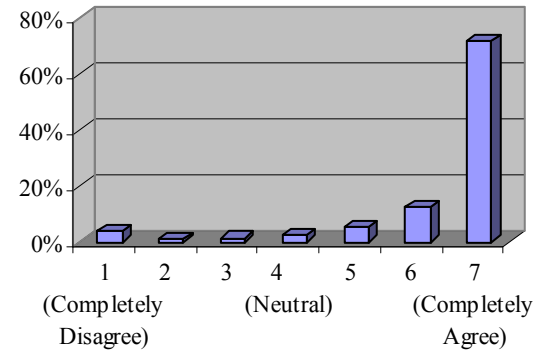


The second statement in Section III is, "A disability could be mental as well as physical." Of the 214 survey respondents, 14 (6.5%) disagreed to some extent with the statement, six (2.8%) responded neutrally, and 192 (89.7%) agreed to some extent. The majority (n=153, 71.5%) completely agreed with the statement. Two (0.9%) did not respond. (See Table 16 and Figure 16.) On average, respondents strongly agreed that a disability could be mental as well as physical (mean=6.32, n=212, SD=1.46).

Table 16: Responses to "A disability could be mental as well as physical"

	#	%
1 (Completely Disagree)	9	4.2%
2	2	0.9%
3	3	1.4%
4 (Neutral)	6	2.8%
5	12	5.6%
6	27	12.6%
7 (Completely Agree)	153	71.5%
No Response	2	0.9%
Total	**214**	**100%**

Figure 16: Responses to "A disability could be mental as well as physical"

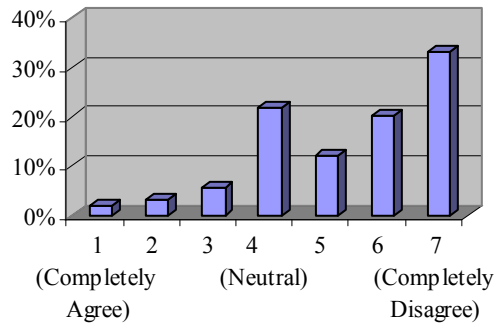


The third statement in Section III is, "Everyone with disabilities needs extra help to work." Of the 214 survey respondents, 23 (10.8%) agreed to some extent with the statement, 47 (22.0%) responded neutrally, and 140 (65.4%) disagreed to some extent. Four (1.9%) did not respond. (See Table 17 and Figure 17.) On average, respondents disagreed that everyone with a disability needs extra help to work (mean=5.32, n=210, SD=1.66).

Table 17: Responses to "Everyone with disabilities needs extra help to work"

	#	%
1 (Completely Agree)	4	1.9%
2	7	3.3%
3	12	5.6%
4 (Neutral)	47	22.0%
5	26	12.1%
6	43	20.1%
7 (Completely Disagree)	71	33.2%
No Response	4	1.9%
Total	**214**	**100%**

Figure 17: Responses to "Everyone with disabilities needs extra help to work"

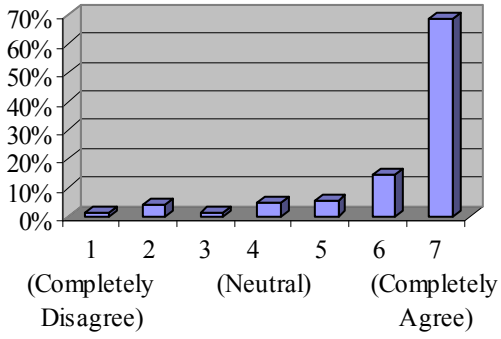


The fourth statement in Section IV is, "Persons with disabilities can be highly motivated employees." Of the 214 survey respondents, 14 (6.5%) disagreed to some extent with the statement, 10 (4.7%) responded neutrally, and 189 (88.3%) agreed to some extent. The majority (n=147, 68.7%) completely agreed with the statement. One (0.5%) did not respond to the question. (See Table 18 and Figure 18.) On average, respondents agreed that people with disabilities could be highly motivated employees (mean=6.28, n=213, SD=1.41).

Table 18: Responses to "Persons with disabilities can be highly motivated employees"

	#	%
1 (Completely Disagree)	3	1.4%
2	9	4.2%
3	2	0.9%
4 (Neutral)	10	4.7%
5	11	5.1%
6	31	14.5%
7 (Completely Agree)	147	68.7%
No Response	1	0.5%
Total	**214**	**100%**

Figure 18: Responses to "Persons with disabilities can be highly motivated employees"



Reactions toward People with Disabilities in the Workplace

In Section IV of the survey, respondents were provided a series of statements about people with disabilities in the workplace and asked to rate their level of agreement with each statement on a

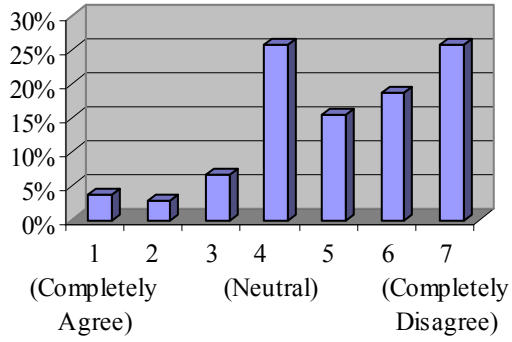
scale of one to seven. Questions in this section were scaled so that higher scores equaled more positive affective reactions toward people with disabilities in the workplace.

The first statement in Section IV is, "Employing a person with a disability would increase the workload of other employees in my company." Of the 214 survey respondents, 28 (13%) agreed to some extent with the statement, 55 (25.7%) responded neutrally, and 128 (59.8%) disagreed to some extent. Three (1.4%) did not respond to the question. (See Table 19 and Figure 19.) On average, respondents disagreed that employing a person with a disability would increase the work of other employees in their organization (mean=5.08, n=211, SD=1.62).

Table 19: Responses to "Employing a person with a disability would increase the workload of other employees in my company"

	#	%
1 (Completely Agree)	8	3.7%
2	6	2.8%
3	14	6.5%
4 (Neutral)	55	25.7%
5	33	15.4%
6	40	18.7%
7 (Completely Disagree)	55	25.7%
No Response	3	1.4%
Total	**214**	**100%**

Figure 19: Responses to "Employing a person with a disability would increase the workload of other employees in my company"

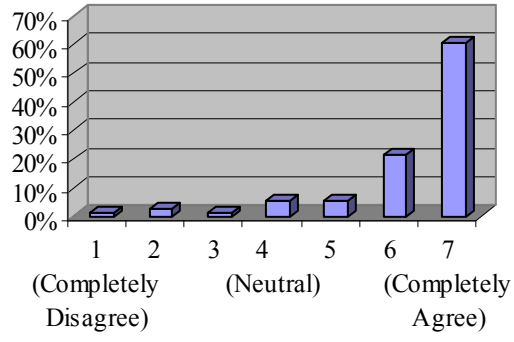


The second statement in Section IV is, "Persons with disabilities can positively contribute to the workplace." Of the 214 survey respondents, 11 (5.1%) disagreed to some extent with the statement, 11 (5.1%) responded neutrally, and 187 (87.4%) agreed to some extent. The majority completely agreed (n=129, 60.3%). Four (1.9%) did not respond to the question. (See Table 20 and Figure 20.) On average, respondents agreed that people with disabilities could positively contribute to the workplace (mean=6.22, n=210, SD=1.34).

Table 20: Responses to "Persons with disabilities can positively contribute to the workplace"

	#	%
1 (Completely Disagree)	3	1.4%
2	6	2.8%
3	3	1.4%
4 (Neutral)	11	5.1%
5	12	5.6%
6	46	21.5%
7 (Completely Agree)	129	60.3%
No Response	4	1.9%
Total	**214**	**100%**

Figure 20: Responses to "Persons with disabilities can positively contribute to the workplace"

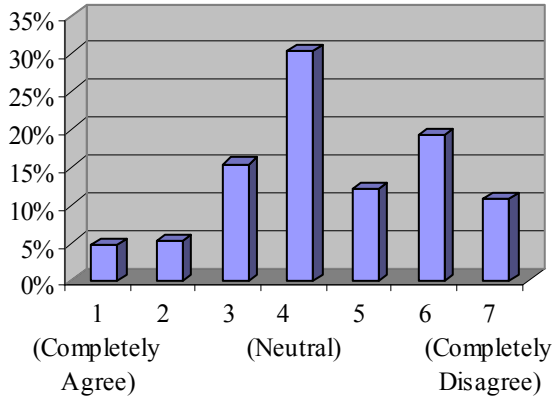


The third statement in Section IV is, "A person with a disability would require more training and assistance than a person without a disability would." Of the 214 survey respondents, 54 (25.2%) agreed with the statement to some extent, 65 (30.4%) responded neutrally, and 90 (42%) disagreed to some extent. Five (2.3%) did not respond. (See Table 21 and Figure 21.) On average, respondents responded neutrally to the statement (mean=4.44, n=209, SD=1.59).

Table 21: Responses to "A person with a disability would require more training and assistance than a person without a disability would"

	#	%
1 (Completely Agree)	10	4.7%
2	11	5.1%
3	33	15.4%
4 (Neutral)	65	30.4%
5	26	12.1%
6	41	19.2%
7 (Completely Disagree)	23	10.7%
No Response	5	2.3%
Total	**214**	**100%**

Figure 21: Responses to "A person with a disability would require more training and assistance than a person without a disability would"

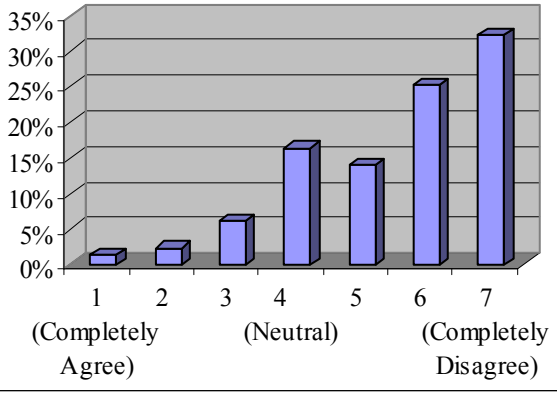


The fourth statement in Section IV is, "Employing a person with a disability will slow down the rate at which other employees complete their work." Of the 214 survey respondents, 21 (9.8%) agreed to some extent with the statement, 35 (16.4%) responded neutrally, and 153 (71.4%) disagreed to some extent. Five (2.3%) did not respond to the question. (See Table 22 and Figure 22.) On average, respondents disagreed that employing a person with a disability would slow down the rate at which others complete their work (mean=5.50, n=209, SD=1.48).

Table 22: Responses to "Employing a person with a disability will slow down the rate at which other employees complete their work"

	#	%
1 (Completely Agree)	3	1.4%
2	5	2.3%
3	13	6.1%
4 (Neutral)	35	16.4%
5	30	14.0%
6	54	25.2%
7 (Completely Disagree)	69	32.2%
No Response	5	2.3%
Total	**214**	**100%**

Figure 22: Responses to "Employing a person with a disability will slow down the rate at which other employees complete their work"

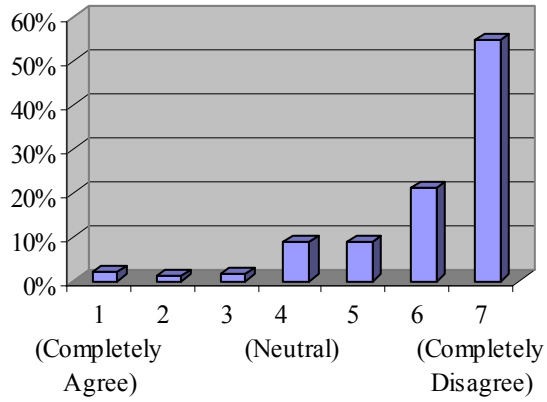


The fifth statement in Section IV is, "Employees with a disability should remain behind the scenes and not deal with customers directly." Of the 214 survey respondents, nine (4.2%) agreed to some extent with the statement, 19 (8.9%) responded neutrally, and 181 (84.6%) disagreed to some extent. The majority (n=117, 54.7%) completely disagreed. Five (2.3%) did not respond. (See Table 23 and Figure 23.) On average, respondents disagreed that employees with disabilities should not deal with customers directly (mean=6.11, n=209, SD=1.33).

Table 23: Responses to "Employees with a disability should remain behind the scenes and not deal with customers directly"

	#	%
1 (Completely Agree)	4	1.9%
2	2	0.9%
3	3	1.4%
4 (Neutral)	19	8.9%
5	19	8.9%
6	45	21.0%
7 (Completely Disagree)	117	54.7%
No Response	5	2.3%
Total	**214**	**100%**

Figure 23: Responses to "Employees with a disability should remain behind the scenes and not deal with customers directly"

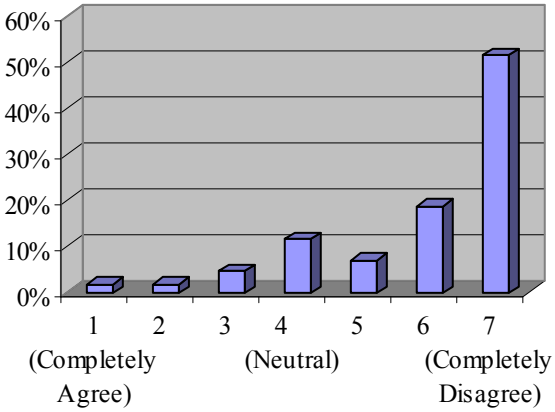


The sixth statement in Section IV is, "I would find it difficult to supervise a person with a disability." Of the 214 survey respondents, 18 (8.5%) agreed to some extent with the statement, 25 (11.7%) responded neutrally, and 165 (77.1%) disagreed to some extent. The majority of respondents completely disagreed with the statement (n=110, 51.4%). Six (2.8%) did not respond to the question. (See Table 24 and Figure 24.) On average, respondents disagreed that they would find it difficult to supervise a person with a disability (mean=5.90, n=208, SD=1.52).

Table 24: Responses to "I would find it difficult to supervise a person with a disability"

	#	%
1 (Completely Agree)	4	1.9%
2	4	1.9%
3	10	4.7%
4 (Neutral)	25	11.7%
5	15	7.0%
6	40	18.7%
7 (Completely Disagree)	110	51.4%
No Response	6	2.8%
Total	**214**	**100%**

Figure 24: Responses to "I would find it difficult to supervise a person with a disability"

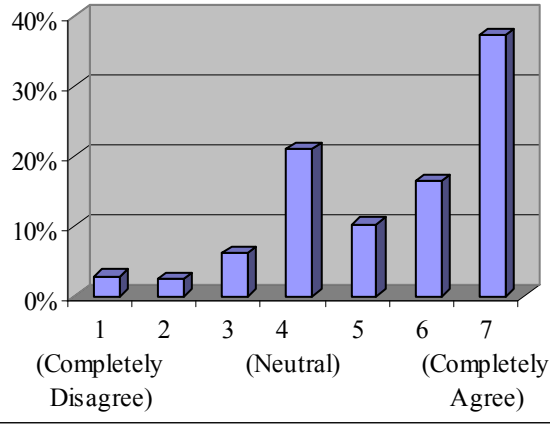


The seventh statement in Section IV is, "It is important to have people with disabilities in the workforce." Of the 214 survey respondents, 24 (11.2%) disagreed with the statement, 45 (21%) responded neutrally, and 137 (64.1%) agreed to some extent. Eight (3.7%) did not respond to the question. (See Table 25 and Figure 25.) On average, respondents tended to agree that it is important to have person with disabilities in the workforce (mean=5.41, n=206, SD=1.65).

Table 25: Responses to "It is important to have people with disabilities in the workforce"

	#	%
1 (Completely Disagree)	6	2.8%
2	5	2.3%
3	13	6.1%
4 (Neutral)	45	21.0%
5	22	10.3%
6	35	16.4%
7 (Completely Agree)	80	37.4%
No Response	8	3.7%
Total	**214**	**100%**

Figure 25: Responses to "It is important to have persons with disabilities in the workforce"

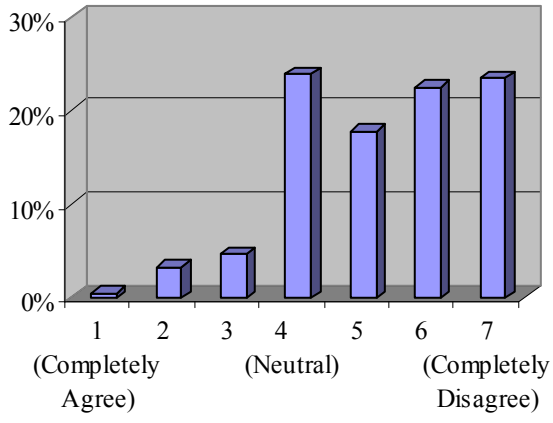


The eighth statement in Section IV is, "Persons with a disability would require high levels of supervision." Of the 214 survey respondents, 18 (8.5%) agreed to some extent with the statement, 51 (23.8%) responded neutrally, and 136 (63.6%) disagreed to some extent with the statement. Nine (4.2%) did not respond to the question. (See Table 26 and Figure 26.) On average, respondents disagreed that persons with a disability would require high levels of supervision (mean=5.25, n=205, SD=1.41).

Table 26: Responses to "Persons with a disability would require high levels of supervision"

	#	%
1 (Completely Agree)	1	0.5%
2	7	3.3%
3	10	4.7%
4 (Neutral)	51	23.8%
5	38	17.8%
6	48	22.4%
7 (Completely Disagree)	50	23.4%
No Response	9	4.2%
Total	**214**	**100%**

Figure 26: Responses to "Persons with a disability would require high levels of supervision"

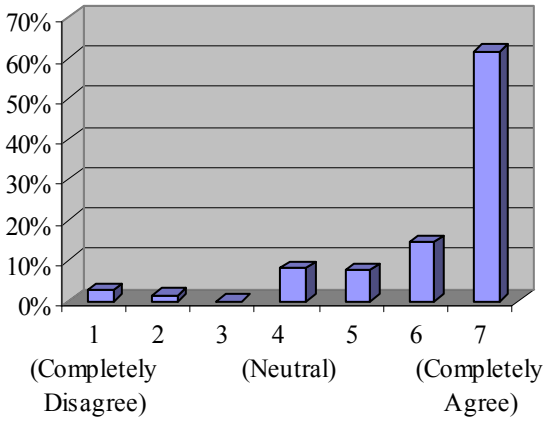


The ninth statement in Section IV is, "I would socialize with a co-worker who has a disability during work breaks." Of the 214 survey respondents, nine (4.2%) disagreed to some extent with the statement, 17 (7.9%) responded neutrally, and 179 (83.7%) agreed to some extent. The majority of respondents (n=132, 61.7%) completely agreed with the statement. Nine (4.2%) did not respond. (See Table 27 and Figure 27.) On average, respondents agreed that they would socialize with a co-worker who has a disability during breaks (mean=6.20, n=205, SD=1.41).

Table 27: Responses to "I would socialize with a co-worker who has a disability during work breaks"

	#	%
1 (Completely Disagree)	6	2.8%
2	3	1.4%
3	0	0.0%
4 (Neutral)	17	7.9%
5	16	7.5%
6	31	14.5%
7 (Completely Agree)	132	61.7%
No Response	9	4.2%
Total	**214**	**100%**

Figure 27: Responses to "I would socialize with a co-worker who has a disability during work breaks"

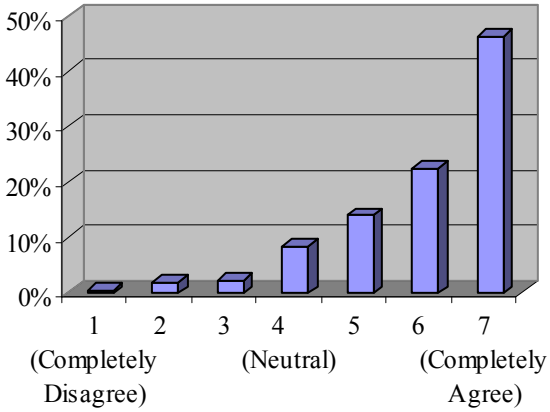


The tenth statement in Section IV is, "A person with a disability would be accepted by the other employees in my company." Of the 214 survey respondents, ten (4.7%) disagreed to some extent with the statement, 18 (8.4%) responded neutrally, and 177 (82.7%) agreed to some extent with the statement. Nine (4.2%) did not respond to the question. (See Table 28 and Figure 28). On average, respondents agreed that a person with a disability would be accepted by the other employees in their organization (mean=5.99, n=205, SD=1.28).

Table 28: Responses to "A person with a disability would be accepted by the other employees in my company"

	#	%
1 (Completely Disagree)	1	0.5%
2	4	1.9%
3	5	2.3%
4 (Neutral)	18	8.4%
5	30	14.0%
6	48	22.4%
7 (Completely Agree)	99	46.3%
No Response	9	4.2%
Total	**214**	**100%**

Figure 28: Responses to "A person with a disability would be accepted by the other employees in my company"

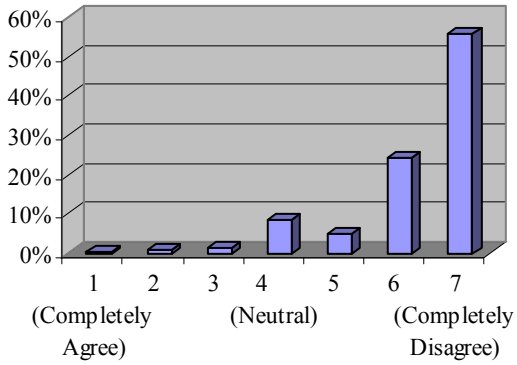


The eleventh statement in Section IV is, "Employing a person with a disability would negatively impact our workplace morale." Of the 214 survey respondents, six (2.8%) agreed to some extent with the statement, 18 (8.4%) responded neutrally, and 181 (84.6%) disagreed to some extent. The majority of respondents (n=119, 55.6%) completely disagreed. Nine (4.2%) did not respond. (See Table 29 and Figure 29.) On average, respondents disagreed that employing a person with a disability would negatively impact workplace morale (mean=6.25, n=205, SD=1.16).

Table 29: Responses to "Employing a person with a disability would negatively impact our workplace morale"

	#	%
1 (Completely Agree)	1	0.5%
2	2	0.9%
3	3	1.4%
4 (Neutral)	18	8.4%
5	10	4.7%
6	52	24.3%
7 (Completely Disagree)	119	55.6%
No Response	9	4.2%
Total	**214**	**100%**

Figure 29: Responses to "Employing a person with a disability would negatively impact our workplace morale"

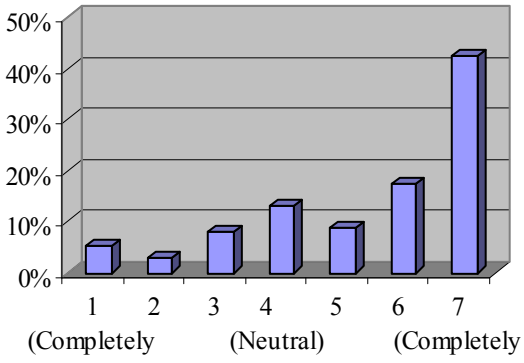


The twelfth statement in Section IV is, "All workers, including workers with disabilities should be evaluated on the same performance standards." Of the 214 survey respondents, 34 (15.8%) disagreed to some extent with the statement, 28 (13.1%) responded neutrally, and 147 (68.7%) agreed to some extent. Five (2.3%) did not respond. (See Table 30 and Figure 30.) On average, respondents agreed that all workers should be evaluated on the same performance standards (mean=5.45, n=209, SD=1.81).

Table 30: Responses to "All workers, including workers with disabilities, should be evaluated on the same performance standards"

	#	%
1 (Completely Disagree)	11	5.1%
2	6	2.8%
3	17	7.9%
4 (Neutral)	28	13.1%
5	19	8.9%
6	37	17.3%
7 (Completely Agree)	91	42.5%
No Response	5	2.3%
Total	**214**	**100%**

Figure 30: Responses to "All workers, including workers with disabilities, should be evaluated on the same performance standards"

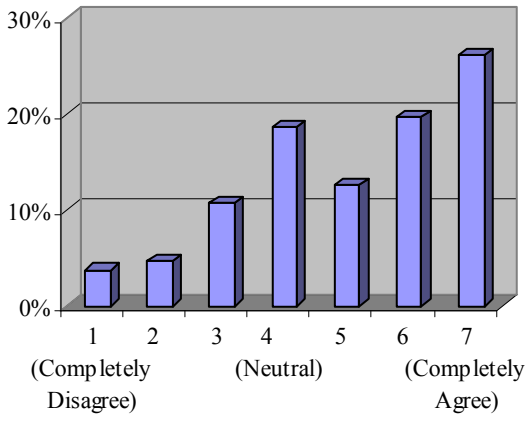


The thirteenth statement in Section IV is, "My organization is prepared to handle situations that may arise from the employment of a person with a disability." Of the 214 survey respondents, 41 (19.1%) disagreed to some extent with the statement, 40 (18.7%) responded neutrally, and 125 (58.4%) agreed to some extent. Eight (3.7%) did not respond. (See Table 31 and Figure 31.) On average, respondents agreed that their organization is prepared to handle situations that might arise from the employment of a person with a disability (mean=5.03, n=206, SD=1.73).

Table 31: Responses to "My organization is prepared to handle situations that may arise from the employment of a person with a disability"

	#	%
1 (Completely Disagree)	8	3.7%
2	10	4.7%
3	23	10.7%
4 (Neutral)	40	18.7%
5	27	12.6%
6	42	19.6%
7 (Completely Agree)	56	26.2%
No Response	8	3.7%
Total	**214**	**100%**

Figure 31: Responses to "My organization is prepared to handle situations that may arise…"

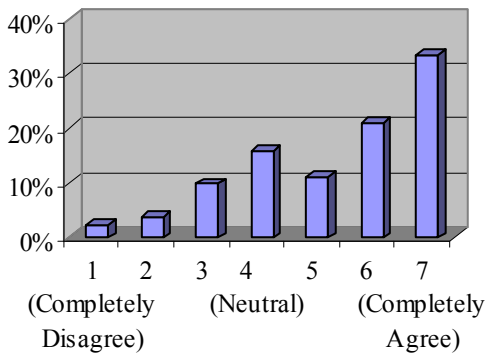


The fourteenth statement in Section IV is, "A person with a disability could be effectively matched with a job in my organization." Of the 214 survey respondents, 34 (15.8%) disagreed to some extent with the statement, 21 (9.8%) responded neutrally, and 140 (65.4%) agreed to some extent with the statement. Six (2.8%) did not respond to the question. (See Table 32 and Figure 32.) On average, respondents agreed that a person with a disability could be effectively matched with a job in their organization (mean=5.32, n=208, SD=1.67).

Table 32: Responses to "A person with a disability could be effectively matched with a job in my organization"

	#	%
1 (Completely Disagree)	5	2.3%
2	8	3.7%
3	21	9.8%
4 (Neutral)	34	15.9%
5	24	11.2%
6	45	21.0%
7 (Completely Agree)	71	33.2%
No Response	6	2.8%
Total	**214**	**100%**

Figure 32: Responses to "A person with a disability could be effectively matched with a job in my organization"

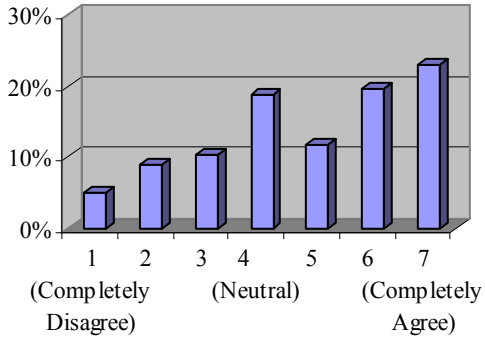


The fifteenth statement in Section IV is, "My organization has the resources necessary to successfully integrate a person with a disability into our workplace." Of the 214 survey respondents, 52 (24.3%) disagreed to some extent with the statement, 40 (18.7%) responded neutrally, and 116 (54.2%) agreed to some extent. Six (2.8%) did not respond. On average, respondents agreed that their organization has the resources to successfully integrate a person with a disability into their workplace (mean=4.78, n=208, SD=1.84).

Table 33: Responses to "My organization has the resources necessary to successfully integrate a person with a disability into our workplace"

	#	%
1 (Completely Disagree)	11	5.1%
2	19	8.9%
3	22	10.3%
4 (Neutral)	40	18.7%
5	25	11.7%
6	42	19.6%
7 (Completely Agree)	49	22.9%
No Response	6	2.8%
Total	**214**	**100%**

Figure 33: Responses to "My organization has the resources necessary to successfully integrate..."



Impact of Possible Services on Employment of a Person with a Disability

Section V of the survey provides respondents with a list of possible services and incentives that could be provided to employers. The survey asks respondents to rate to what extent each would increase the likelihood that their organization would employ a person with a disability on a scale of one to seven (1= "Greatly Decrease," 4= "No Impact, 7= "Greatly Increase").

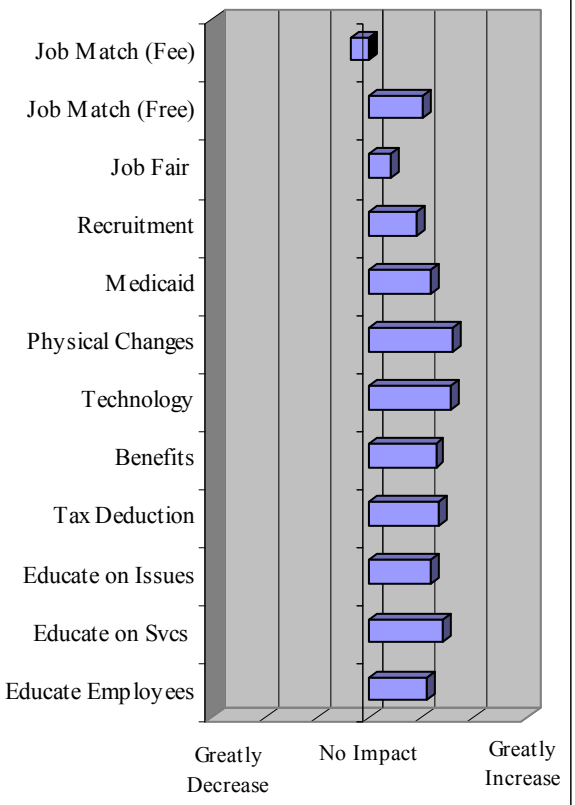
The services and incentives that were reported to have the greatest increase on the likelihood that the organization would employ a person with a disability were financial assistance for physical changes to the workplace (mean=5.59, n=200, SD=1.27) and financial assistance for assistive technology (mean=5.55, n=200, SD=1.21). Other services and incentives that were perceived to have an increase on the likelihood that the organization would employ a person with a disability include education on how to take advantage of available services and incentives for hiring a person with a disability (mean=5.42, n=201, SD=1.19), a tax deduction for employing a person with a disability (mean=5.32, n=201, SD=1.38), financial assistance for changes to employee benefit packages (mean=5.28, n=199, SD=1.25), education on issues concerning the employment of a person with a disability (mean=5.19, n=201, SD=1.29), eliminating the need to put people with disabilities on company health plans by continuing their Medicaid coverage after employment begins (mean=5.17, n=199, SD=1.41), provide education to other employees on disabilities (mean=5.10, n=201, SD=1.25), and financial assistance for recruitment efforts (mean=4.91, n=201, SD=1.16). A job fair specifically for people with disabilities was regarded as having no impact on employing a person with a disability (mean=4.42, n=201, SD=1.26). The only service that was regarded as having a decrease on the likelihood that an organization would

employ a person with a disability was job matching services provided to the employer for a fee (mean=3.66, n=202, SD=1.49). (See Table 34 and Figure 34.)

Table 34: Impact of Possible Services and Incentives Provided to the Employer on Likelihood of Organization Employing a Person with a Disability

	Mean	N	SD
Job Matching Services Provided to the Employer for a Fee	3.66	202	1.49
Job Matching Services Provided to the Employer for Free	5.04	203	1.45
Job Fair Specifically for Persons with Disabilities	4.42	201	1.26
Financial Assistance for Recruitment Efforts	4.91	201	1.16
Eliminate need to put Persons with Disabilities on Company Health Plans by Continuing Medicaid Coverage After Employment	5.17	199	1.41
Financial Assistance for Physical Changes to the Workplace	5.59	200	1.27
Financial Assistance for Assistive Technology	5.55	200	1.21
Financial Assistance for Changes to Employee Benefits Packages	5.28	199	1.25
Tax Deduction for Employing a Person with a Disability	5.32	198	1.38
Education on Issues Concerning the Employment of a Person with a Disability	5.19	201	1.29
Education on How to Take Advantage of Available Services and Incentives for Hiring a Person with a Disability	5.42	201	1.19
Provide Education to Other Employees on Disabilities	5.10	201	1.25

Figure 34: Impact of Possible Services and Incentives Provided to Employer on Likelihood of Organization Employing a Person with a Disability



Section VI of the survey provides respondents with a list of possible services and incentives that could be provided to people with disabilities. The survey asks respondents to rate to what extent each would increase the likelihood that a person with a disability could be employed on a scale of one to seven (1= "Greatly Decrease," 4= "No Impact, 7= "Greatly Increase").

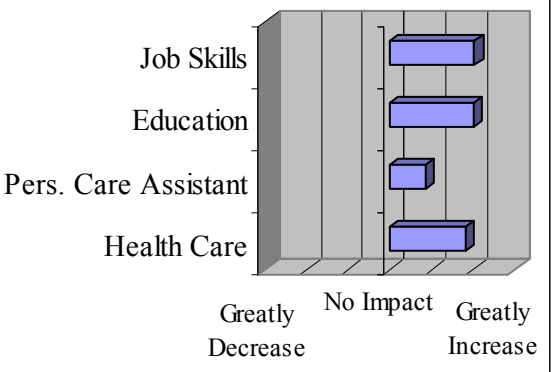
All of the possible services were rated that they would increase to some extent the likelihood that a person with a disability could be employed. The services and incentives that were reported to have the greatest increase on the likelihood that a person with a disability could be employed were job skills training for people with disabilities (mean=6.03, n=201, SD=1.10) and education

for people with disabilities on how to present themselves and their job skills (mean=6.00, n=202, SD=1.07). Also rated highly was continuing health care coverage by Medicaid paid for by the individual and/or government after employment begins (mean=5.81, n=199, SD=1.41). Allowing personal care assistants to help people with disabilities in the workplace was also perceived to increase the likelihood that a person with a disability could be employed (mean=4.84, n=199, SD=1.67), although this rating was lower than the other suggested services and incentives. (See Table 35 and Figure 35.)

Table 35: Impact of Possible Services Provided to Employee with Disability on Likelihood that They Could be Employed

	Mean	N	SD
Job Skills Training for Persons with Disabilities	6.03	201	1.10
Education for Persons with Disabilities on How to Present Themselves and Their Job Skills	6.00	202	1.07
Allow Personal Care Assistants to Help Persons with Disabilities in the Workplace	4.84	199	1.67
Continuing Health Care Coverage by Medicaid Paid for by Individual and/or Government After Employment	5.81	199	1.41

Figure 35: Impact of Possible Services Provided to Employee with Disability on Likelihood that They Could be Employed



Factors Identified in Survey Responses

Factors in survey responses were identified using a principal components factor analysis of items in Sections III, IV, V, and VI. The factor analysis identified common threads of ideas, or constructs, which existed among survey responses. These constructs were analyzed for conceptual and statistical reliability. Where appropriate, the survey items that form the constructs were then combined to create construct composites.

Constructs in Perceptions of People with Disabilities

The factor analysis and subsequent conceptual analysis of items in Section III identified one common idea. This construct was named "Perceptions of People with Disabilities."

The construct "Perceptions of People with Disabilities" is composed of Question 1: "A person with a disability needs help to do ordinary activities," Question 2: "A disability could be mental as well as physical," Question 3: "Everyone with disabilities needs extra help to work," and Question 4: "Persons with disabilities can be highly motivated employees." This construct is 42.5% reliable. Although the reliability for this composite is not strong, similar relationships with other survey items were found when using the construct as when using the questions separately. Therefore, although the construct does not have a strong statistical reliability, the

construct is believed to have face validity. In order to receive a composite score, the respondent had to have responded to all four questions. The range of possible scores for this composite is from four to 28, with an average score of 22.5 (n=210, SD=3.62). The distribution of scores for this composite is negatively skewed, meaning that the majority of the scores are concentrated at the higher end of the scale. For this composite, a higher score equals a more positive or accurate perception of people with disabilities.

Constructs in Affective Reactions to the Employment of People with Disabilities

The factor analysis and subsequent conceptual analysis of items in Section IV identified three common ideas. These constructs were named: Impact on Production, Work Environment and Employer Capacity. These constructs, in addition to Questions 2 and 12, were also combined to create a Total Affective Reactions construct.

The construct "Impact on Production" is composed of questions 1, 3, 4, 5, 6, and 8. These questions concerned workload, training and assistance, rate of work completion, dealing with customers directly, and supervision. In order to receive a composite score, the respondent had to have responded to all six questions. This composite is 82.8% reliable. The range of possible scores for this composite is from six to 42, with an average score of 32.2 (n=202, SD=6.57). The distribution of scores for this composite is negatively skewed, meaning that the majority of the scores are concentrated at the higher end of the scale. For this composite, a higher score equals a more positive view toward how having a person with a disability in the workplace would impact workplace production.

The construct "Work Environment" is composed of questions 9, 10 and 11. These questions concern socializing, acceptance by other employees, and workplace morale. In order to receive a composite score, the respondent had to have responded to all three questions. This composite is 72.0% reliable. The range of possible scores for this composite is from three to 21, with an average score of 18.5 (n=198, SD=3.06). The distribution of scores for this composite is negatively skewed, meaning that the majority of the scores are concentrated at the higher end of the scale. For this composite, a higher score equals a more positive view of the impact a person with a disability would have on the work environment.

The construct "Employer Capacity" is composed of questions 13, 14 and 15. These questions concerned the organization's ability to handle situations that may arise when employing a person with a disability, being able to effectively match a person with a disability with a job at the organization, and having the necessary resources to employ a person with a disability. To receive a composite score, the respondent had to have responded to all three questions. This composite is 84.8% reliable. The range of possible scores for this composite is from three to 21, with an average score of 15.1 (n=204, SD=4.61). The distribution of scores for this composite is negatively skewed, meaning that the majority of the scores are concentrated at the higher end of the scale. For this composite, a higher score equals a more positive view of how prepared the organization is to employ people with disabilities.

The construct "Total Affective Reactions" is composed of all of the questions in section IV. In order to receive a composite score, the respondent had to have responded to all questions. This

composite is 85.0% reliable. The range of possible scores for this composite is from 15 to 105, with an average score of 82.9 (n=186, SD=13.00). The distribution of scores for this composite is negatively skewed, meaning that the majority of the scores are concentrated at the higher end of the scale. As a whole, this construct measures how positive the respondent reacted to the questions regarding people with disabilities, so that a higher score equals a more positive reaction to people with disabilities in the workplace.

Constructs in Services Provided to Employers and Employees

A factor analysis and subsequent conceptual analysis of items in Section V and Section VI was conducted and identified four constructs. These constructs are: Financial Assistance, Education, Healthcare, and Job Services. However, these constructs failed to show any significant results upon analysis. Hence, the constructs were dismissed and analyses were conducted against the individual questions in Section V and Section VI.

Themes Identified in Analysis of Relationships

Tests of significance were conducted to identify relationships among the construct composites, possible services, experiences of employers with people with disabilities, characteristics of employers, and demographics of respondents. Common themes in these relationships were then discussed and a visual schema of the themes was developed. These themes are: Perceptions of People with Disabilities and Affective Reactions to Their Employment, Experiences that Improve Perceptions and Affective Reactions, Services for Employers with Equal Performance Standards, Use of Job Matching Services, Services and Work Environment, Services and Employer Capacity, and Healthcare for People with Disabilities.

In this section of the report, scatter plots, box plots, and bar graphs are used to illustrate relationships between items. For the scatter plots, "flowers" depict the number of responses at a given plot, where one "petal" on the flower represents one response. The line on the scatter plot is the "regression line" which is used to estimate the "r" statistic. For the box plots, the black line represents the median response, the yellow dotted line represents the average response, the "box" represents the range of responses within 25% of the median on either side (also known as the interquartile range), and the "fence" represents the range of responses within the values that are 1.5 times the interquartile range. Asterisks (*) and the infinity sign (∞) are used to represent outliers in the response set.

Perceptions of People with Disabilities and Affective Reactions to Their Employment

There was a moderately linear relationship between scores for the Perceptions of People with Disabilities composite and the scores for the Impact on Production composite (r=0.475, n=200, p=0.000). Approximately 22.6% of the variability in one can be attributed to the other. Therefore, the more accurate the respondent's perception was about people with disabilities, the more positively the respondent regarded the impact on production of working with a person with a disability. (See Figure 36).

There was a somewhat linear relationship between scores for the Perceptions of People with Disabilities composite and the scores for the Work Environment composite (r=0.353, n=195, p=0.000). Approximately 12.5% of the variability in one can be attributed to the other. Therefore, the more accurate the respondent's perception was about people with disabilities, the more positively the respondent regarded the work environment in which people with disabilities were present. (See Figure 37.)

Figure 36: Perceptions of People with Disabilities and Impact on Production

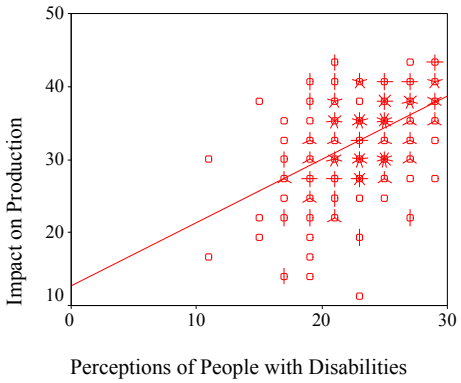
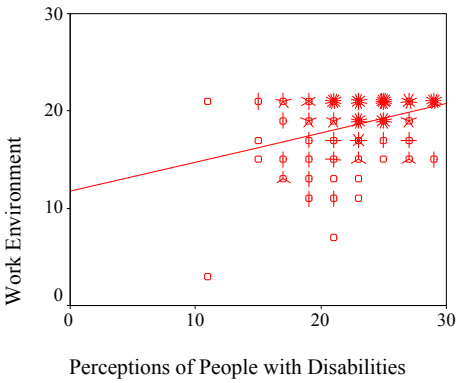
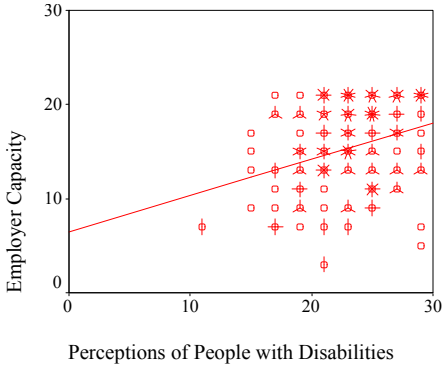


Figure 37: Perceptions of People with Disabilities and Work Environment



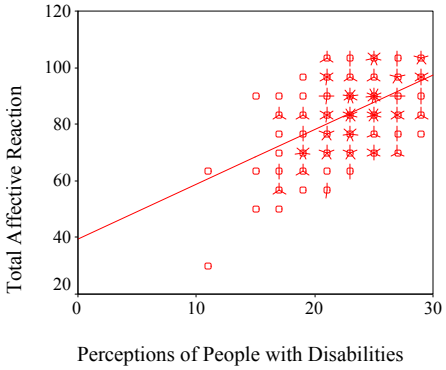
There was a somewhat linear relationship between scores for the "Perceptions of People with Disabilities" composite and the scores for the "Employer Capacity" composite (r=0.301, n=201, p=0.000). Approximately 9.1% of the variability in one can be attributed to the other. Therefore, the more accurate the respondent's perception was about people with disabilities, the greater the capacity of the organization to employ people with disabilities. (See Figure 38.)

Figure 38: Perceptions of People with Disabilities and Employer Capacity



There was a moderately linear relationship between scores for the "Perceptions of People with Disabilities" composite and scores for the "Total Affective Reaction" composite (r=0.532, n=184, p=0.000). Approximately 17% of the variability in one can be attributed to the other. Therefore, the more accurate the respondent's perception was about people with disabilities, the more positively the respondent regarded the employability of people with disabilities. (See Figure 39.)

Figure 39: Perceptions of People with Disabilities and Total Affective Reaction



A Spearman's Correlation demonstrated that there is a highly significant relationship between "Perceptions of People with Disabilities" and Section IV, Question 2: "Persons with disabilities can positively contribute to the workplace" (n=207, p=0.000). This is a moderately linear relationship (r=0.469), meaning that approximately 22% of the variability in one can be attributed to the other. Therefore, the more accurate the respondent's perception was about people with disabilities, the stronger the respondent felt that people with disabilities can positively contribute to the workplace. (See Figure 40.)

A Spearman's Correlation shows that there is a significant relationship between "Perceptions of People with Disabilities" and Section IV, Question 12: "All workers, including workers with disabilities, should be evaluated on the same performance standards" (n=206, p=0.019). This is a weak linear relationship (r=0.164), meaning that approximately 2.7% of the variability in one can be attributed to the other. Therefore, the more accurate the respondent's perception was about people with disabilities, the stronger the respondents felt that all workers should be evaluated on the same performance standards. (See Figure 41.)

Figure 40: Contribution to the Workplace and Perceptions of People with Disabilities

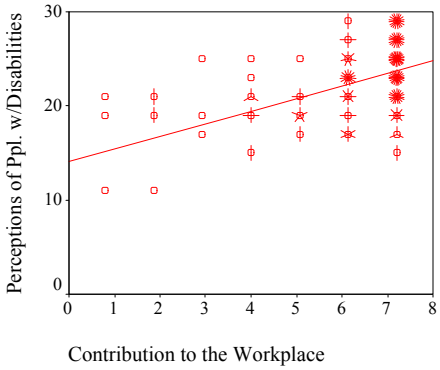
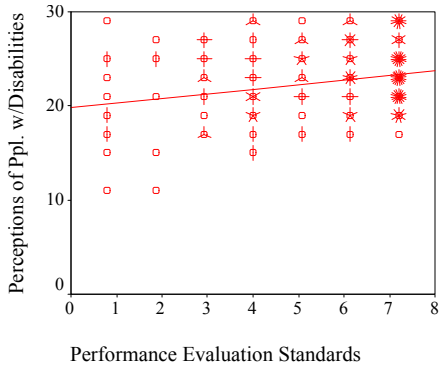
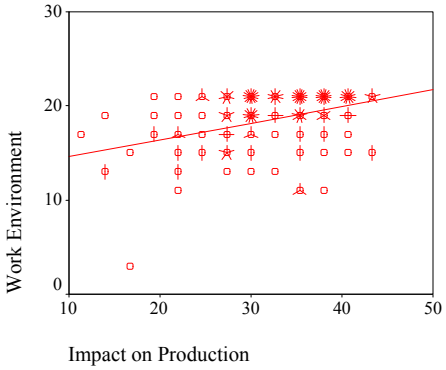


Figure 41: Performance Evaluation Standards and Perceptions of People with Disabilities



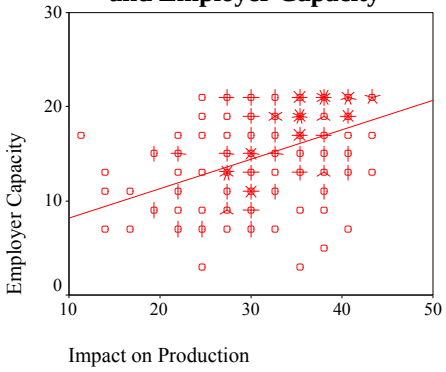
There was a somewhat linear relationship between scores for the "Impact on Production" composite and the scores for the "Work Environment" composite (r=0.397, n=191, p=0.000). Approximately 15.8% of the variability in one can be attributed to the other. Therefore, the more positive the respondent regarded the impact working with a person with a disability would have on production, the more positively the respondent regarded the work environment in which people with disabilities were present. (See Figure 42.)

Figure 42: Impact on Production and Work Environment



There was a moderately linear relationship between scores for the "Impact on Production" composite and the scores for the "Employer Capacity" composite (r=0.450, n=199, p=0.000). Approximately 20.3% of the variability in one can be attributed to the other. Therefore, the more positively the respondent regarded the impact that working with a person with a disability would have on production, the greater was the perceived capacity of the organization to employ people with disabilities. (See Figure 43.)

Figure 43: Impact on Production and Employer Capacity



There was a somewhat linear relationship between scores for the "Employer Capacity" composite and scores for the "Work Environment" composite (r=0.395, n=193, p=0.000). Approximately 15.6% of the variability in one can be

attributed to the other. Therefore, the greater the capacity of the organization to employ people with disabilities, the more positively the respondents regarded the work environment in which people with disabilities were present. (See Figure 44.)

A Spearman's Correlation demonstrates that there is a highly significant relationship between "Impact on Production" and Section IV, Question 2: "Persons with disabilities can positively contribute to the workplace" (n=202, p=0.000). This is a moderately linear relationship (r=0.436), meaning that approximately 19% of the variability in one can be attributed to the other. Therefore, the more strongly the respondents felt that people with disabilities can positively contribute to the workplace, the more positively the respondents felt regarding the impact that working with a person with a disability would have on production. (See Figure 45.)

Figure 44: Employer Capacity and Work Environment

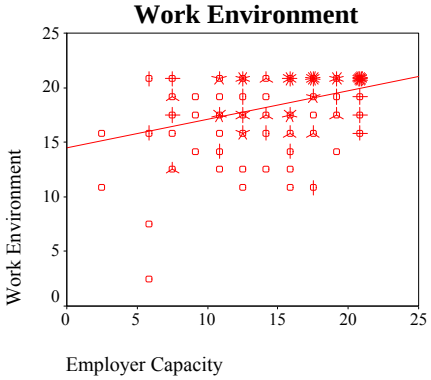
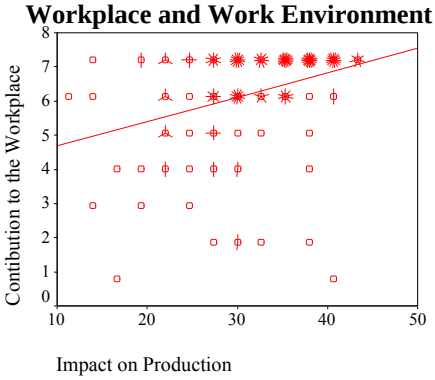
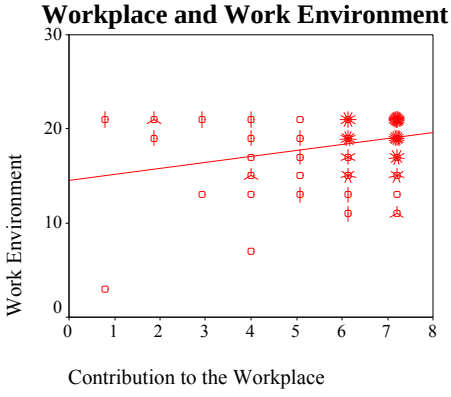


Figure 45: Contribution to the Workplace and Work Environment



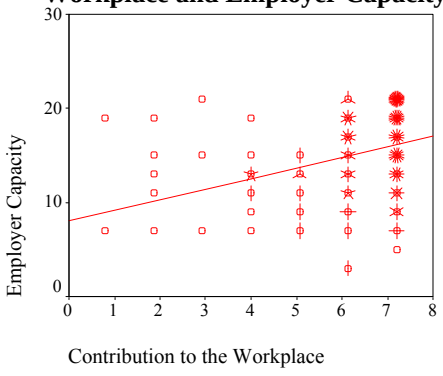
A Spearman's Correlation demonstrates that there is a highly significant relationship between "Work Environment" and Section IV, Question 2: "Persons with disabilities can positively contribute to the workplace" (n=196, p=0.000). This is a somewhat linear relationship (r=0.369), meaning that approximately 13.6% of the variability in one can be attributed to the other. Therefore, the more positively the respondent felt regarding the work environment in which people with disabilities were present, the stronger the respondent felt that people with disabilities can positively contribute to the workplace. (See Figure 46.)

Figure 46: Contribution to the Workplace and Work Environment

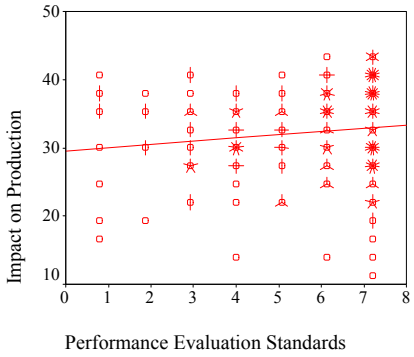


A Spearman's Correlation shows that there is a highly significant relationship between "Employer Capacity" and Section IV, Question 2: "Persons with disabilities can positively contribute to the workplace" (n=203, p=0.000). This is a somewhat linear relationship (r=0.374), meaning that approximately 14% of the variability in one can be attributed to the other. Therefore, the greater the employer's capacity to employ people with disabilities, the stronger the respondent felt that people with disabilities can positively contribute to the workplace. (See Figure 47.)

Figure 47: Contribution to the Workplace and Employer Capacity



A Spearman's Correlation shows that there is a significant relationship between "Impact on Production" and Section IV, Question 12: "All workers, including workers with disabilities, should be evaluated on the same performance standards" (n=202, p=0.033). This is a weak linear relationship (r=0.150), meaning that approximately 2.3% of the variability in one can be attributed to the other. Therefore, the more positively the respondent felt regarding the impact that working with a person with a disability would have on production, the stronger the respondent felt that all workers should be evaluated on the same performance standards. (See Figure 48.)



A Spearman's Correlation shows that there is a highly significant relationship between Employer Capacity and Section IV, Question 12: "All workers, including workers with disabilities, should be evaluated on the same performance standards" (n=204, p=0.000). This is a somewhat linear relationship (r=0.283), meaning that approximately 8% of the variability in one can be attributed to the other. Therefore, the greater the employer's capacity to employ people with disabilities, the stronger the respondent felt that all workers should be evaluated on the same performance standards. (See Figure 49.)

Figure 49: Performance Evaluation Standards and Employer Capacity

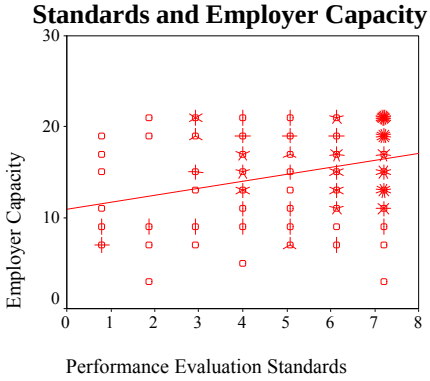
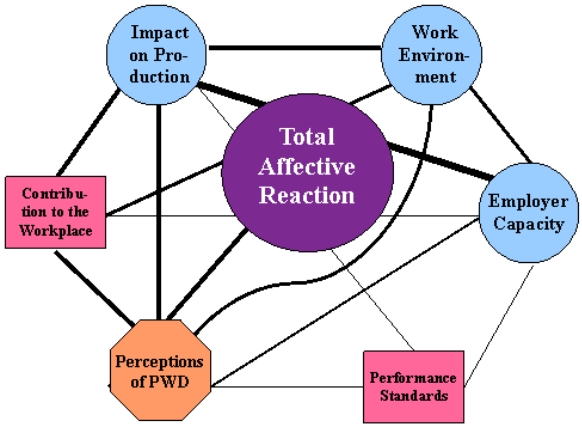


Figure 50 is a visual schema of relationships identified and discussed in this section of the report. In this figure, a purple circle represents the Total Affective Reaction composite, blue circles are used to represent construct composites for affective reactions, pink squares are used to represent individual questions regarding affective reactions, and an orange octagon represents the construct composite of perceptions of people with disabilities. A black line represents a positive correlation between items or composites with a thicker line representing a stronger relationship.

This schema demonstrates how many of the constructs and questions regarding affective reactions and perceptions of people with disabilities are related to one another.

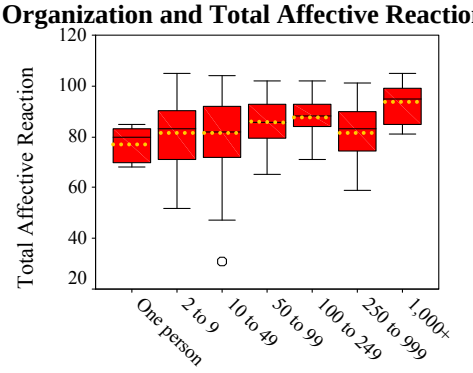
Figure 50: Schema of Perceptions and Affective Reactions



Experiences that Improve Perceptions and Affective Reactions

A Spearman's Correlation shows that there is a significant relationship between the number of people who are employed by the organization and Total Affective Reaction (n=185, p=0.014). This is a weak linear relationship (r=0.181), meaning that approximately 3.3% of the variability in one can be attributed to the other. While the average responses tend to increase with the size of the organization, the average response for organizations with 250 to 999 employees defies the trend (mean=81.82, n=23, SD=12.20, median=83.00). Therefore, with the exception of organizations with 250 to 999 employees, the bigger the organization, the more positively they regarded the employment of people with disabilities. (See Figure 51.)

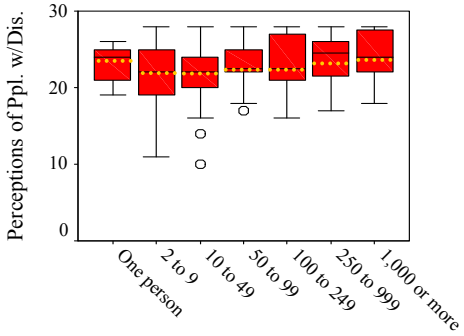
Figure 51: Number of People Employed by Organization and Total Affective Reaction



Number of People Employed by Org.

A Spearman's Correlation shows that there is a significant relationship between the number of people who are employed by the organization and Perceptions of People with Disabilities (n=208, p=0.021). This is a weak linear relationship (r=0.160), meaning that approximately 2.6% of the variability in one can be attributed to the other. The boxplot depicted in Figure 52 shows a staggered distribution of responses to these two items. This is due in part to the fact that the average perception of people with disabilities for organizations with one employee (mean=23.0, n=7, SD=2.71, median=24.0) were more accurate than many of the medium size companies. Therefore, the more people employed by the organization, the more accurate the respondent's perception was about people with disabilities. (See Figure 52.)

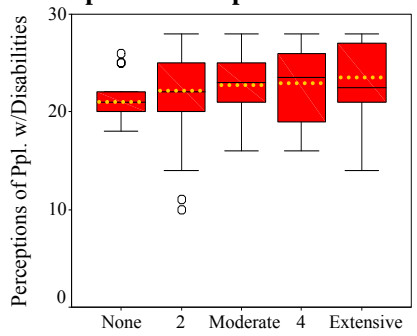
Figure 52: Number of People Employed by Organization and Perceptions of People with Disabilities



Number of People Employed by Org.

A Spearman's Correlation demonstrates that there is a significant relationship between the respondents' level of experience with people with disabilities outside the workplace and Perceptions of People with Disabilities (n=208, p=0.012). This is a weak linear relationship (r=0.174), meaning that approximately 3.0% of the variability in one can be attributed to the other. Therefore, the more experience the respondents had with people with disabilities outside the workplace, the more accurate the respondent's perception was about people with disabilities. (See Figure 53.)

Figure 53: Experience Outside Workplace and Perceptions of People with Disabilities



Experience Outside Workplace

An independent samples t-test shows that there is a significant difference between how accurate the respondent's perception was about people with disabilities according to whether or not the organization currently employs a person with a disability (t=-2.463, df=202, p=0.015). The average perception regarding people with disabilities for organizations that currently employ a person with a disability was 23.22 (n=72, SD=3.27). The average perception regarding people with disabilities for organizations that do not currently employ a person with a disability was 21.93 (n=132, SD=3.73).

Therefore, organizations that currently employ people with disabilities have a more accurate perception of people with disabilities than those that do not employ people with disabilities. (See Figure 54.)

An independent samples t-test shows that there is a significant difference between the impact that working with a person with a disability would have on production according to whether or not the organization currently employs a person with a disability (t=-3.221, df=161.0, p=0.002). The average score for Impact on Production for organizations that currently employ a person with a disability was 34.09 (n=68, SD=5.66). The average score for Impact on Production for organizations that do not currently employ a person with a disability was 31.13 (n=128, SD=6.88). Therefore, organizations that currently employ a person with a disability regarded the impact that working with a person with a disability would have on production more positively than those organizations that do not currently employ a person with a disability. (See Figure 55.)

An independent samples t-test shows that there is a significant difference between the impact on production according to whether or not the organization employed a person with a disability in the past (t=-2.147, df=177, p=0.033). The average score for Impact on Production for organizations that employed a person with a disability in the past was 33.69 (n=54, SD=6.13). The average score for Impact on Production for organizations that have not employed a person with a disability in the past was 31.35 (n=125, SD=6.89). Therefore, organizations that employed a person with a disability in the past regarded the impact that employing a person with a disability would have on production more positively than those organizations that have not employed a person with a disability. (See Figure 56.)

Figure 57 is a visual schema of relationships identified and discussed in this section of the report. In this figure, the purple circle represents the Total Affective Reaction, the blue circle represents the Impact on Production, the orange octagon represents the Perceptions of Persons with Disabilities, and green and light green triangles represent respondent and organization characteristics, respectively. A black line represents a positive correlation between items, with a thicker line representing a stronger relationship and a black line with an arrow represents a significant difference in means.

Figure 54: Current Employment of a Person with Disability and Perceptions of People with

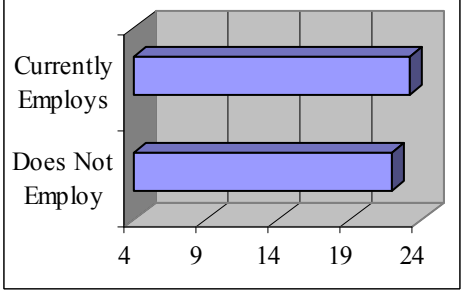


Figure 55: Current Employment of a Person with Disability and Impact on Production

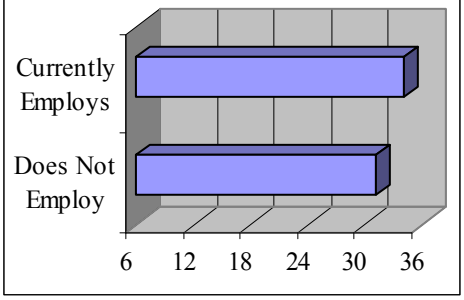


Figure 56: Past Employment of a Person with a Disability and Impact on Production

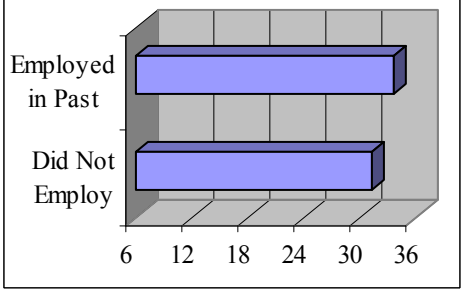
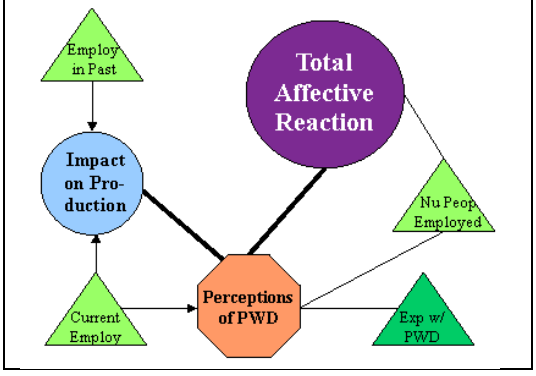


Figure 57: Schema of Experiences that Improve Perceptions and Reactions

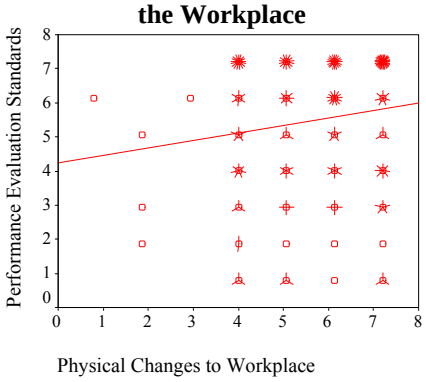


This schema demonstrates how affective reactions and perceptions of people with disabilities are influenced by the respondent's personal experiences and the organization's current and past employment of a person with a disability. Furthermore, the size of the organization also influences reactions and perceptions. This may be due in part to the fact that larger organizations were more likely to have a person with a disability currently employed (t=-7.35, df=112.3, p=0.000).

Services for Employers with Equal Performance Standards

A Spearman's Correlation demonstrates that there is a significant relationship between Section IV, Question 12: "All workers, including workers with disabilities, should be evaluated on the same performance standards" and providing financial assistance for physical changes to the workplace (n=200, p=0.018). This is a weak linear relationship (r=0.168), meaning that approximately 2.8% of the variability in one can be attributed to the other. Therefore, the more respondents felt that all workers should be evaluated on the same performance standards, the more they felt that providing financial assistance for physical changes to the workplace would increase the likelihood that their organization would employ a person with a disability. (See Figure 58.)

Figure 58: Performance Evaluation Standards and Physical Changes to the Workplace



A Spearman's Correlation demonstrates that there is a highly significant relationship between Section IV, Question 12: "All workers, including workers with disabilities, should be evaluated on the same performance standards" and providing financial assistance for assistive technology (n=200, p=0.006). This is a weak linear relationship (r=0.193), meaning that approximately 3.7% of the variability in one can be attributed to the other. Therefore, the more respondents felt that all workers should be evaluated on the same performance standards, the more they felt that providing financial assistance for assistive technology would increase the likelihood that their organization would employ a person with a disability. (See Figure 59.)

Figure 59: Performance Evaluation Standards and Assistive Technology

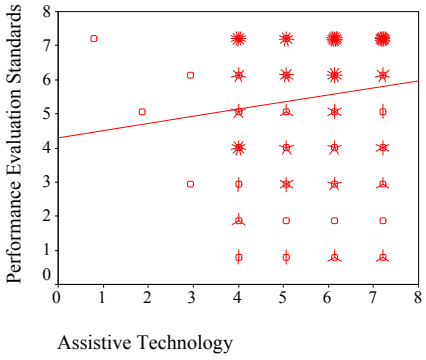
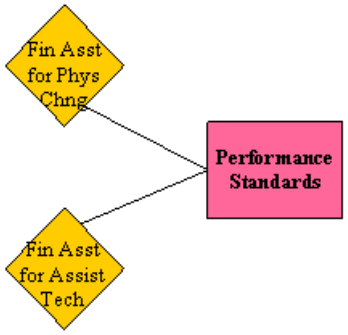


Figure 60 is a visual schema of relationships identified and discussed in this section of the report. In this figure, the pink square represents equal performance standards and the yellow diamonds represent potential services to be provided to employers. Furthermore, a black line represents a positive correlation between items or composites with a thicker line representing a stronger relationship.

This schema illustrates how financial assistance for physical changes and assistive technology in the workplace would increase the likelihood that organizations with equal performance measures would employ a person with a disability.

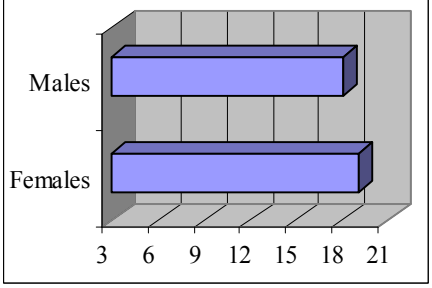
Figure 60: Schema of Services for Employers with Equal Performance Standards



Services and Work Environment

An independent samples t-test shows that there is a significant difference between the reactions toward the work environment in which people with disabilities were present according to gender (t=2.351, df=193, p=0.020). The average score for Work Environment for males was 18.10 (n=111, SD=3.28). The average score for Work Environment for females was 19.12 (n=84, SD=2.59). Therefore, females tend to regard the work environment in which people with disabilities are present more positively than do males. (See Figure 61.)

Figure 61: Gender and Work Environment



A Spearman's Correlation shows that there is a significant relationship between Work Environment and holding a job fair specifically for people with disabilities (n=191, p=0.032). This is a weak linear relationship (r=0.155), meaning that approximately 2.4% of the variability in one can be attributed to the other. Therefore, the more positively the respondent regarded the work environment in which people with disabilities were present, the more the respondent felt that holding a job fair specifically for people with disabilities would increase the likelihood that his or her organization would employ a person with a disability. (See Figure 62.)

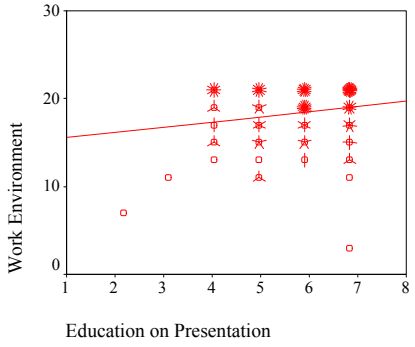
Figure 62: Work Environment and Job Fair

A Spearman's Correlation shows that there is a significant relationship between Work Environment and providing job skills training for people with disabilities (n=190, p=0.017). This is a weak linear relationship (r=0.173), meaning that approximately 3% of the variability in one can be attributed to the other. Therefore, the more positively the respondent regarded the work environment in which people with disabilities were present, the more the respondent felt that providing job skills training for people with disabilities would increase the likelihood that his or her organization would employ a person with a disability. (See Figure 63.)

Figure 63: Work Environment and Job Skills Training

A Spearman's Correlation shows that there is a highly significant relationship between Work Environment and educating people with disabilities on how to present themselves and their job skills to potential employers (n=191, p=0.007). This is a weak linear relationship (r=0.195), meaning that approximately 3.8% of the variability in one can be attributed to the other. Therefore, the more positively the respondent regarded the work environment in which people with disabilities were present, the more the respondent felt that educating people with disabilities on how to present themselves to potential employers would increase the likelihood that the organization would employ a person with a disability. (See Figure 64.)

Figure 64: Work Environment and Education on Presentation



An independent samples t-test shows that there is a significant difference between educating people with disabilities on how to present themselves and their job skills according to the current employment of a person with a disability (t=2.151, df=195, p=0.033). The average score for educating people with disabilities for organizations that currently employ a person with a disability was 5.79 (n=68, SD=1.09). The average score for educating people with a disability for organizations that do not currently employ a person with a disability was 6.13 (n=129, SD=1.03). Therefore, organizations that do not currently employ people with disabilities are more likely to report that the education of people with disabilities on how to present themselves and their job skills would greatly increase the likelihood that a person with a disability could be employed than organizations that currently employ a person with a disability. (See Figure 65.)

Figure 65: Current Employment of Person with Disability and Education on Presentation

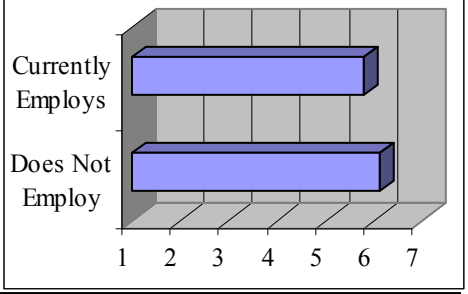
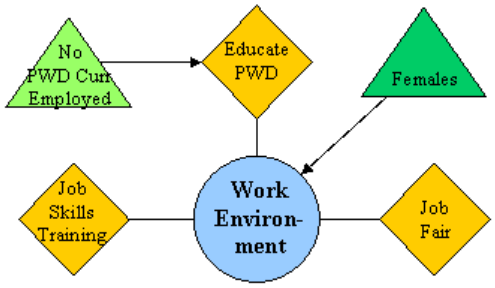


Figure 66 is a visual schema of relationships identified and discussed in this section of the report. In this figure, the blue circle represents the composite Work Environment, the yellow diamonds represent potential services, and the green and light green triangles represent respondent demographics and employer characteristics, respectively. Furthermore, a black line represents a positive correlation between items or composites with a thicker line representing a stronger relationship, and a black line with an arrow represents a significant difference in means.

This schema illustrates how reactions toward the work environment, in which people with disabilities are present, influence the perceived effect of the services in increasing the likelihood that the organization will be able to employ a person with a disability.

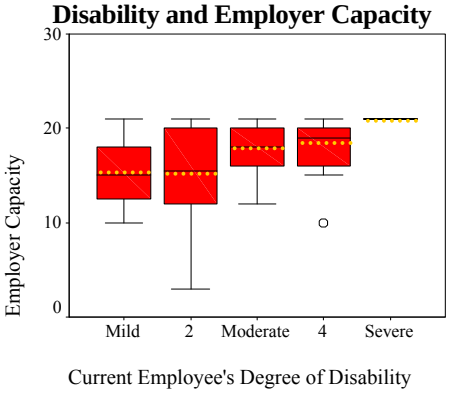
Figure 66: Schema of Services and Work Environment



Services and Employer Capacity

A Spearman's Correlation shows that there is a highly significant relationship between the current employee's degree of disability and Employer Capacity (n=66, p=0.005). This is a slightly linear relationship (r=0.340), meaning that approximately 11.6% of the variability in one can be attributed to the other. Therefore, the more severe the current employee's disability, the greater the capacity of the organization to employ people with disabilities. (See Figure 67.)

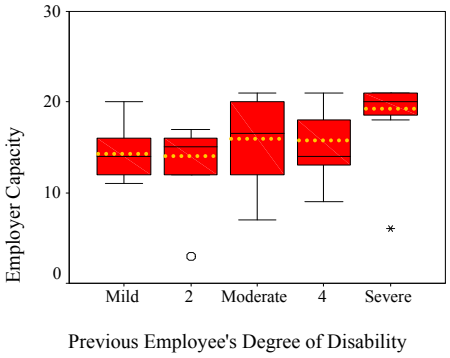
Figure 67: Current Employee's Degree of Disability and Employer Capacity



A Spearman's Correlation shows that there is a significant relationship between the previous employee's degree of disability and Employer Capacity (n=55, p=0.034). This is a

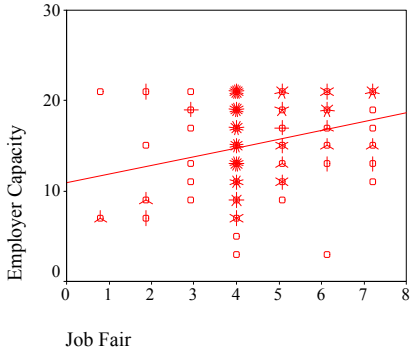
slightly linear relationship (r=0.287), meaning that approximately 8.2% of the variability in one can be attributed to the other. Therefore, the more severe the previous employee's disability, the greater the organization's capacity to employ people with disabilities. (See Figure 68.)

Figure 68: Previous Employee's Degree of Disability and Employer Capacity



A Spearman's Correlation shows that there is a highly significant relationship between Employer Capacity and holding a job fair specifically for people with disabilities (n=198, p=0.004). This is a weak linear relationship (r=0.205), meaning that approximately 4.2% of the variability in one can be attributed to the other. Therefore, the greater their organization's capacity to employ people with disabilities, the more respondents felt that holding a job fair specifically for people with disabilities would increase the likelihood that their organization would employ a person with a disability. (See Figure 69.)

Figure 69: Employer Capacity and Job Fair



A Spearman's Correlation shows that there is a significant relationship between Employer Capacity and providing a tax deduction for employing a person with a disability (n=195, p=0.032). This is a weak linear relationship (r=-0.154), meaning that approximately 2.4% of the variability in one can be attributed to the other. Therefore, the greater their organization's capacity to employ people with disabilities, the less respondents felt that a tax deduction for employing a person with a disability would increase the likelihood that their organization would employ a person with a disability. On the other hand, the less the capacity of their organization to employ people with disabilities, the more they felt that a tax deduction for employing a person with a disability would increase the likelihood that their organization would employ a person with a disability. (See Figure 70.)

Figure 70: Employer Capacity and Tax Deduction

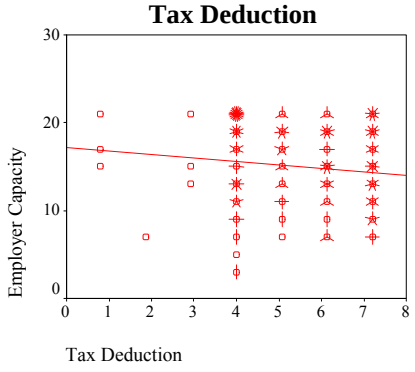
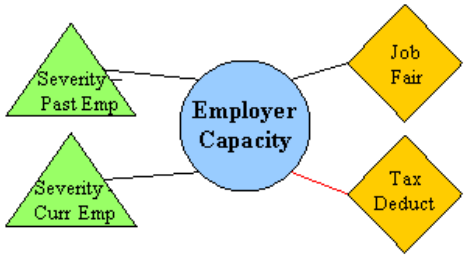


Figure 71 is a visual schema of relationships identified and discussed in this section of the report. In this figure, the blue circle represents the composite Employer Capacity, the yellow diamonds represent potential services, and the light green triangles represent employer characteristics. Furthermore, a black line represents a positive correlation between items or composites, and a red line represents a negative correlation.

This schema illustrates how the employer's capacity to employ a person with a disability influences the perceived effect of the services in increasing the likelihood that the organization will be able to employ a person with a disability.

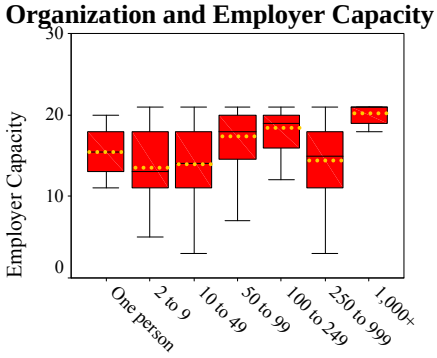
Figure 71: Schema of Services and Employer Capacity



Healthcare for People with Disabilities

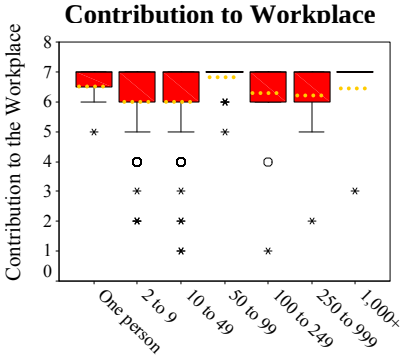
A Spearman's Correlation shows that there is a highly significant relationship between the number of people who are employed by the organization and Employer Capacity (n=202, p=0.000). This is a slightly linear relationship (r=0.267), meaning that approximately 7.1% of the variability in one can be attributed to the other. However, the average capacity to employ people with disabilities for companies with one employee (mean=15.50, n=6, SD=3.39, median=15.50) is higher than that of many of the medium size companies. This may be attributable to the small number of cases with only one person employed. In addition, the average employer capacity for companies that employ 250 to 999 people is lower (mean=14.54, n=24, SD=4.91, median=15.00) than many of the other employee categories. Therefore, with a few exceptions, the larger the organization, the greater the organization's capacity is to employ people with disabilities. (See Figure 72.)

Figure 72: Number of People Employed by Organization and Employer Capacity



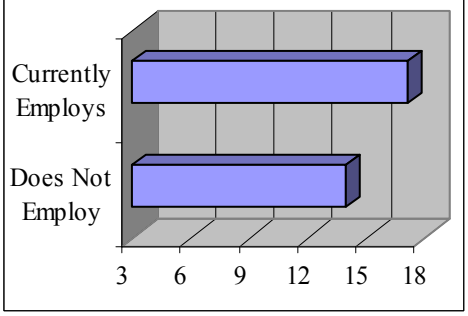
A Spearman's Correlation shows that there is a significant relationship between the number of people who are employed by the organization and Contribution to the Workplace (n=208, p=0.031). This is a weak linear relationship (r=0.149), meaning that approximately 2.2% of the variability in one can be attributed to the other. Therefore, the bigger the organization, the stronger respondents felt that people with disabilities can positively contribute to the workplace. (See Figure 73.)

Figure 73: Number of People Employed by Organization and Contribution to Workplace



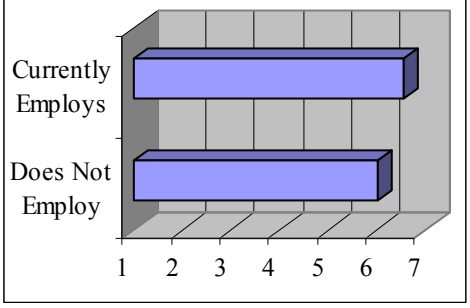
An independent samples t-test shows that there is a significant difference between how the respondent regarded the organization's capacity to employ people with disabilities according to whether or not the organization currently employs a person with a disability (t=-5.263, df=173.2, p=0.000). The average score for Employer Capacity for organizations that currently employ a person with a disability was 17.10 (n=70, SD=3.68). The average score for Employer Capacity for organizations that do not currently employ a person with a disability was 13.91 (n=128, SD=4.73). Therefore, respondents in organizations that currently employ a person with a disability had a more positive perception of their organization's capacity to employ people with disabilities than those in organizations that do not currently employ a person with a disability. (See Figure 74.)

Figure 74: Current Employment of a Person with Disability and Employer Capacity



An independent samples t-test shows that there is a significant difference between how the respondent regarded the contributions to the workplace made by people with disabilities according to whether or not the organization currently employs a person with a disability (t=-3.046, df=186.4, p=0.003.). The average score for Contribution to the Workplace for organizations that currently employ a person with a disability was 6.57 (n=70, SD=1.00). The average score for Contribution to the Workplace for organizations that do not currently employ a person with a disability was 6.04 (n=134, SD=1.45). Therefore, respondents in organizations that currently employ a person with a disability regarded the contribution of people with disabilities to the workplace more positively than those in organizations that do not currently employ a person with a disability. (See Figure 75.)

Figure 75: Current Employment of a Person with Disability and Contribution to the Workplace



A Spearman's Correlation shows that there is a significant relationship between Employer Capacity and eliminating the need to put people with disabilities on company health plans by continuing Medicaid coverage after employment begins (n=196, p=0.039). This is a weak negative linear relationship (r=-0.148), meaning that 2.2% of the variability in one can be attributed to the other. Therefore, the greater the organization's capacity to employ people with disabilities, the less the respondents felt that eliminating the need to put people with disabilities on company health plans by continuing Medicaid coverage after employment would increase the likelihood that their organization would employ a person with a disability. Conversely, the less the organization's capacity to employ people with disabilities, the more respondents felt that eliminating the need to put people with disabilities on company health plans by continuing Medicaid would increase the likelihood that their organization would employ a person with a disability. (See Figure 76.)

Figure 76: Employer Capacity and Eliminate Need for Company Health Plan

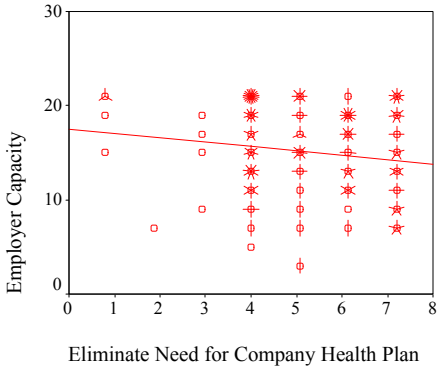
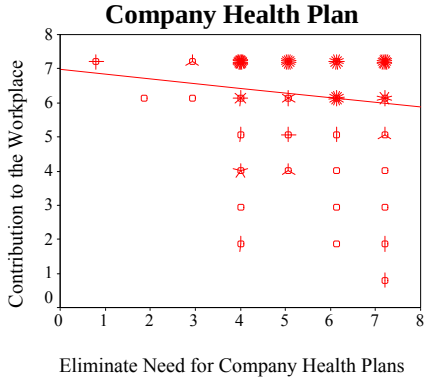


Figure 77: Contribution to the Workplace and Eliminate Need for Company Health Plan

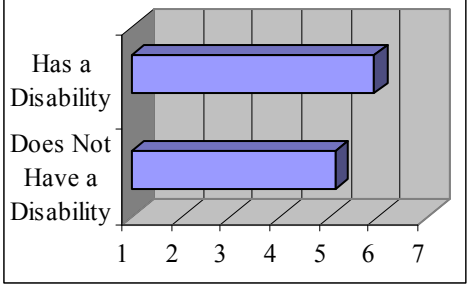


A Spearman's Correlation shows that there is a significant relationship between Section IV, Question 2: "Persons with disabilities can positively contribute to the workplace" and eliminating the need to put people with disabilities on company health plans by continuing Medicaid coverage after employment (n=198, p=0.018). This is a weak negative linear relationship (r=-0.168), meaning that approximately 2.8% of the variability in one can be attributed to the other. Therefore, the more respondents felt that people with disabilities can positively contribute to the workplace, the less they felt that eliminating the need to put people with disabilities on company health plans by continuing Medicaid coverage after employment would increase the likelihood that their organization would employ a person with a disability. On the other hand, the less respondents felt that people with disabilities can positively contribute to the workplace, the more they felt that

eliminating the need to put people with disabilities on company health plans by continuing Medicaid would increase the likelihood that their organization would employ a person with a disability. (See Figure 77.)

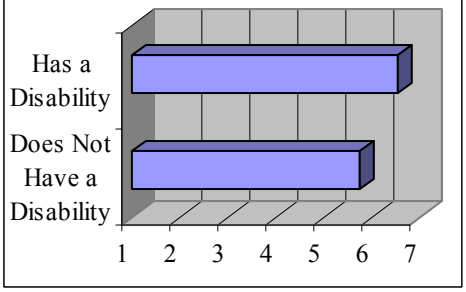
An independent samples t-test shows that there is a significant difference between eliminating the need to put people with disabilities on company health plans by continuing Medicaid coverage after employment according to whether or not the respondent has a disability (t=-1.984, df=195, p=0.049). The average score for eliminating the need to put people with disabilities on company health plans for respondents who have a disability was 5.92 (n=13, SD=1.12). The average score for eliminating the need to put people with disabilities on company health plans for respondents who do not have a disability was 5.13 (n=184, SD=1.41). Therefore, respondents who have a disability regarded the elimination of the need to put people with disabilities on company health plans by continuing Medicaid coverage as having a greater impact on the likelihood their organization would employ a person with a disability than respondents who did not have a disability. (See Figure 78.)

Figure 78: Respondents' Disability Status and Eliminating Need for Company Health Plans



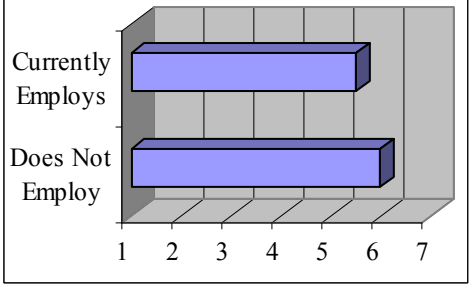
An independent samples t-test shows that there is a significant difference between continuing health care coverage by Medicaid paid for by the individual and/or government after employment begins according to whether or not the respondent has a disability (t=-3.955, df=24.3, p=0.001). The average score for continuing health care coverage for respondents who have a disability was 6.58 (n=14, SD=0.65). The average score for continuing health care coverage for respondents who do not have a disability was 5.77 (n=183, SD=1.43). Therefore, respondents who have a disability regarded the continuation of health care coverage by Medicaid paid for by the individual and/or government after employment begins to as having a greater impact on the likelihood that a person with a disability could be employed than respondents who did not have a disability. (See Figure 79.)

Figure 79: Respondents' Disability Status and Health Care Paid by Individual and/or Government



An independent samples t-test shows that there is a significant difference between continuing health care coverage by Medicaid paid for by the individual and/or government after employment begins according to whether or not the organization currently employs a person with a disability (t=2.188, df=115.2, p=0.031). The average score for continuing health care coverage for organizations that currently employ a person with a disability was 5.51 (n=67, SD=1.55). The average score for continuing health care coverage for organizations that do not currently employ a person with a disability was 5.99 (n=127, SD=1.29). Therefore, organizations that do not currently employ people

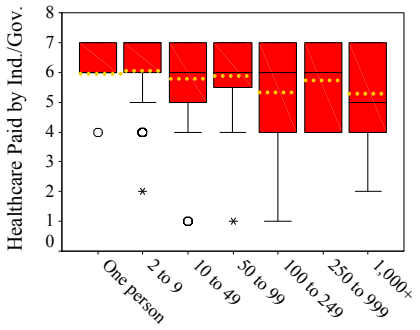
Figure 80: Current Employment of Person with Disability and Health Care Paid by Individ./Gov't



with disabilities regarded the continuation of health care coverage by Medicaid paid for by the individuals or government as having a greater impact on the likelihood that a person with a disability could be employed than organizations that currently employ a person with a disability. (See Figure 80.)

A Spearman's Correlation shows that there is a significant relationship between the number of people employed by the organization and continuing health care coverage by Medicaid paid for by the individual and/or government after employment begins (n=198, p=0.030). This is a weak negative linear relationship (r=-0.154), meaning that approximately 2.4% of the variability in one can be attributed to the other. Therefore the larger the organization, the less the likelihood that continuing health care coverage by Medicaid paid for by the individual and/or government would increase the likelihood that the organization would employ a person with a disability. (See Figure 81.)

Figure 81: Number of People Employed by Organization and Healthcare Paid by the Individual and/or Government



A Spearman's Correlation shows that there is a highly significant relationship between Work Environment and continuing health care coverage by Medicaid paid for by individuals and/or the government after employment begins (n=189, p=0.004). This is a weak linear relationship (r=0.209), meaning that approximately 4.4% of the variability in one can be attributed to the other. Therefore, the more positive the respondent regarded the work environment in which people with disabilities were present, the more they felt that continuing health care coverage by Medicaid paid for by the individual or the government would increase the likelihood that the organization would employ a person with a disability. Similarly, this could be interpreted to mean that respondents who positively regard the workplace in which people with disabilities are present feel that the lack of healthcare coverage is limiting the ability of people with disabilities to become employed. (See Figure 82.)

Figure 82: Work Environment and Health Care Coverage Paid by Individual or the Government

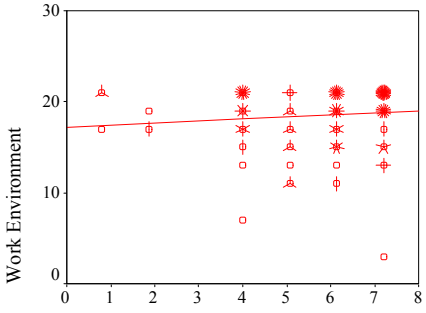
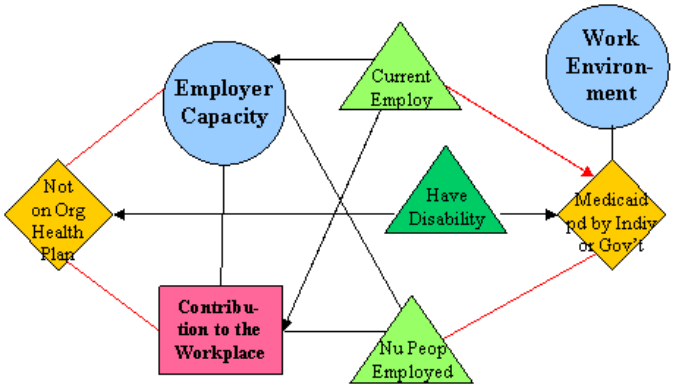


Figure 83 is a visual schema of relationships identified and discussed in this section of the report. In this figure, the blue circles represent the composites Work Environment and Employer Capacity, the pink square represents the question regarding contributions to the workplace, the yellow diamonds represent potential health care services, and the green and light green triangles represent respondent demographics and

Figure 83: Schema of Healthcare for Persons with Disabilities



employer characteristics, respectively. A black line represents a positive correlation between items, a red line represents a negative correlation or relationship, and a black line with an arrow represents a significant difference in means.

This schema illustrates how organizations with more positive reactions toward people with disabilities and greater capacity (particularly large organizations) place less emphasis on the need for health care alternatives in order to employ a person with a disability. Furthermore, organizations which do not currently employ people with disabilities and have as great a capacity for employment as those that do currently employ people with disabilities place more importance on the need for alternatives to health care coverage in order to employ people with disabilities. Respondents who have a disability placed greater importance on the need for health care coverage than respondents who do not have a disability.

Impact of Respondents' Degree of Disability

A Spearman's Correlation shows that there is a significant relationship between the respondents' degree of disability and Education on Issues of Employment (n=14, p=0.018). This is a moderately linear relationship (r=-0.618), meaning that approximately 38.2% of the variability in one can be attributed to the other. Therefore the more severe the respondent's disability, the less the likelihood that providing education on issues concerning disabilities would influence the organization's decision to hire the person with a disability. It must be noted that there are only 14 cases in this correlation and therefore, a scatterplot would be invalid.

A Spearman's Correlation shows that there is a significant relationship between the respondents' degree of disability and Education on Services and Incentives (n=14, p=0.042). This is a moderately linear relationship (r=-0.550), meaning that approximately 30.3% of the variability in one can be attributed to the other. Therefore, the more severe the respondent's disability, the less the likelihood that providing education on how to take advantage of available services and incentives for hiring a person with a disability would impact their organizations' decisions to employ a person with a disability. It must be noted that there are only 14 cases in this correlation and therefore, a scatterplot would therefore be invalid. .

A Spearman's Correlation shows that there is a significant relationship between the respondents' degree of disability and Education for Other Employees (n=14, p=0.042). This is a moderately linear relationship (r=-0.550), meaning that approximately 30.3% of the variability in one can be attributed to the other. Therefore, the more severe the respondent's disability, the less the likelihood that providing education to other employees on disabilities would influence their organizations to employ a person with a disability than if the education were provided by someone with a less severe disability. It must be noted that there are only 14 cases in this correlation and therefore, a scatterplot would be invalid.

A Spearman's Correlation shows that there is a significant relationship between the respondents' degree of disability and Job Skills Training (n=14, p=0.014). This is a moderately linear relationship (r=-0.638), meaning that approximately 40.7% of the variability in one can be attributed to the other. Therefore, the more severe the respondent's disability, the less the

likelihood that providing job skills training for people with disabilities would influence the employability of a person with a disability. It must be noted that there are only 14 cases in this correlation and therefore, a scatterplot would be invalid.

A Spearman's Correlation shows that there is a significant relationship between the respondents' degree of disability and Education on Presentation (n=14, p=0.032). This is a moderately linear relationship (r=-0.573), meaning that approximately 32.8% of the variability in one can be attributed to the other. Therefore, the more severe the respondent's disability, the less the likelihood that providing education for people with disabilities on how to present themselves and their jobs skills would influence the employability of a person with a disability. It must be noted that there are only 14 cases in this correlation and therefore, a scatterplot would be invalid.

CONCLUSIONS

Conclusions drawn from the findings are grouped into eight categories, which mirror those found in the findings section of this report. These categories are: Conclusions Regarding Perceptions of People with Disabilities and Affective Reactions to Their Employment, Conclusions Regarding Experiences that Improve Perceptions and Affective Reactions, Conclusions Regarding Services for Employers with Equal Performance Standards, Conclusions Regarding Services and Work Environment, Conclusions Regarding Services and Employer Capacity, Conclusions Regarding Healthcare for People with Disabilities, Conclusions Regarding the Impact of Respondents' Degree of Disability, and General Conclusions.

Conclusions Regarding Perceptions of People with Disabilities and Affective Reactions to Their Employment

1. The more accurate the respondent's perception was about people with disabilities; the more positively the respondent regarded the impact on production of working with a person with a disability.

2. The more accurate the respondent's perception was about people with disabilities, the more positively the respondent regarded the work environment in which people with disabilities were present.

3. The more accurate the respondent's perception was about people with disabilities, the greater the capacity of the organization to employ people with disabilities.

4. The more accurate the respondent's perception was about regarded the employability of people with disabilities, the more positively the respondent regarded the employability of people with disabilities

5. The more accurate the respondent's perception was about people with disabilities, the stronger the respondent felt that people with disabilities can positively contribute to the workplace.

6. The more accurate the respondent's perception was about people with disabilities, the stronger the respondents felt that all workers should be evaluated on the same performance standards.

7. The more positive the respondent regarded the impact working with a person with a disability would have on production, the more positively the respondent regarded the work environment in which people with disabilities were present.

8. The more positively the respondent regarded the impact that working with a person with a disability would have on production, the greater was the perceived capacity of the organization to employ people with disabilities.

9. The greater the capacity of the organization to employ people with disabilities, the more positively the respondents regarded the work environment in which people with disabilities were present.

10. The stronger the respondents felt that people with disabilities can positively contribute to the workplace, the more positively the respondents felt regarding the impact that working with a person with a disability would have on production.

11. The more positively the respondent felt regarded the work environment in which people with disabilities were present, the stronger the respondent felt that people with disabilities can positively contribute to the workplace.

12. The greater the employer's capacity to employ people with disabilities, the stronger the respondent felt that people with disabilities can positively contribute to the workplace.

13. The more positively the respondent felt regarding the impact that working with a person with a disability would have on production, the stronger the respondent felt that all workers should be evaluated on the same performance standards.

14. The greater the employer's capacity to employ people with disabilities, the stronger the respondent felt that all workers should be evaluated on the same performance standards.

15. The constructs and questions regarding affective reactions and perceptions of people with disabilities are related to one another.

Conclusions Regarding Experiences that Improve Perceptions and Affective Reactions

1. With the exception of organizations with 250 to 999 employees, the bigger the organization, the more positively they regarded the employment of people with disabilities.

2. The more people employed by the organization, the more accurate the respondent's perception was about people with disabilities.

3. The more experience the respondents had with people with disabilities outside the workplace, the more accurate the respondent's perception was about people with disabilities.

4. Organizations that currently employ people with disabilities have a more accurate perception of people with disabilities than those that do not employ people with disabilities.

5. Organizations that currently employ a person with a disability regarded the impact that working with a person with a disability would have on production more positively than those organizations that do not currently employ a person with a disability.

6. Organizations that employed a person with a disability in the past regarded the impact that employing a person with a disability would have on production more positively than those organizations that have not employed a person with a disability.

7. Affective reactions and perceptions of people with disabilities are influenced by the respondent's personal experiences and the organization's current and past employment of a person with a disability. The size of the organization also influences reactions and perceptions.

Conclusions Regarding Services for Employers with Equal Performance Standards

1. The more respondents felt that all workers should be evaluated on the same performance standards, the more they felt that providing financial assistance for physical changes to the workplace would increase the likelihood that their organization would employ a person with a disability.

2. The more respondents felt that all workers should be evaluated on the same performance standards, the more they felt that providing financial assistance for assistive technology would increase the likelihood that their organization would employ a person with a disability

3. Financial assistance for physical changes and assistive technology in the workplace would increase the likelihood that organizations with equal performance measures would employ a person with a disability.

Conclusions Regarding Services and Work Environment

1. Females tend to regard the work environment in which people with disabilities are present more positively than males.

2. The more positively the respondent regarded the work environment in which people with disabilities were present, the more the respondent felt that holding a job fair specifically for people with disabilities would increase the likelihood that his or her organization would employ a person with a disability

3. The more positively the respondent regarded the work environment in which people with disabilities were present, the more the respondent felt that providing job skills training for people with disabilities would increase the likelihood that his or her organization would employ a person with a disability.

4. The more positively the respondent regarded the work environment in which people with disabilities were present, the more the respondent felt that educating people with disabilities on how to present themselves to potential employers would increase the likelihood that the organization would employ a person with a disability.

5. Organizations that do not currently employ people with disabilities are more likely to report that the education of people with disabilities on how to present themselves and their job skills would greatly increase the likelihood that a person with a disability could be employed than organizations that currently employ a person with a disability

6. Reactions toward the work environment in which people with disabilities are present influence the perceived effect of the services in increasing the likelihood that the organization will be able to employ a person with a disability.

Conclusions Regarding Services and Employer Capacity

1. The more severe the current employee's disability, the greater the capacity of the organization to employ people with disabilities.

2. The more severe the previous employee's disability, the greater the organization's capacity to employ people with disabilities.

3. The greater their organization's capacity to employ people with disabilities, the more respondents felt that holding a job fair specifically for people with disabilities would increase the likelihood that their organization would employ a person with a disability.

4. The greater their organization's capacity to employ people with disabilities, the less respondents felt that a tax deduction for employing a person with a disability would increase the likelihood that their organization would employ a person with a disability. On the other hand, the less the capacity of their organization to employ people with disabilities, the more they felt that a tax deduction for employing a person with a disability would increase the likelihood that their organization would employ a person with a disability.

5. The employer's capacity to employ a person with a disability influences the perceived effect of the services in increasing the likelihood that the organization will be able to employ a person with a disability.

Conclusions Regarding Healthcare for People with Disabilities

1. With a few exceptions, the larger the organization, the greater the organization's capacity is to employ people with disabilities.

2. The bigger the organization, the stronger respondents felt that people with disabilities can positively contribute to the workplace.

3. Respondents in organizations that currently employ a person with a disability had a more positive perception of their organization's capacity to employ people with disabilities than those in organizations that do not currently employ a person with a disability.

4. Respondents in organizations that currently employ a person with a disability regarded the contribution of people with disabilities to the workplace more positively than those in organizations that do not currently employ a person with a disability.

5. The greater the organization's capacity to employ people with disabilities, the less the respondents felt that eliminating the need to put people with disabilities on company health plans by continuing Medicaid coverage after employment would increase the likelihood that their organization would employ a person with a disability. Conversely, the less the organization's capacity to employ people with disabilities, the more respondents felt that eliminating the need to put people with disabilities on company health plans by continuing Medicaid would increase the likelihood that their organization would employ a person with a disability.

6. The more respondents felt that people with disabilities can positively contribute to the workplace, the less they felt that eliminating the need to put people with disabilities on company health plans by continuing Medicaid coverage after employment would increase the likelihood that

their organization would employ a person with a disability. On the other hand, the less respondents felt that people with disabilities can positively contribute to the workplace, the more they felt that eliminating the need to put people with disabilities on company health plans by continuing Medicaid would increase the likelihood that their organization would employ a person with a disability.

7. Respondents who have a disability regarded the elimination of the need to put people with disabilities on company health plans by continuing Medicaid coverage as having a greater impact on the likelihood their organization would employ a person with a disability than respondents who did not have a disability.

8. Respondents who have a disability regarded the continuation of health care coverage by Medicaid paid for by the individual and/or government after employment begins to as having a greater impact on the likelihood that a person with a disability could be employed than respondents who did not have a disability.

9. Organizations that do not currently employ people with disabilities regarded the continuation of health care coverage by Medicaid paid for by the individuals or government as having a greater impact on the likelihood that a person with a disability could be employed than organizations that currently employ a person with a disability.

10. The larger the organization, the less the likelihood that continuing health care coverage by Medicaid paid for by the individual and/or government would increase the likelihood that the organization would employ a person with a disability.

11. The more positive the respondent regarded the work environment in which people with disabilities were present, the more they felt that continuing health care coverage by Medicaid paid for by the individual or the government would increase the likelihood that the organization would employ a person with a disability. Similarly, this could be interpreted to mean that respondents who positively regard the workplace in which people with disabilities are present feel that the lack of healthcare coverage is limiting the ability of people with disabilities to become employed.

12. Organizations with more positive reactions toward people with disabilities and greater capacity, particularly large organizations, place less emphasis on the need for health care alternatives in order to employ a person with a disability. Furthermore, organizations who do not currently employ people with disabilities do not have as great a capacity for employment as those that have, and therefore, those who currently do not employ a person with a disability place more import on the need for alternatives to health care coverage by the organization in order to employ people with disabilities. It must also be noted that respondents who have a disability placed greater import on the need for health care coverage than respondents who do not have a disability.

Conclusions Regarding the Impact of Respondents' Degree of Disability

The following conclusions are based on just 14 respondents. The conclusions should be interpreted in view of that number of respondents.

1. The more severe the respondent's disability, the less the likelihood that providing education on issues concerning disabilities would influence the organization's decision to hire the person with a disability

2. The more severe the respondent's disability, the less the likelihood that providing education on how to take advantage of available services and incentives for hiring a person with a disability would impact their organizations' decisions to employ a person with a disability.

3. The more severe the respondent's disability, the less the likelihood that providing education to other employees on disabilities would influence their organizations to employ a person with a disability than if the education were provided by someone with a less severe disability.

4. The more severe the respondent's disability, the less the likelihood that providing job skills training for people with disabilities would influence the employability of a person with a disability.

5. The more severe the respondent's disability, the less the likelihood that providing education for people with disabilities on how to present themselves and their jobs skills would influence the employability of a person with a disability.

General Conclusions

1. This study confirms research that people who have experience in the workplace with people with disabilities generally have more positive affective reactions toward employing people with disabilities.

2. The quantitative analysis supports a previous qualitative study (*A Response of Business and Financial Leaders to the Barriers to and Opportunities for Employment of Persons with Disabilities in South Carolina,* SWS, August 22, 2006) in that health care concerns appear to be a major barrier to employing people with disabilities. The employers that are less likely to identify health care as a major issue are those that have a greater capacity to employ people with disabilities, usually larger companies. Employers that are more likely to identify health care as a major issue are those that do not have as strong a capacity to employ people with disabilities, usually smaller companies.

3. It also appears that respondents who have disabilities have experienced health care as a barrier to employment. These respondents felt more strongly than those who did not have a disability that healthcare coverage would increase the likelihood that their organization would hire people with disabilities and that people with disabilities could then be employed.

RECOMMENDATIONS

- That the SC Department of Health and Human Services provide this report and previous reports in this series to the Governor's Cabinet for study and action.

- That the study and action take into account the positive, long-term fiscal and business development results for South Carolina of the findings and conclusions of this and previous reports.

- That the SC Department of Health and Human Services establish a Medicaid Buy-In Program for people with disabilities that requires payment for Medicaid on a sliding scale and that emphasizes the development of small businesses in the state.

- That further study be conducted to confirm and expand upon the findings and conclusions of this study. This is particularly recommended for individuals who are themselves both disabled and employers.

REFERENCES

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APPENDIX ONE:
SURVEY INSTRUMENT

APPENDIX TWO:
LETTER ACCOMPANYING THE SURVEY

APPENDIX THREE:
REASONS PEOPLE WITH DISABILITIES PREVIOUSLY EMPLOYED ARE NO LONGER EMPLOYED