



Employer Team National Online Dialogue

**September 9 – 13, 2013
Participation Metrics**

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Introduction:

The following report outlines the results of the *“Joining the Conversation for Change Employer Online National Dialogue.”* Hosted by the U.S. Departments of Labor’s Office of Disability Employment Policy (ODEP) with the support of the ePolicyWorks team and held from September 9 through 12, 2013, the online event invited employers, nonprofits, advocacy organizations, educational institutions, public administrators and individuals to provide their input on what services an employer support center should provide to facilitate the hiring, retention and advancement of people with disabilities.

Discussions that developed online were organized into topics. In addition, by participating in this Online National Dialogue, visitors were given an opportunity to “vote” for ideas and comments that were submitted by rating them through the use of up or down arrows. A positive rating of a post increased the score and a negative one decreased the score.

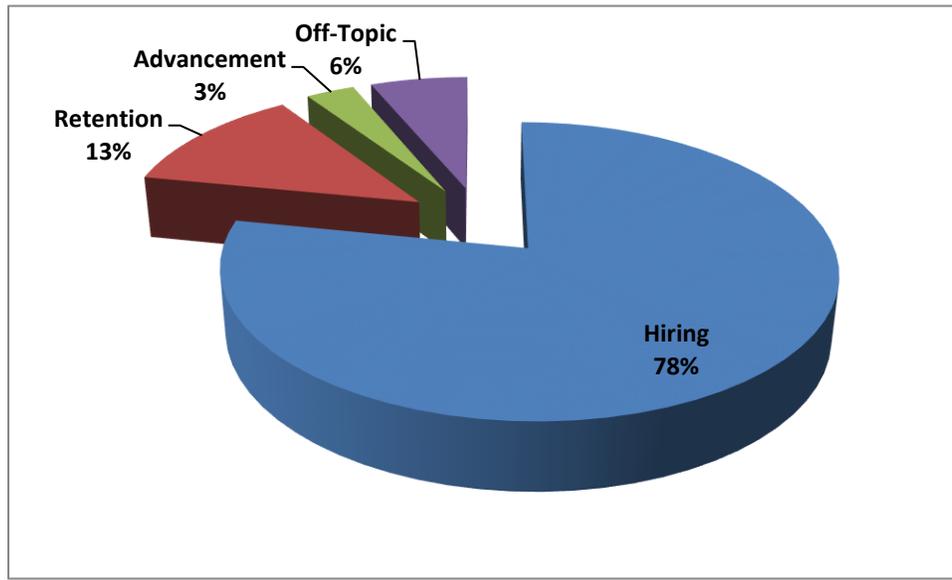
In this report are the unedited posts, verbatim language of the commenters, which were rated to be the most popular ideas. The ideas and comments received during this Online National Dialogue were greatly appreciated and will help the Departments to work together strategically to develop a plan to improve future technical assistance programs and services for employers.

Participation Summary:

- Dialogue opened on September 9, 2013
- 60 total ideas
- 311 comments
- 2,115 votes
- 1,076 registrations
- Dialogue closed for ideas on September 11, 2013 (remaining open for voting only until September 12, 2013).

Campaign Summary:

- Total number of ideas: 60
- Hiring ideas: 50
- Retention ideas: 8
- Advancement ideas: 2
- Off Topic ideas: 4



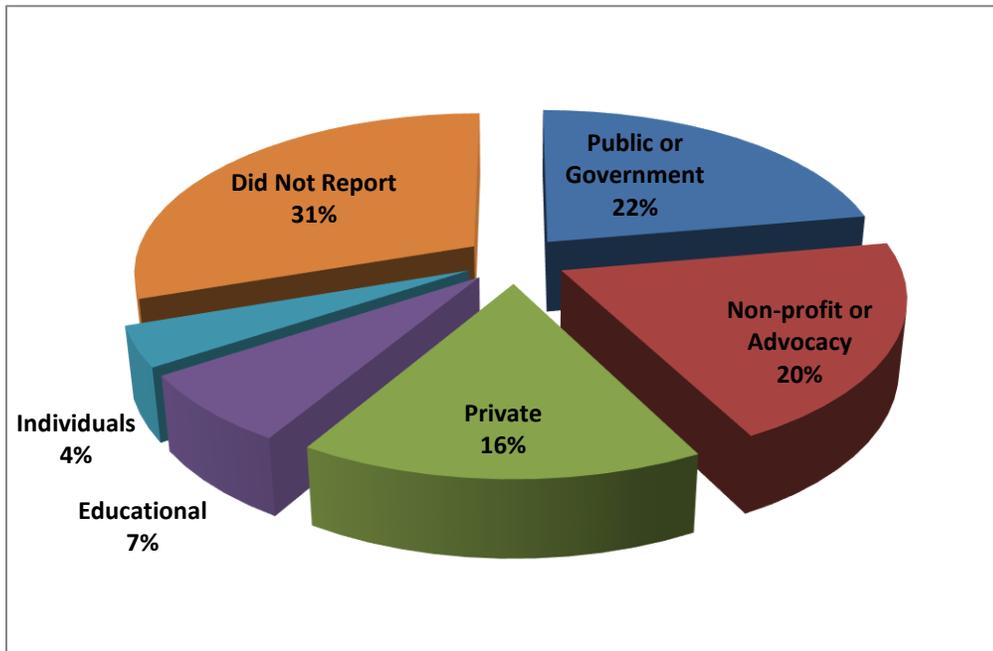
Registration Metrics:

Total registrants: 1,076

Total number of registrants that completed the registration process: 759

Breakdown by Type of Organization:

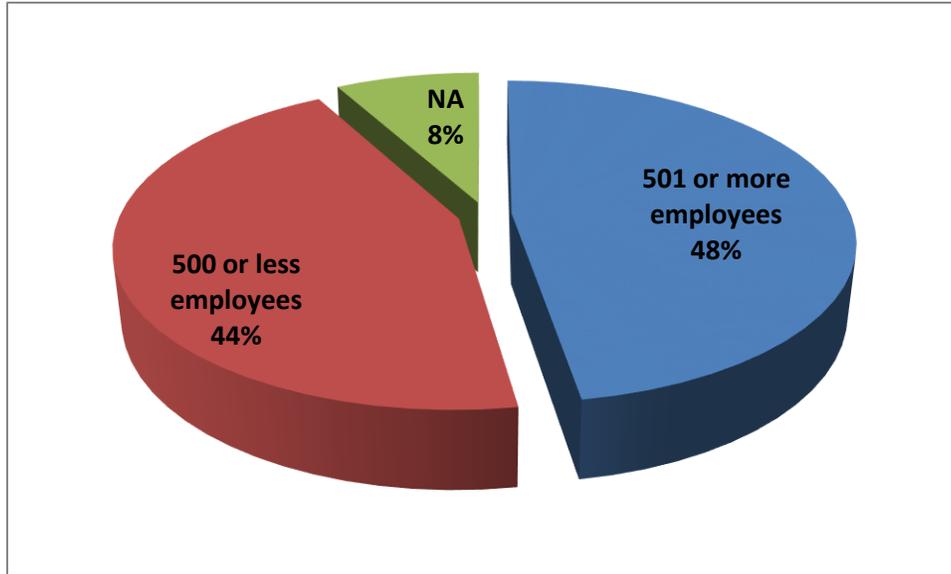
- 22% Public/Government Sector
- 20% Non-profit/Advocacy Organizations
- 16% Private Sector
- 7% Educational Institutions
- 4% Individuals/No Affiliation
- 30% Did not report



**breakdown of self-reported affiliations*

Breakdown by Size of Organization:

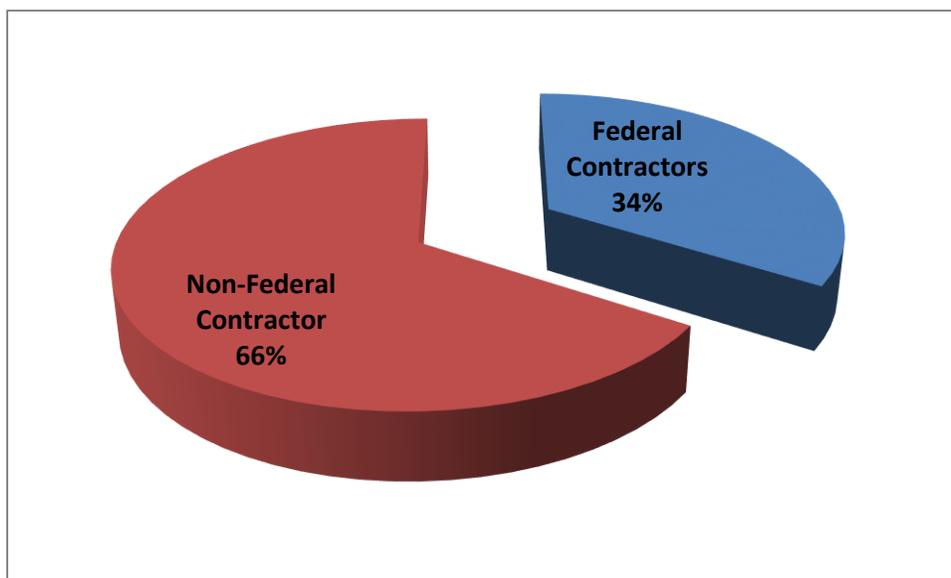
- 47% Organizations with 501 or more employees
- 44% Organizations with 500 or less employee
- 8% Not applicable



**breakdown of self-reported affiliations*

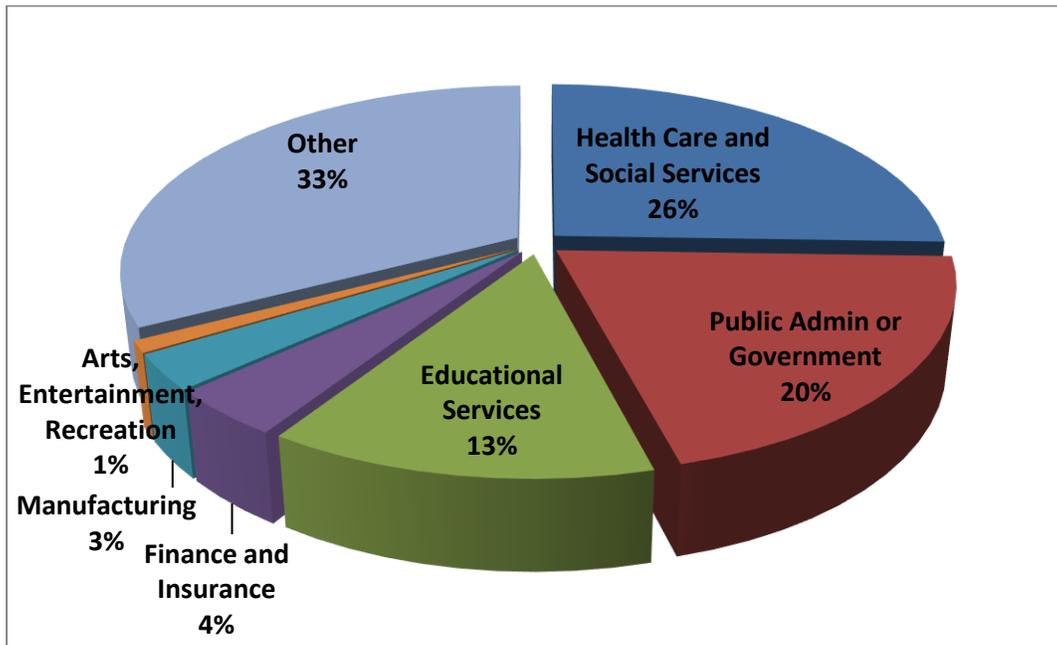
Breakdown by Federal Contractor Status:

- 34% Federal Contractors
- 66% Non-Federal Contractor



Breakdown by Industry:

- 25% Health Care and Social Services
- 20% Public Administration or Government
- 13% Educational Services
- 4% Finance and Insurance
- 3% Manufacturing
- 1% Arts, Entertainment or Recreation
- 32% Other

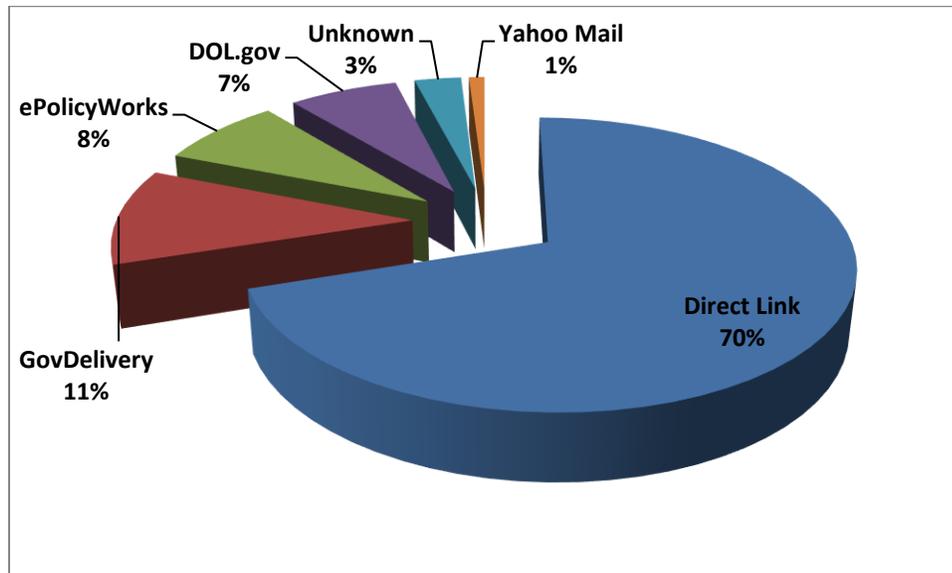


Visits during the Dialogue (9/8-9/14/2013):

- Total visits: 1,833
- Total page views: 16,578
- Average pages per visit: 9.04
- Average visit duration: 10:52
- Returning visitors: 50.5%

Traffic Sources:

- Direct link: 70%
- GovDelivery: 11%
- ePolicyWorks: 8%
- DOL.gov: 7%
- Unknown: 3%
- Yahoo mail: 1%



Demographics of Visitors:

State	Visits
District of Columbia	210
Maryland	179
Virginia	157
California	144
New York	133
North Carolina	84
New Jersey	83
Florida	68
Illinois	68
Washington	63
Michigan	62
Texas	56
Pennsylvania	52
Minnesota	50
Wisconsin	48
Massachusetts	37
Tennessee	35
Georgia	29
Arizona	23
Missouri	22
Ohio	22
Indiana	21
Colorado	20
Louisiana	20
Connecticut	18
Kansas	17

State	Visits
Iowa	16
New Hampshire	16
South Carolina	13
Idaho	10
Mississippi	10
Oregon	10
Rhode Island	10
Delaware	8
Alabama	7
Hawaii	7
Kentucky	7
Maine	7
Arkansas	6
South Dakota	6
Utah	6
West Virginia	6
Alaska	5
Oklahoma	5
Nebraska	4
Nevada	4
Montana	2
New Mexico	2
North Dakota	1
Vermont	0
Wyoming	0

Top Overall Ideas:

Top Idea #1: Internships or On the Job Training

68 Up Votes | 1 Down Votes | 67 Net Votes

It would be great if employers would offer on the job training or internships to individuals with disabilities, to give them a chance to learn what the employer needs. There are so many companies out there that constantly complain that there are no people to fit the jobs that are open, so why not train people to do those jobs. People with disabilities want to work and can work and some are even highly educated but they need to be given a chance. Even college students do not come out of school with experience. Education is wonderful, but it is not everything. Employers create opportunities to fill your job openings by hiring in an internship or On the Job Training. You will be pleasantly surprised!

Top Idea #2: Disconnect between college career offices & disability offices

63 Up Votes | 1 Down Votes | 62 Net Votes

Businesses which do college recruiting look to the College Career Offices to assist them in finding quality candidates for their employment needs. However, most college recruiters don't have knowledge of the Offices on Disabilities. Also, in many cases the Career Offices and Disability Offices do not communicate. NOD has been working with NACE(National Association of Colleges and Employers) to assist them in finding ways to identify students with disabilities by using a release form and forging closer relationships with the Offices on Disability. With the new 503 regulations, businesses will be seeking college graduates with disabilities for employment opportunities

Top Idea #3: HR Manager

59 Up Votes | 0 Down Votes | 59 Net Votes

Support the hiring of individuals with disabilities by sponsoring webinars or regional programs that discuss and demonstrate the ease of hiring and accommodating disabilities in the workforce. Employers are wary of having individuals - mostly non-disabled if truth be told - take advantage of the workplace and the laws that protect workers. Example: was not involved with this, but was told of an extreme sensitivity to the fact that a person put down on their application that they had a disability, and that the employing location - not my organization - was concerned that this would be a hook for a lawsuit if the person wasn't hired. This needs to be dispelled!

Top Idea #4: National Online Directory of Disability Organizations

56 Up Votes | 2 Down Votes | 54 Net Votes

It would be good to have an online national directory of disability organizations (that could be searched by region, state, city, etc.) that would assist employers in identifying the focus of these organizations, contact information, with comments and ratings from users and others. There are so many organizations out there, and employers have no knowledge of them.

Top Idea #5: Transportation

51 Up Votes | 0 Down Votes | 51 Net Votes

A huge issue for individuals with disabilities is transportation. Either the cost of the transportation or the lack of transportation in rural areas, as well as those individuals with disabilities who can work but can not drive and have to rely on public transportation services. As many individuals with disabilities have medicaid or medicare and will not end up taking health insurance through their employer, it would be good if an employer offered some kind of transportation program similar to a flexible spending account for unreimbursed medical insurance or child care so that money can be put away a little bit at a time to help with the cost of transportation. Just a thought.

Top Ideas - Hiring:

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Top Ideas - Retention:

Top Idea #1: Certification for Corporate Disability Employment Experts

39 Up Votes | 2 Down Votes | 37 Net Votes

It would be helpful to have funding to create a certification for corporate disability employment experts. This would be on par or equivalent to other diversity certifications offered by organizations such as SHRM. This would help companies to build their expertise in house as well as verify the expertise and credentials of existing experts in this space.

Top Idea #2: Engaging a Job Coach

31 Up Votes | 2 Down Votes | 29 Net Votes

There needs to be a way for employers to feel empowered to work with a job coach. Too many times employers have no idea how to engage a job coach or an advocate for an associate. It would be very helpful to employers to have advice on job coach engagement or how to successfully leverage a job coach to ensure the associate has the support they need in order to succeed in their role.

Top Idea #3: Employer Training

29 Up Votes | 1 Down Votes | 28 Net Votes

As a Disability Resource Coordinator at a One Stop Career Center, I would love to offer sensitivity training to businesses, hold brainstorming sessions on making accommodations, etc. Would employers be interested in this type of thing?

Top Idea #4: Post Placement Supports for Vets with Disabilities.

28 Up Votes | 1 Down Votes | 27 Net Votes

Many companies are creating hiring initiatives for veterans with disabilities and then having a hard time retaining them. The public vocational rehabilitation system and the VA should consider ways to create resources to provide supports on and off the job to the veteran with a disability as well as provide the employer with training and supports to assist the newly hired veterans with disabilities

Top Idea #5: Mentoring

28 Up Votes | 1 Down Votes | 27 Net Votes

This topic will include but is not limited to ideas about how mentoring programs can be implemented to support job applicants as well as employees with disabilities.

Top Ideas - Advancement:

Top Idea #1: Training after Promotions/Hiring

20 Up Votes | 4 Down Votes | 16 Net Votes

Businesses do employee promotions in several ways. A popular method is to simply move up employees who have been on the job for a certain number of years. However, while this ensures directors/managers/supervisors with deep knowledge of that particular workplace culture, most organizations have ceased or significantly decreased the amount of training it gives its own employees as they move up the ladder.

This creates a knowledge-gap for hiring teams where the leadership most likely is clueless about disability hiring, and the benefits of hiring and managing people with disabilities. Offering training to businesses for both new and promoted leadership (directors/managers/supervisors) is a good way to aid in transforming the internal office culture to one that is more disability-positive.

Top Idea #2: Barriers to Disclosure

11 Up Votes | 3 Down Votes | 8 Net Votes

Helping employers understand the business and productivity advantages that are derived from a workforce that is comfortable with bringing their whole self to work, knowing that regardless of their

identity they will be embraced and included. This is especially critical for employees with non-visible disabilities who may be reluctant to disclose and therefore may not avail themselves to the accommodations that would enhance their productivity (and thus opportunity for advancement). A 2011 study by researchers at Cornell's Employment and Disability Institute(EDI) in cooperation with the American Association of People with Disabilities (AAPD) examined barriers to disclosure in all phases of the employment process, uncovering a range of experiences which could impact employment, retention, and advancement for people with disabilities. With the new OFCCP regulations, self-identification will be critical to meeting compliance requirements, and employers will need to become more aware of systemic and cultural barriers to disclosure.