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Honors Project- Spring 2011

*One for All: Employing People with Disabilities*

### **Annotated Bibliography**

Achterberg, T. J., Wind, H., de Boer, A. G. E. M., & Frings-Dresen, M. H. W. (2009). Factors that promote or hinder young disabled people in work participation: A systematic review. *Journal of Occupational Rehabilitation, 19*(2), 129-141.

This article is a systematic review of all of the literature on studies regarding disabled patients diagnosed before the age of 18 years and factors of work participation. From this research they found several factors that both promote and hinder young disabled people in the workforce. The findings of this article will be helpful for my project because they will allow me to further illustrate the reasons why the unemployment rate is higher for people with disabilities.

Joachim, David S. "Computer Technology Opens a World of Work to Disabled People. *The New York Times*. March 1, 2006.

[http://www.nytimes.com/2006/03/01/technology/01disable.html?pagewanted=1&\\_r=1](http://www.nytimes.com/2006/03/01/technology/01disable.html?pagewanted=1&_r=1)

This article discusses how advances in computer technology are making it easier for physically disabled individuals to work from home as customer service representatives. This article will help allow me to suggest in my project that the hiring of the disabled as customer services

representatives could be seen as an alternative to outsourcing those jobs to other countries- helping businesses maintain a more localized, close-knit work environment.

Morris, David. (2005, Sept 13). The Next Great Hiring Frontier. *The Wall Street Journal*, pp B2  
[http://www.sesa.org/index.php?option=com\\_content&view=article&id=519:reference-shelf-the-next-great-hiring-frontier&catid=133:fall-2005&Itemid=60](http://www.sesa.org/index.php?option=com_content&view=article&id=519:reference-shelf-the-next-great-hiring-frontier&catid=133:fall-2005&Itemid=60)

In this Wall Street Journal article, David Morris, a successful CEO, stresses to his fellow business owners the statistical benefits, and fundamental reasons why they should be striving to hire more people with disabilities in their own companies. He talks about the misconceptions that many employers hold about the disabled in the workforce, and shows why and how those misconceptions are false. He also includes strategies and tactics they should use to employ these individuals. This article will be helpful for my project because he has some really great ideas, and the statistics that he provides are accurate, recent, and effective for emphasizing the severity of the unemployment situation for the disabled, and the benefits of employing them.

Rusch, F. R., Hughes, C., Agran, M., Martin, J. E., & Johnson, J. R. (2009). Toward self-directed learning, post-high school placement, and coordinated support: Constructing new transition bridges to adult life. *Career Development for Exceptional Individuals*, 32(1), 53-59.

Since many youth with disabilities transitioning out of high school often face an uncertain future that includes unemployment or underemployment, social isolation, a lack of independence, and so on, the authors of this article propose the construction of new transition bridges in order to help these students in their career development. These bridges

include teaching students to become self directed learners, helping them identify where they want to continue their education after high school while helping them set goals for that transition, and coordinating post-placement support services when they graduate from the high school. This article will be helpful for my project because it will illustrate the ways we as a society have been trying to improve career development for exceptional individuals.

Shapiro, Joseph. "Job Crunch Even Harder On People with Disabilities" National Public Radio: Morning Edition. Nov. 27, 20 09.

<http://www.npr.org/templates/story/story.php?storyId=120852418>

This article talks about the struggles that people with disabilities face when trying to join the workforce, and a few of the common misconceptions held by employers that hinder disabled individuals' chances of gaining employment. This will help me further illustrate how employers' refuse to hire the disabled based on misconceptions and faulty logic, and how the unemployment problem for disabled individuals can be solved by dispelling those misconceptions and highlighting the benefits of allowing people with disabilities into the workforce.

US Census Bureau. "Facts for Features: The American with Disabilities Act." May 27, 2007.

[http://www.census.gov/Press-Release/www/releases/archives/facts\\_for\\_features\\_special\\_editions/010102.html](http://www.census.gov/Press-Release/www/releases/archives/facts_for_features_special_editions/010102.html)

This 2007 Census report breaks down the population distribution of people with disabilities in our country based on age, gender, type, severity, accommodations, whether or not they are employed etc. This report will help me in my project because it will provide me with the statistics necessary to show that disabled Americans are underrepresented in the workforce.

U.S. Department of Justice. Civil Rights Division. “Americans with Disabilities Act—Fact Sheet  
4: Incentives for Improving Accessibility.”

<http://www.ada.gov/taxincent.htm>

This ADA incentives packet provides information about tax cuts and other incentives that may be provided to businesses that hire individuals with disabilities, based on the types of accommodations needed etc. This incentives packet will help me in my illustrate in my project the fact that benefits like tax incentives currently do exist for businesses who hire people with disabilities, and it maps out exactly what those businesses need to do to utilize those benefits.

University of Massachusetts, Boston. Center for Social Development and Education. “New  
Study by Center for Social Development & Education Shows Consumers Support  
Businesses that Hire Employees with Disabilities.” Press release. Jan. 31,  
2006. [http://www.csde.umb.edu/documents/pr\\_consumerattitudes.pdf](http://www.csde.umb.edu/documents/pr_consumerattitudes.pdf)

This study shows that Americans respond positively to companies who hire people with disabilities and view those companies as socially responsible. It goes on to show the specific ways in which these consumers respond favorably and what this means for the futures of those businesses. This study will help me by illustrating how businesses should hire people with disabilities because of the positive consumer attention it will generate for those companies.