## **Employer Economic Impact Survey**

**Opening Remarks**

We are interested in learning how the employment of persons with a disability has benefitted your organization. This information will be used to better serve employers and individuals with disabilities.

Optional: We are particularly interested in knowing if you have ‘customized’ jobs within your organizations in a way that matches your needs with unique characteristics of the individuals with disabilities whom you have hired.

**Overview**

**Question 1: Please give us some background on your experience hiring persons with a disability.**

**Prompts:**

* Number of persons with a disability
* Employment Provider Organization(s)
* Length of employment
* Type(s) of Disability
* Position/Occupation they have filled
* Positive or negative experience?

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**Costs Associated with Recruiting and Onboarding**

**Question 2: How do you go about recruiting employees?**

**Prompts:**

* Do you have a way of estimating the cost of recruiting every employee you hire?
* If so, what is that cost per person? (staff time, recruiting agencies fee, advertising)

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**Question 3: How do you go about hiring new employees?**

**Prompts:**

* Do you have a way of estimating the cost of hiring every employee you hire?
* If so, what is that cost per person? (screening applications, interviewing, drug testing, background checks)

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**Question 4: How do you go about on-boarding new employees?**

**Prompts:**

* Do you have a way of estimating the cost for on-boarding every employee you hire?
* If so, what is that cost per person? (orientation and initial training)

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**Question 5: What is your overall staff turnover rate?**

**Prompts:**

* What is your turnover rate for jobs for which you have hired persons with a disability?

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**Workplace Benefits**

**Question 6: What has been the Impact of hiring persons with a disability on your organization?**

**Prompts:**

* Positive or negative effect on other staff/supervisors (Teamwork and workplace culture, continued education and training of other staff)
* Impact on Productivity (sales/revenue, product development)
* Onboarding (outreach, interviewing, initial training)
* Continued training of workers
* Teamwork and workplace culture
* Increased retention

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**Question 7: Is it possible to estimate the financial value and impact of hiring an individual with a disability?**

**Prompts:**

* Reduced job advertising cost
* Reduced screening and hiring costs
* Reduced onboarding cost
* Reduced training cost
* Reduced support and supervision cost
* Efficiencies gained by customizing jobs
* Reduced costs associated with turnover

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**Question 8: What services have been beneficial to your organization in hiring an individual with a disability?**

**Prompts:**

* Hiring assistance
* Labor Needs Analysis
* On the job assistance and support (Job Coaching)
* Informational tools (briefs, brochures, webinars, etc.)
* Reasonable accommodations
* Information on tax benefits
* Information around disability related issues

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**Flexing or Customizing Jobs**

**Question 9: If you customized a job for a person with a disability, what were the benefits to your organization?**

**Prompts:**

* Freed up other staff or supervisors who would normally do those tasks
* More productive use of existing staff
* More efficient operations
* Addressing workloads during peak times of day or week
* Improving the customer experience
* Addressing the backlog of unfinished work or secondary tasks

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**Question 10: Has there been an increase in sales/revenue since you hired since you hired a person(s) in a customized job? If so, how much?**

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**Question** 11**: Has there been an increase operational efficiency? If so, what has been the economic impact of these operational efficiencies?**

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**Question 12: Has there been a decrease in overtime payments or the use of temporary employees through a staffing agency? If so, can you estimate the cost savings?**

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**Current and Future Considerations**

**Question 13: What kind of incentives do you feel motivate you to hire more people with disabilities?**

**Prompts**

* Positive impact on bottom line
* Support in the hiring, onboarding, and training
* Tax incentives
* Diversification of work force
* Other assistance and support

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**Question 14: Does your organization plan to increase the number of employees with a disability In the future?**

**Prompts:**

* Develop or expand strategies for hiring job candidates with a disability
* Who within your organization has played a key role in the hiring of persons with a disability?
* Was this role part of or over and above their normal job responsibilities?

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**Question 15: In what ways can agencies and organizations serving individuals with disabilities increase the benefit of hiring individuals with disabilities for other employers in the community?**

**Prompts:**

* Conducting Labor Needs Assessments
* Better support from employment staff
* More relevant information on hiring incentives
* More effective outreach
* Greater recognition for your efforts in hiring individuals with disabilities
* Information on job analysis, job-coaching, onboarding, other support that provide information on hiring people with disabilities?
* Strategies to track and increase the number of people with disabilities hired?
* Information on incentives for hiring additional individuals with disabilities
* Information on assistive technology

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