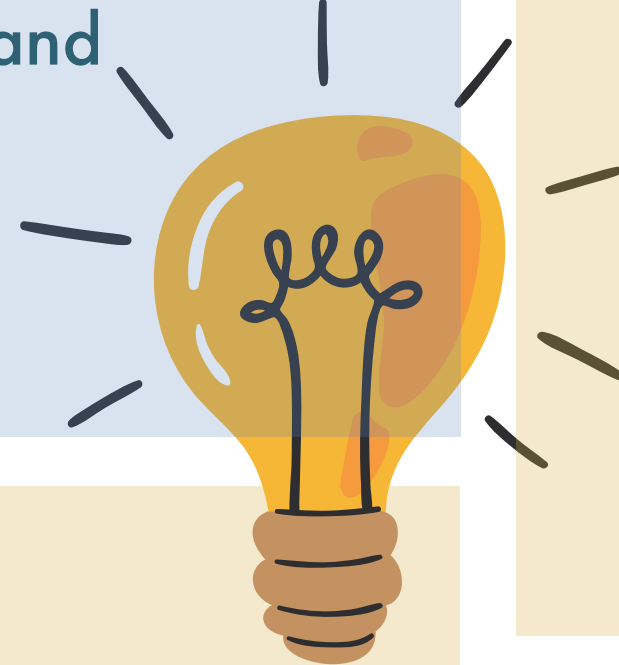


# Employer Attitudes Towards Hiring People with Disabilities

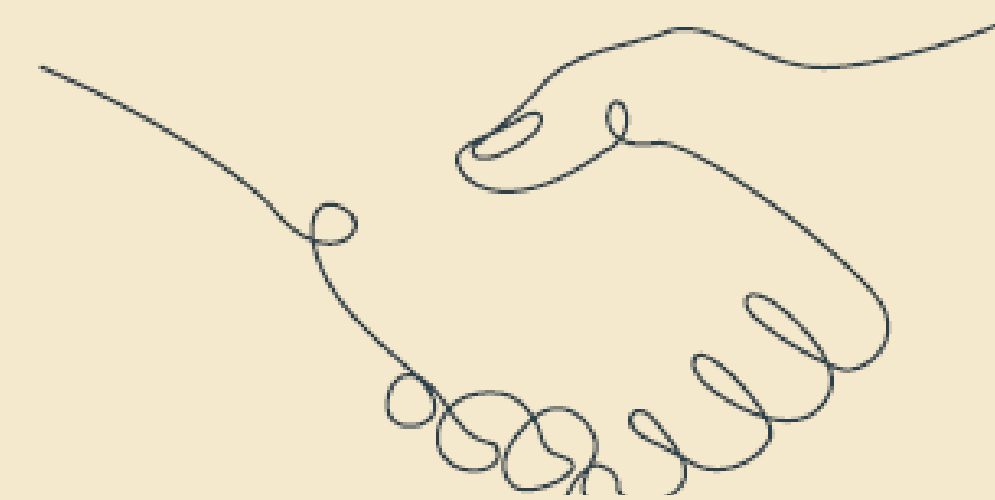


## The Project.

To better understand the current, local attitudes of employers on hiring people with disabilities. Comparing the findings with previous research in this space as well as identifying current gaps and opportunities.



**20** participants from a variety of business and industry types engaged in the project. With questions exploring recruitment, diversity and inclusion in the workplace, disability – personal experience and workplace experience as well as general attitudes on disability in the workplace.



## The Findings.

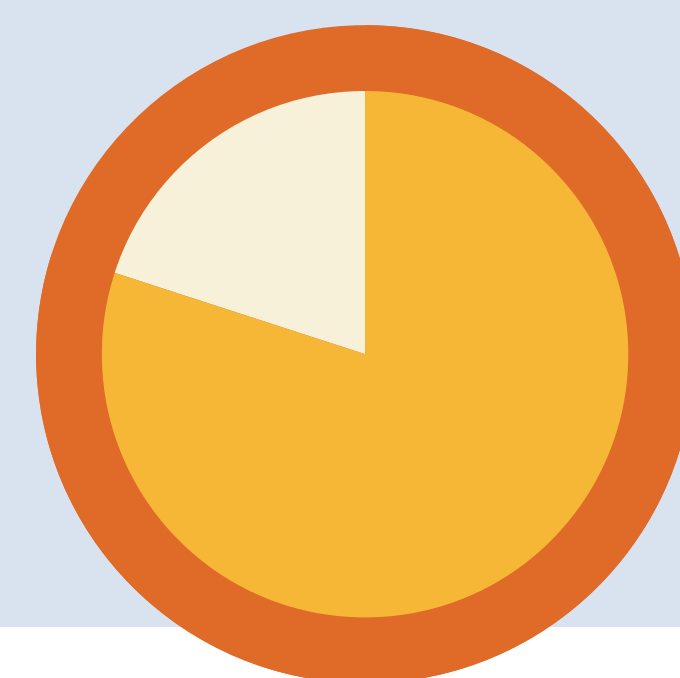
Majority of respondents (83%) were open to exploring opportunities to co-design employment based and/or training initiatives involving people with disabilities.

Over 80% of respondents indicated they had employees who identified with a range of disabilities.



**One quarter** of respondents personally identified with a disability themselves, with 75% having a close relationship with one or more people who identify with a disability.

Over 80% of respondents first thought of a physical disability when picturing someone with a disability.



**OVER 80%** of respondents agreed that there are currently barriers in their own workplaces that would stop people with disabilities being employed.

**Suggested** approaches to encourage other employers to hire people with disabilities included; education around disability, funding and supports, association with reputable business networks and people of influence, a key contact to navigate systems and opportunities to develop well supported and flexible work experience at no cost to the employer.

Key **barriers** to employment of people with disabilities were identified as; negative attitudes and perceptions, physical accessibility of workplaces, perceived costs and perceived lower productivity, lack of knowledge and understanding (both of disability and support available) and lack of visible role models.



## The Recommendations.

- Exploration into a local social media awareness and education campaign.
- Development and trial of work based employment/training programmes.
- Inter and cross sector collaboration with a focus on barriers to employment.



- Establishment of a local disability confident employer network.
- Exploration into partnerships and/or collaboration with business mentors in order to support and promote self-employment.

