Employers’ Perspectives of Including Young People with Disabilities in the Workforce, Disability Disclosure, and Providing Accommodations

**WHAT IS THE STUDY ABOUT?**

This research looked at:
- How employers provide accommodations
- Support to help employers provide accommodations
- Ways employers create an inclusive workplace

The goal was to develop recommendations to help employers:
- Encourage disability disclosure
- Create inclusive work environments
- Provide accommodations

**WHAT DID WE DO?**

**Interviews**
- 18 employers who hire youth with disabilities
- Asked about
  - Strategies to help youth disclose their disability and receive accommodations
  - If and how they created an inclusive work environment
  - How they attract and retain youth with disabilities

**WHAT DID WE FIND?**

- Most employers encouraged youth with disabilities to disclose their condition and ask for accommodations
- Employers described when, how and the types of accommodations they provided
- Employers used different strategies to create inclusive workplaces:
  - Diversity training & policies
  - Addressing stigma & discrimination
  - Open communication
  - Mentorship & advocacy

**IMPACT FOR CLIENTS, FAMILIES AND CLINICAL PRACTICE**

- Most employers had strategies for encouraging youth to disclose their condition and ask for accommodations.
- Formal diversity and inclusion policies can increase disability disclosure and enhance the inclusion of people with disabilities. Formal policies should be developed and put into practice more widely across all organizations.

Sharing these strategies could help employers who do not hire youth with disabilities.

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