

THE ECONOMIC IMPACT STUDY

Background

Historically, people with disabilities have not fared well in the labor market. Estimates place their employment rate at 35%. Research indicates that businesses are concerned with costs associated with hiring people with disabilities (e.g., providing accommodations). This belief persists despite national data that suggest costs are low. Moreover, many businesses are unaware of benefits that are associated with hiring people with disabilities (e.g., high retention rates and tax credits). Although some national data exist, they are few in number and not reflective of Chicagoland businesses.

Purpose

The *Economic Impact Study* will examine the costs and benefits of hiring people with disabilities from three business sectors: healthcare, hospitality, and retail.

Research activities

The *Economic Impact Study* will use focus groups and costs-benefits surveys to examine the economic impact of hiring workers with disabilities. Specifically, there are five phases to this study. These phases are described in greater detail on the reverse side.

Implications of the Study

This study will be the first of its kind in that data will be collected from approximately 24 businesses representing three business sectors. Thus, its implications can have a far-reaching, meaningful impact on the Chicagoland business community at large, and the people with disabilities they employ.

Project Partners

DePaul University

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Katie McDonald

Mayor's Office for Workforce Development

David Hanson
Rosemary McDonnell

disabilityworks

Jerry Roper
Karen McCulloh
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Mayors Office of People with Disabilities

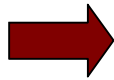
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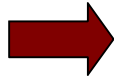
**ADVISORY
GROUP**



A small group of employers will meet with project staff to:

- Provide feedback on research project
- Assist with participant recruitment

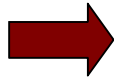
**FOCUS
GROUP**



24 employers from the healthcare, hospitality, & retail sectors will participate in three activities:

- Project information session
- Focus group on experiences related to hiring people with disabilities
- Coordinate training session on disability issues at their organization

**SURVEY
ADMINISTRATION**



- 24 employers will collect data on their workers with and without disabilities

**FOCUS
GROUP**



Final focus group with employers to:

- Present key findings from the survey phase of the project
- Obtain feedback from employers as they relate to their experiences of workers with and without disabilities

**EDUCATIONAL
CAMPAIGN**



- Final report on key findings
- Educational campaign with *disabilityworks*, Chicagoland Business Leadership Network, & Chicagoland Chamber of Commerce