



**HELDRICH CENTER**  
FOR WORKFORCE DEVELOPMENT

# Inclusive Healthy Communities Creating Workforce Opportunities Disability Employment

June 27, 2023

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# Introductions



# OVERVIEW OF DISABILITY EMPLOYMENT STATISTICS

# Labor Market Information – Disability Employment



# Industry Comparison



Service Occupations - 19.1 percent, compared with 15.9 percent



Production, Transportation, and Material Moving Occupations - 15.3 percent, compared with 12.6 percent



Sales and Office Occupations - 20.5 percent, compared with 19.2 percent

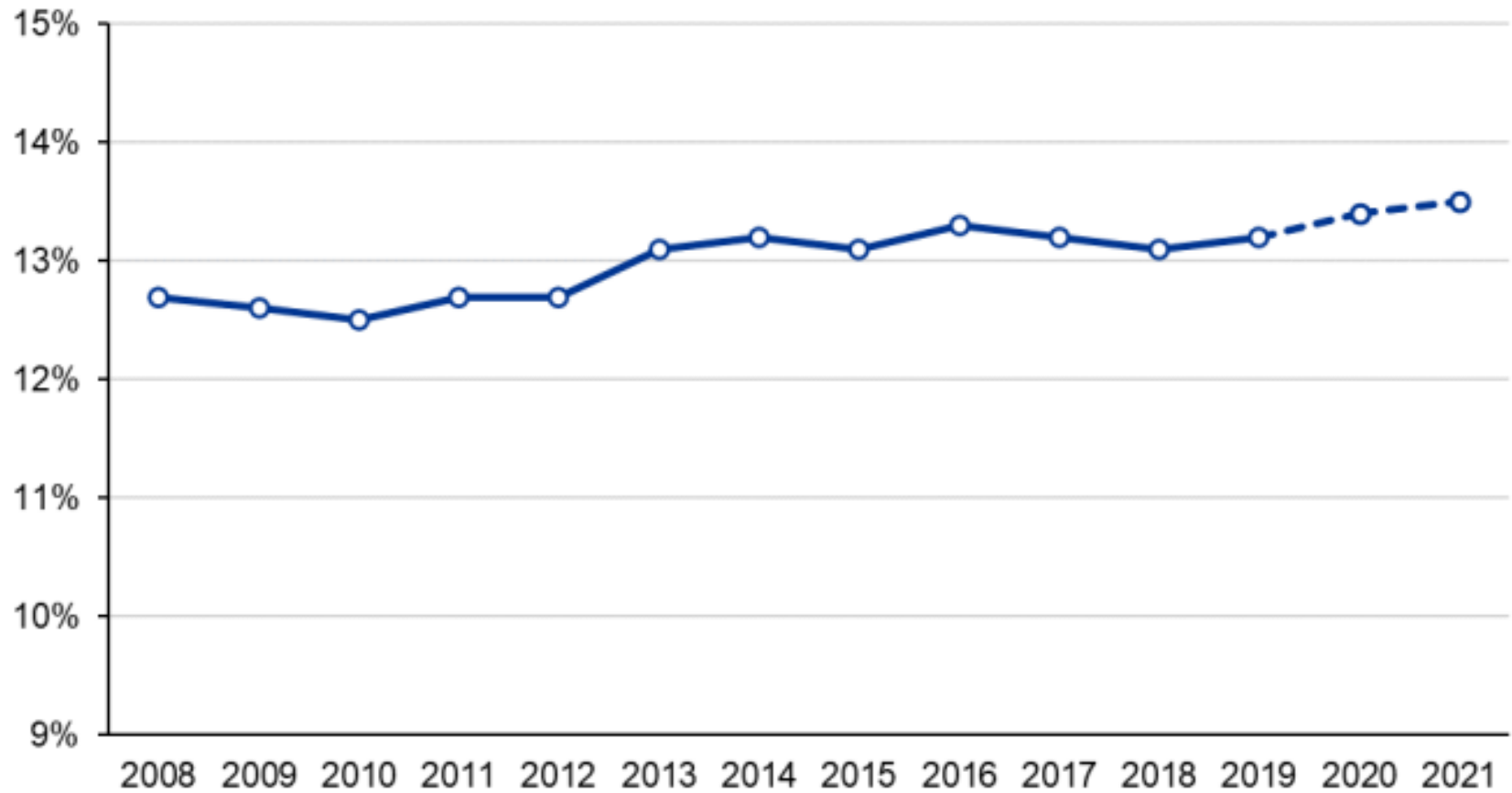


Less likely to work in Management, Professional and Related Occupations - 36.3 percent, compared with 43.3 percent

Source - <https://www.bls.gov/news.release/pdf/disabl.pdf>

# Labor Market Information – Disability Employment

**Figure 1. Percentage of People with Disabilities**

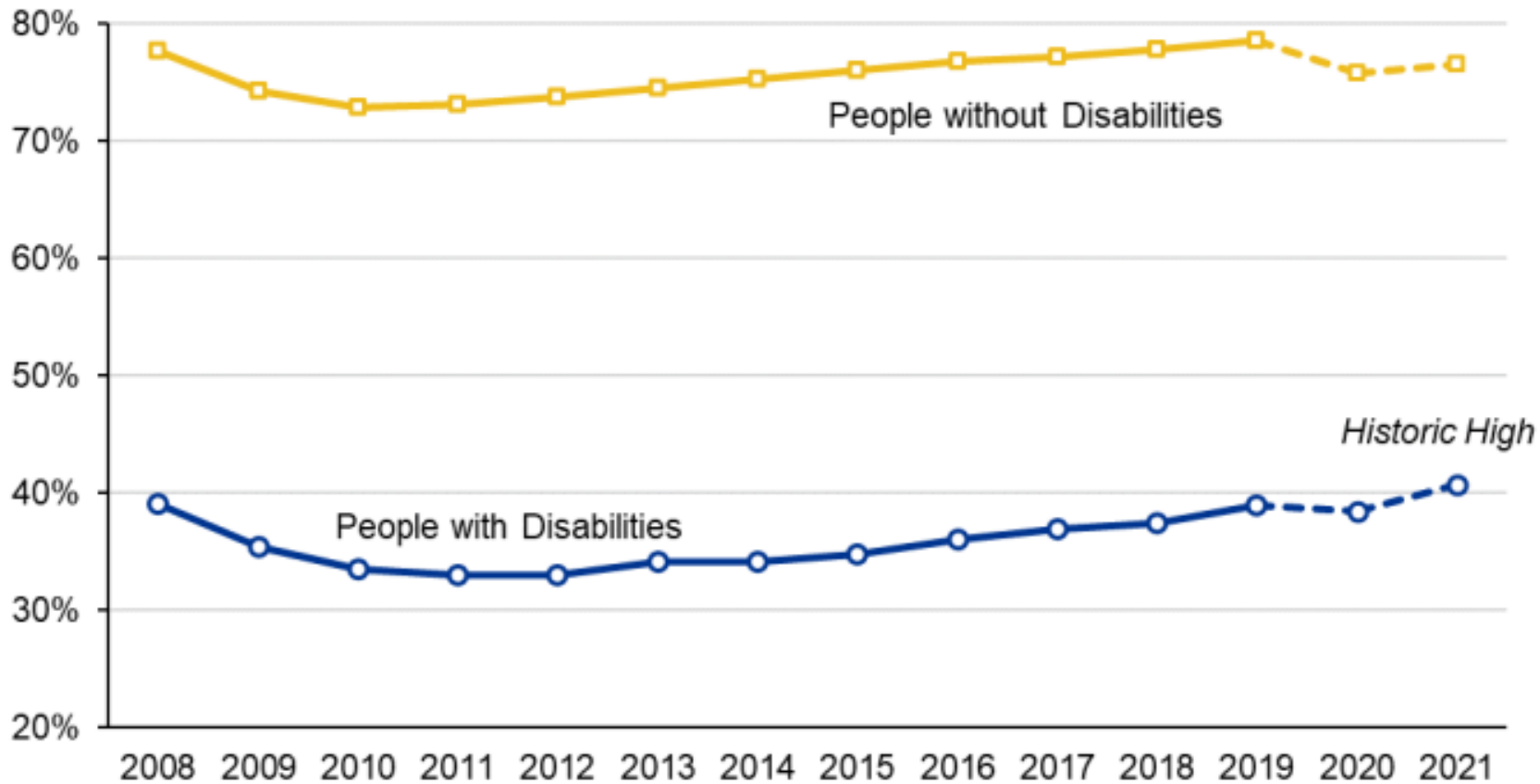


Source - Annual Report on  
People with  
Disabilities  
in America: 2023

[disabilitycompendium.org](http://disabilitycompendium.org)

# Labor Market Information – Disability Employment

**Figure 6. Employment-to-Population Ratio**

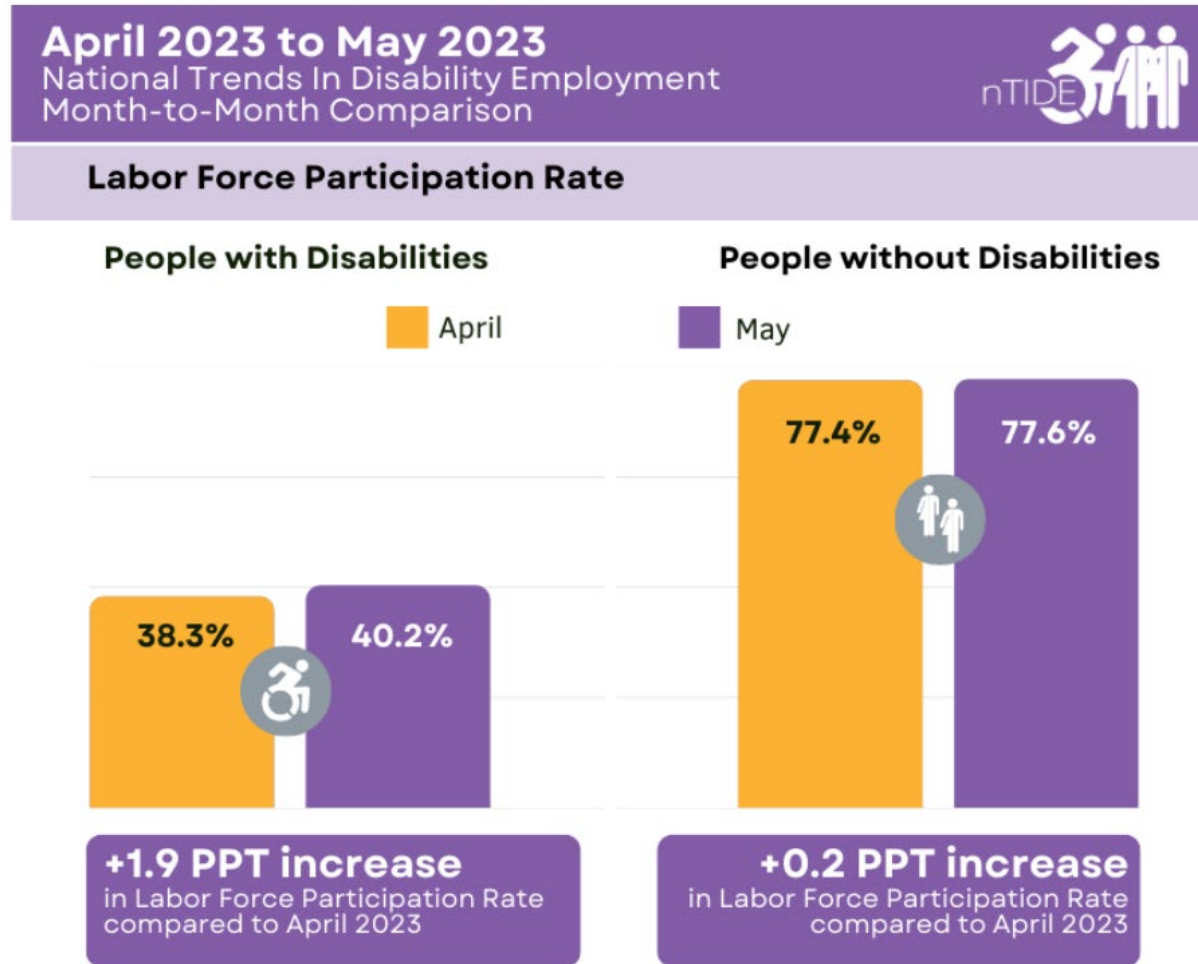


Source - Annual Report on  
People with  
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# Labor Market Information – Disability Employment

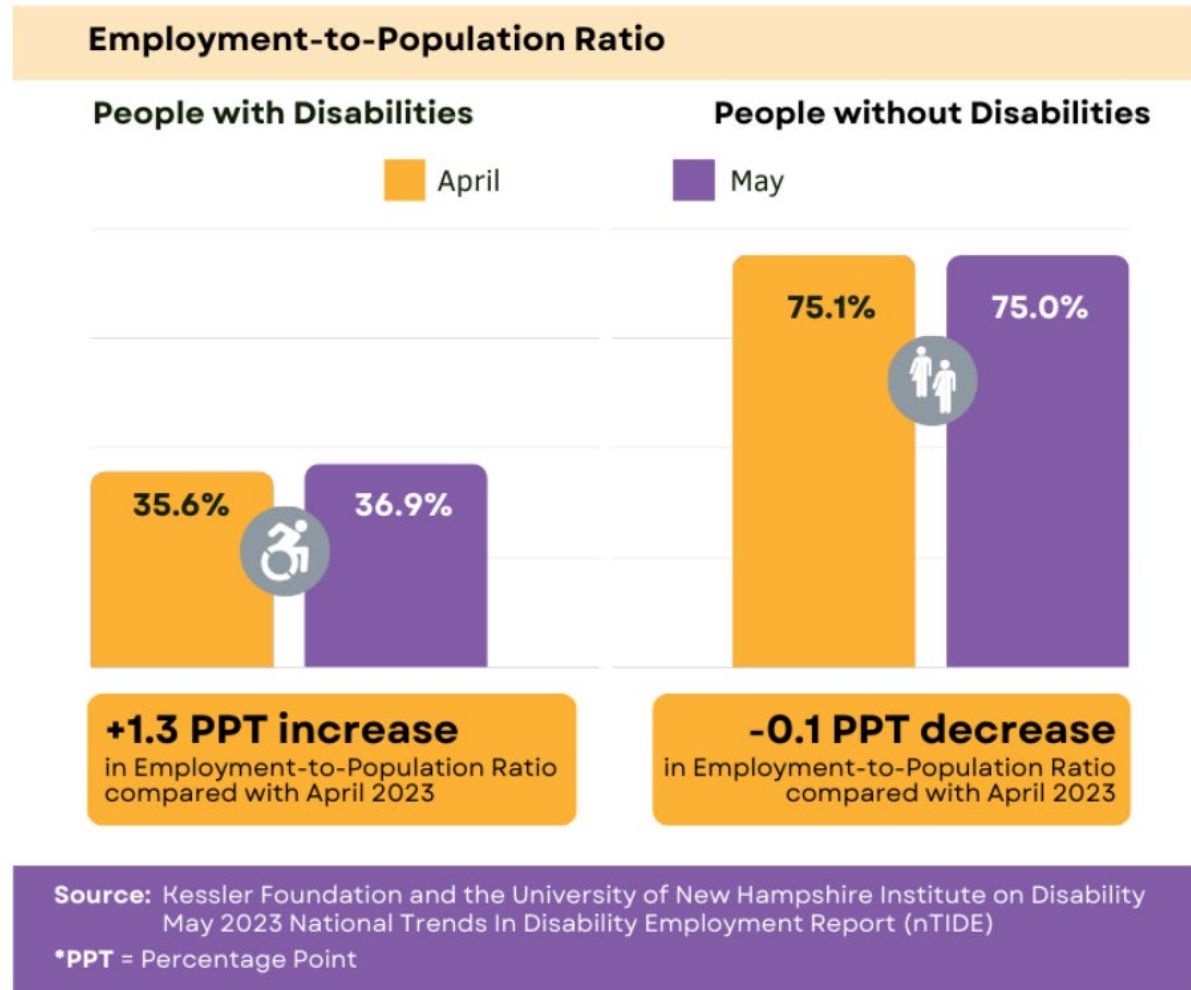
Month-to-Month nTIDE Numbers (comparing April 2023 to May 2023)



Source - nTIDE May 2023 Jobs Report, Kessler Foundation and the University of New Hampshire

<https://kesslerfoundation.org/press-release/ntide-may-2023-jobs-report-job-numbers-rebound-bringing-people-disabilities-close>

# Labor Market Information – Disability Employment

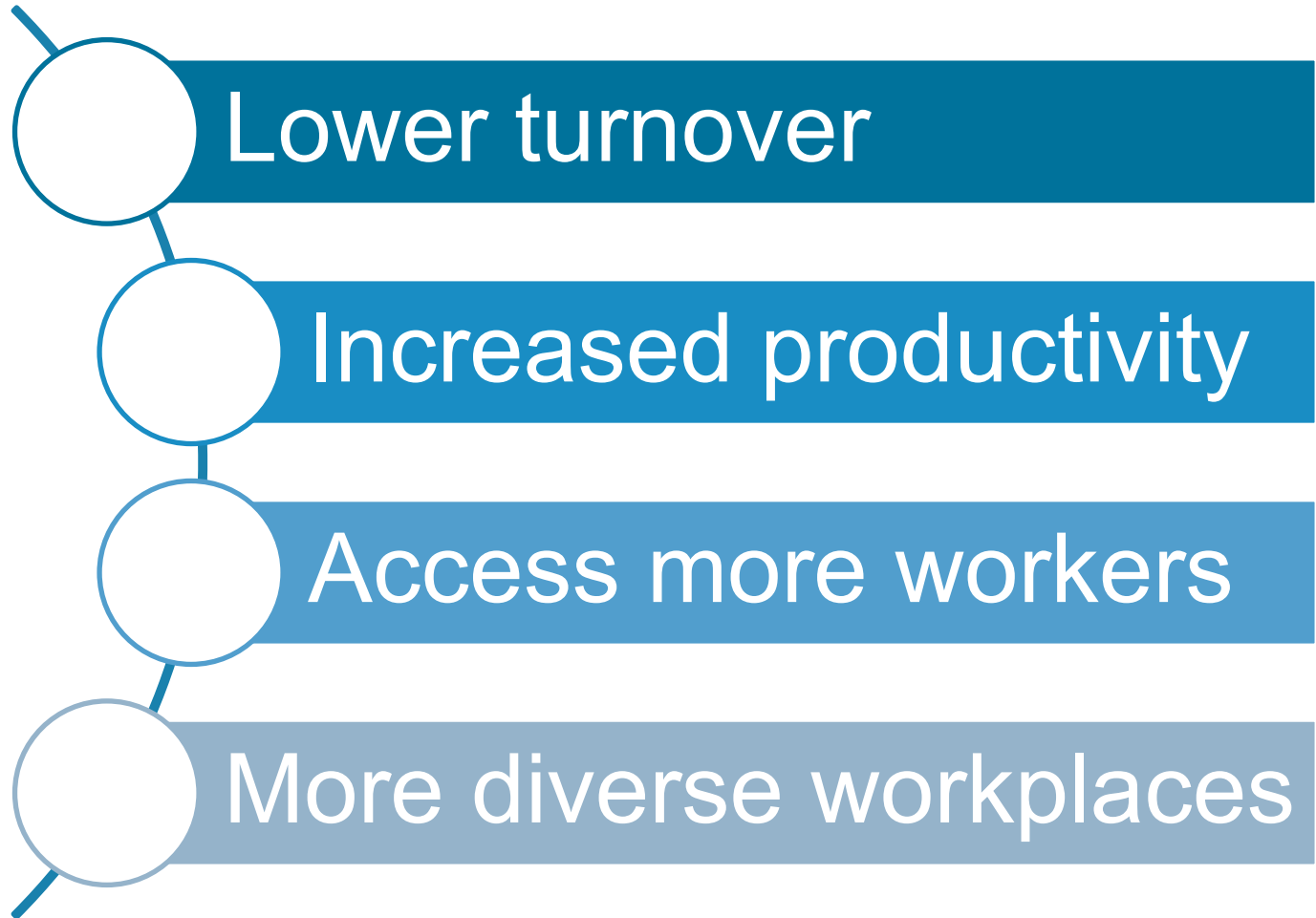


Source - nTIDE May 2023 Jobs Report, Kessler Foundation and the University of New Hampshire

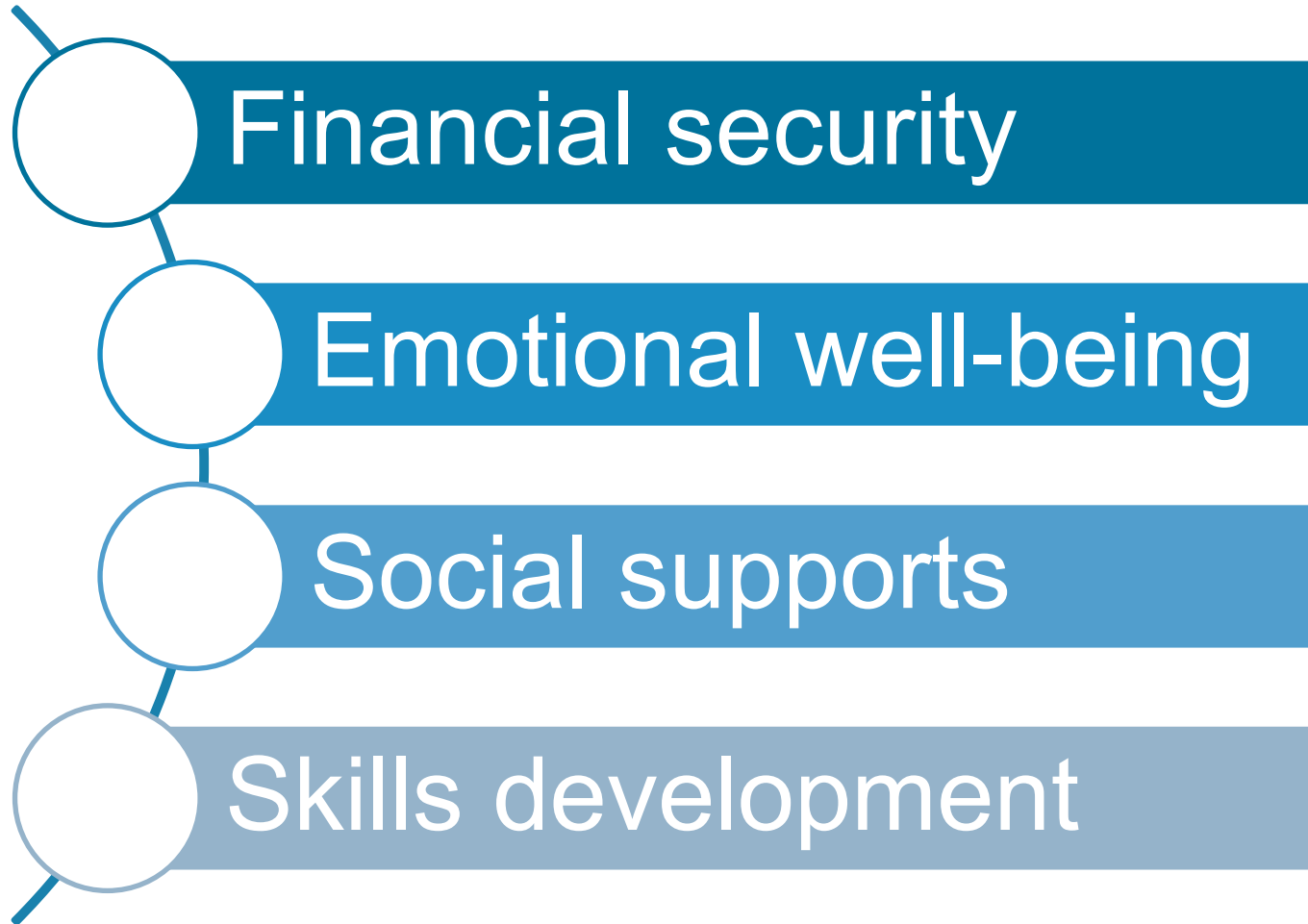
<https://kesslerfoundation.org/press-release/ntide-may-2023-jobs-report-job-numbers-rebound-bringing-people-with-disabilities-close>

# INCLUSION OF PEOPLE WITH DISABILITIES IN THE WORKPLACE

# Business Case



# Social Determinants of Health



# SUCCESSFUL PROGRAM MODELS

# FALA Manufacturing

## Video

**STEP** The Story of FALA's Hiring for Apprenticeships (1)

2015                      2017                      2018

 **Clarkson**  
Mechanical Engineering

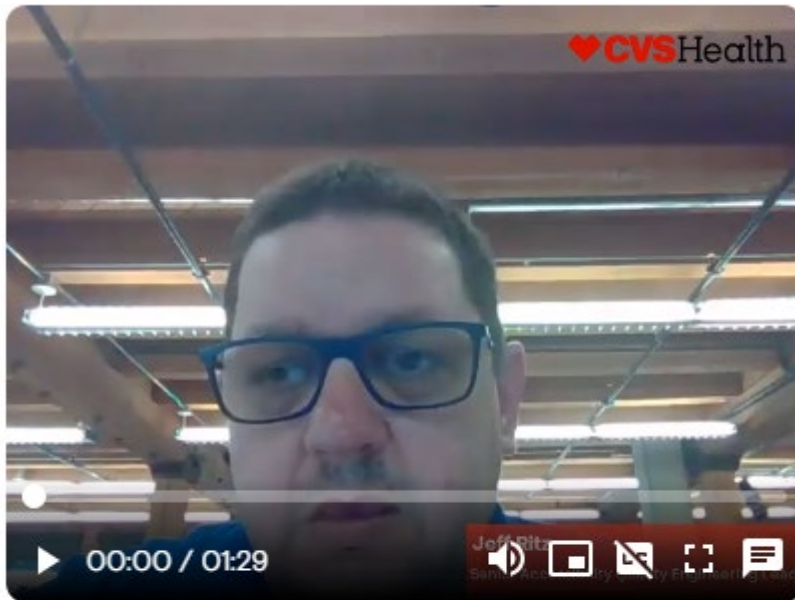
  
NYS Seven (7) Regional  
Manufacturing  
Associations

 **New Paltz**  
Electrical Engineering

Frank Falatyn & Hila...

▶ 🔊 ————— -43:15 🗄️

# CVS Health



Jeff Ritz  
Senior Accessibility Quality Engineering Lead



# SECTOR APPROACH TO DISABILITY EMPLOYMENT – NJ HEALTHCARE

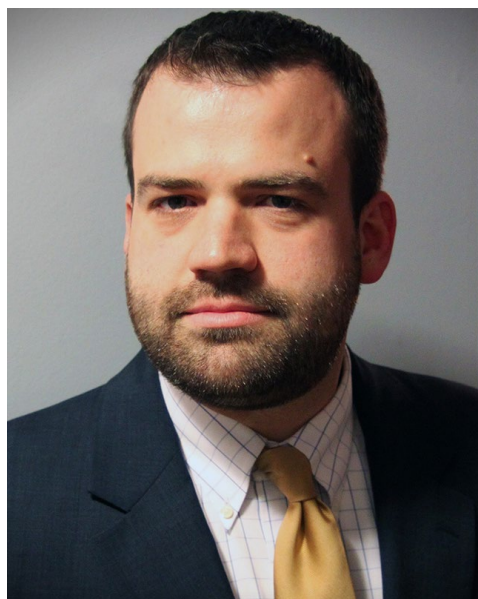
# Inclusive Healthy Communities: Healthcare Industry Perspectives

Creating Workforce Opportunities



Source: NEW JERSEY HOSPITAL ASSOCIATION  
Copyright: 2021 New Jersey Hospital Association

# New Jersey Hospital Association



***Raymond Brandes***  
**Chief Operating  
Officer**



***John Bruno***  
**Senior  
Director, HR**

# NJHA Workforce Initiatives: Assessing the gaps in healthcare staffing needs

- N.J. hospitals employ more than 150,000 people
- Projection for 2030 - New Jersey will be short 11,400 Nurses (behind only TX and CA)
- US Bureau of Labor Statistics Projects 13% Growth Rate in Healthcare through 2031
- Shortages throughout the spectrum, not just clinical roles - also support staff, technical and professional roles



## Gaps in healthcare staffing needs:

- Prioritizing diversity, equity, and inclusivity in hiring is an important factor in addressing the workforce shortage
  - Increased access to talent
  - More representative of the community = better connections and better patient care
  - More diversity brings different viewpoints and better problem solving

# Social Determinants of Health



# Industry Perspectives on Workforce: Opportunities for Individuals with Disabilities

- ▶ We received critical insights and perspectives specific to the healthcare space based on information provided by our members in the following areas:

Recruitment

Inclusion

Retention

## Recruitment:

- 87% actively recruit job applicants who are people with disabilities
- 65% work with resourcing partners to ensure accessibility is considered throughout the recruitment process

# Inclusion:

<b>Does your organization have a diversity, equity, and inclusion statement?</b>		<b>Does your organization have a diversity, equity, and inclusion strategy?</b>		<b>Does your organization provide diversity, equity, and inclusion training for employees?</b>	
Yes	82.61%	Yes	86.96%	Yes	82.61%
↓		↓		↓	
<b>If your organization has a diversity, equity, and inclusion statement, does it include people with disabilities?</b>		<b>If your organization has a diversity, equity, and inclusion strategy, does it include people with disabilities?</b>		<b>If your organization provides diversity, equity, and inclusion training for employees, does the training address/include people with disabilities?</b>	
Yes	82.61%	Yes	65.22%	Yes	78.26%

## Retention:

- Our members cited increases in employee performance and retention as the two most motivating factors in recruiting individuals with disabilities.
- This is key as employing individuals with disabilities has shown to help employers reduce turnover and increase productivity.

# Promising Opportunities:

- Bergen New Bridge Medical Center
- Holy Name Medical Center
- Newton Medical Center (Atlantic Health)
- Overlook Medical Center (Atlantic Health)
- Jersey City Medical Center (RWJ)
- Monmouth Medical Center (RWJ)
- Jefferson Health New Jersey
- Jefferson Stratford Hospital
- Jefferson Washington Township Hospital



## Closing:

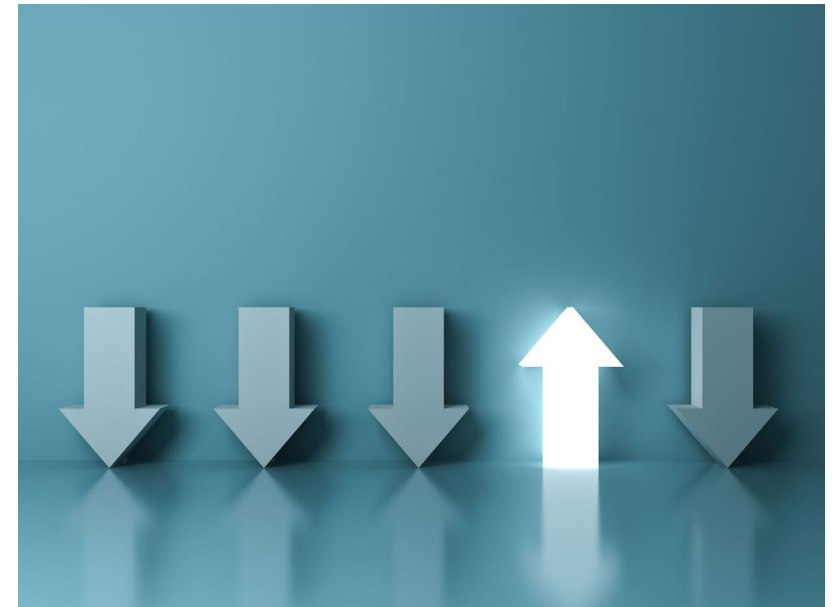
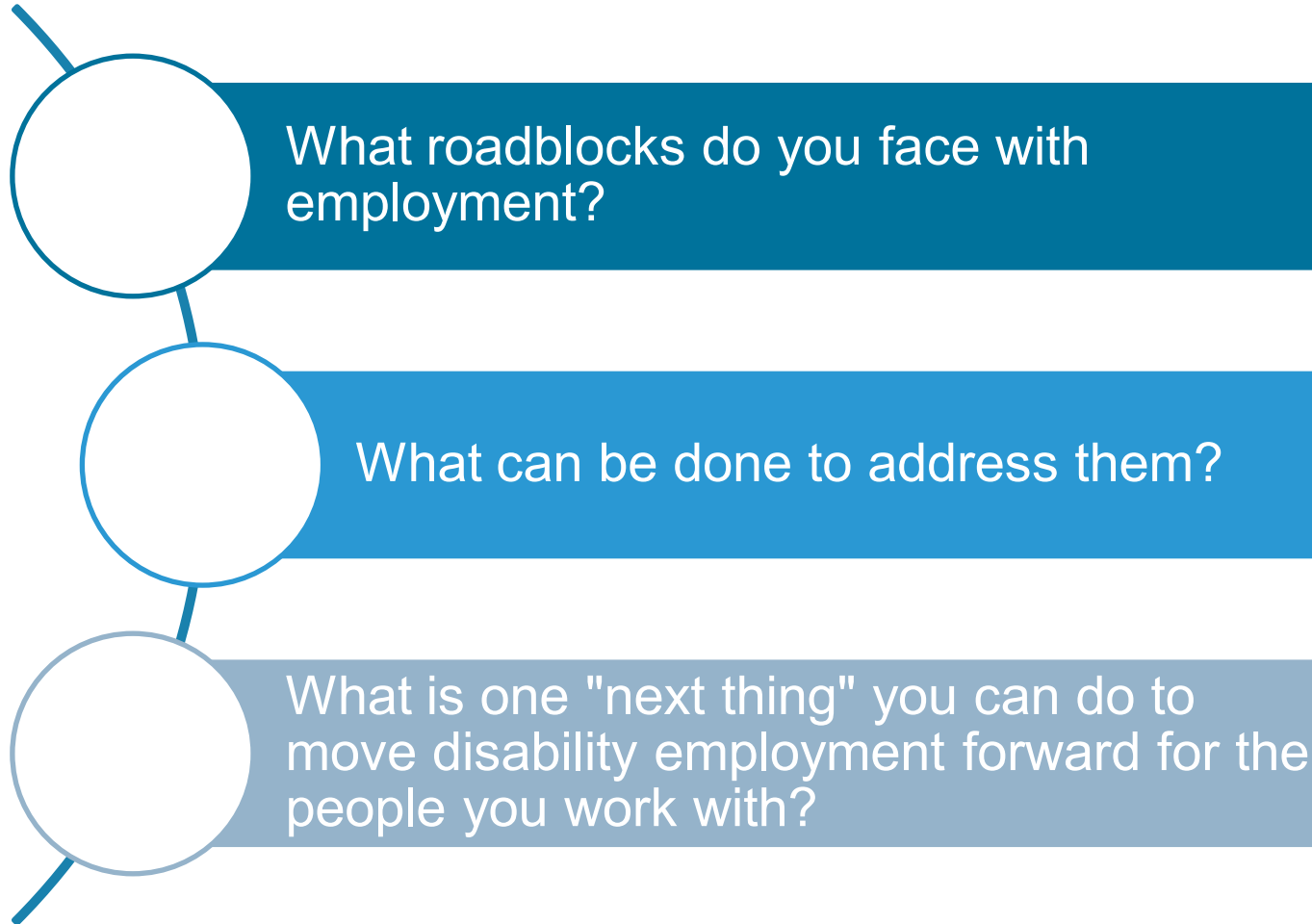
As workforce needs in the healthcare space continues to loom large post-pandemic, individuals with disabilities are positioned as a critical talent pool for filling a number of these gaps.

We believe dedicated funding in the healthcare space would assist our members in homing in on and advancing these priorities.



# GROUP ACTIVITY

# Needs and Next Steps



# THANK YOU!

If you have any questions, please email Laurie Harrington ([lharrington@ejb.rutgers.edu](mailto:lharrington@ejb.rutgers.edu)), Savannah Barnett ([sbarnett@ejb.rutgers.edu](mailto:sbarnett@ejb.rutgers.edu)), or Liana Volpe ([liana.volpe@ejb.rutgers.edu](mailto:liana.volpe@ejb.rutgers.edu))