

Workplace Accommodation and Aging Workforce

Introduction

- U.S. workforce is aging.
- Chances of getting disabilities increase dramatically as one ages.
- American with Disabilities Act (ADA) related charges have increased for this age group than other age groups (Bruyere & Young, 2012).
- Allegations related to workplace accommodation were the second highest type of claims filed with EEOC, and older workers with various impairments were less likely to use assistive technology in the workplace (Williams, Sabata, & Zoina, 2006).



Research Question

- How do disability acceptance and attribution of functional needs (aging, disability or both) impact accommodation requesting and receiving among workers who are 50 and older while controlling other demographic and other related factors?

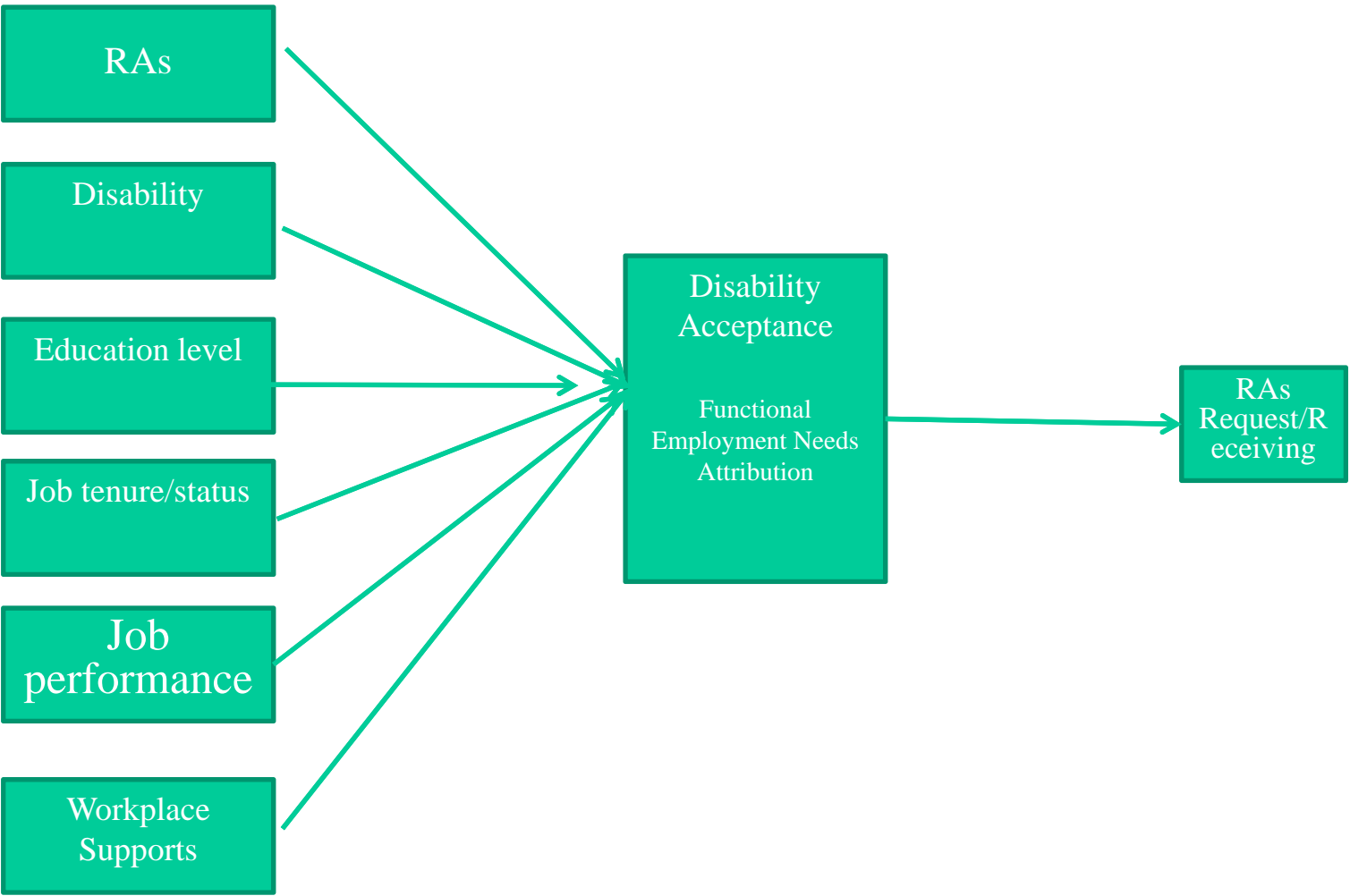
Findings

- Individuals who attributed their workplace needs to disability are more likely to request accommodations
- Those who attributed their workplace needs to disability had higher disability acceptance scores
- Disability acceptance was found highly predictive of receiving accommodations
- Employee and employers ADA knowledge was significant in predicting RA request

Implications

- Counselors should work with employers to organize psycho-educational training related to ADA and accommodations.
- Counselors need to work with employees with disabilities to explore the pros and cons of attribution of functional workplace needs

Descriptive Characteristics of Participants		
Gender		
Female -		119 (55.3%)
Male -		95 (44.2%)
Race		
Caucasian		168 (72.7%)
African American		17 (7.4%)
Asian American		10 (4.3%)
Hispanic American		21 (9.1%)
Native American		14 (6.1%)
Education		
High School		42 (19.6%)
Associate		57 (26.6%)
Bachelor's Degree -		57 (26.6%)
Master's Degree -		42 (19.6%)
Doctoral Degree -		16 (7.53%)
Disability		
Hearing		48 (20.8%)
Visual		38 (16.5%)
Psychiatric		32 (13.9%)
Cognitive		23 (11.3%)
Mobility		49 (21.2%)
Physical		82 (35.5%)



Next Steps

- Examine impacts of late onset of disability on disability acceptance, and requesting and receiving of job accommodations
- Explore impacts among different types of disabilities and examine if differential impacts exist among different types of disabilities
- Design interventions and approaches that may boost disability acceptance among older workers should research validates the impacts of disability acceptance on requesting and receiving of workplace accommodations.

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