

Characteristics of Workplace Accommodation Use for those with Physical Limitations

Maureen Linden

Excerpt from “Update from the RERC on
Workplace Accommodations”

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Purpose

To examine the relationships between functional ability, job requirements, and characteristics of accommodation use.

Presentation Focus:

Accommodation used by those with **physical limitations.**

Methods

- Survey relating characteristics of the individual to the accommodation
 - Administered dominantly electronically
 - Marketed through consumer lists, national publication lists, social networking venues.
 - Inclusion Criteria:
 - Individual has 1 or more functional limitations
 - Individual is currently employed or volunteers

Job Characteristics

- EEOC Categorization
- Relationship to Employer
- Location of Work
- Pay Rate and Hours/wk

Functional Limitations

Broad functional limitation categories were selected from the ICF and further delineated by specific activities.

Example: Mobility Limitation

“I can walk, but have difficulty bending, sitting, standing, or climbing stairs.”

Accommodations Characteristics

- Use of specific types of accommodations –
 - Universal features
 - Adaptations
 - Help or Assistance
 - Assistive Technology
- Satisfaction, Importance, Frequency of Use
 - Reported by nominal Likert scale
- Unmet Accommodation Needs.

Functional Limitation Distribution

373 respondents to the overall survey.

- 56% report mobility impairments (n=210)
- 28% report upper extremity impairments (n=104)
- 218 respondents reported physical limitations

Limitation Group	% of those with Physical Limitations
Hearing	7 %
Vision	13 %
Speech	9 %
Mental Function	17 %

Population Demographics

60 % female; 43% over 55 years

88% Caucasian; 7% Hispanic origin

Completed education:

- 5% diploma /GED
- 39% have graduate degrees.

Population Job Characteristics

Job Type

One full-time	60 %
One part-time	22 %
Multiple Jobs	18 %

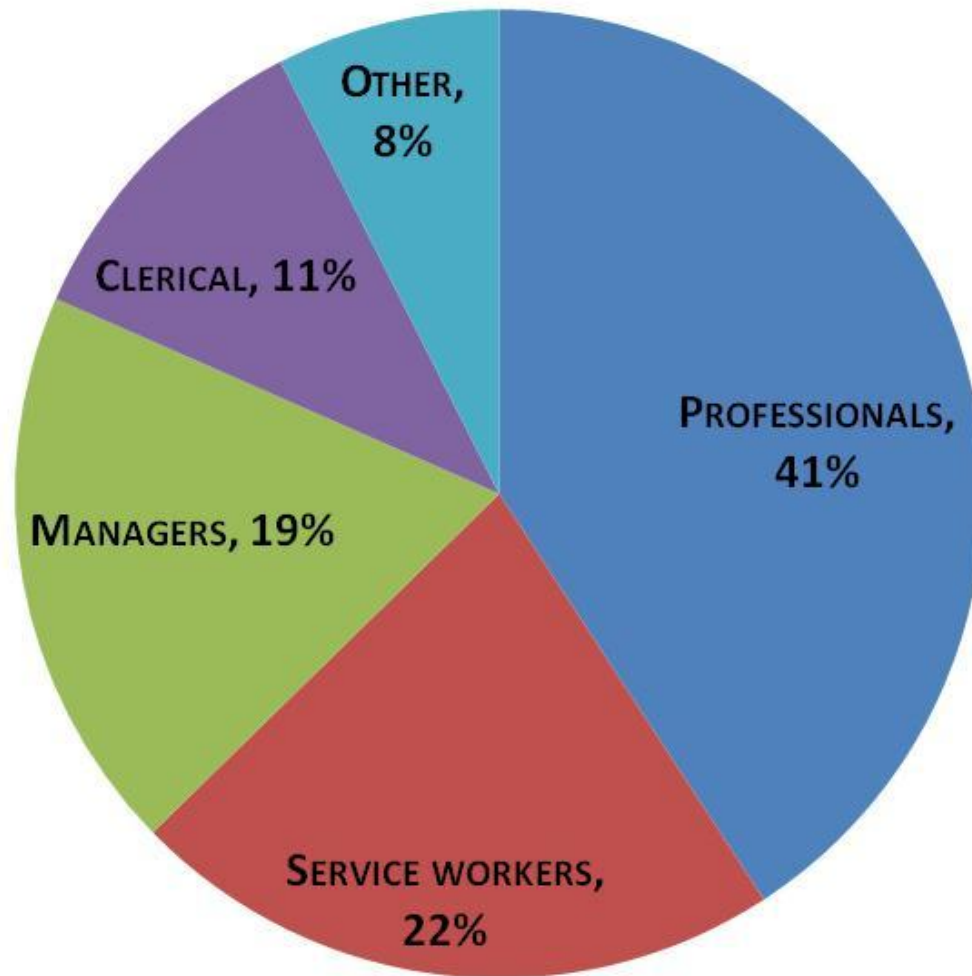
Employment Type

Employee	78 %
Self – Employed	13 %
Volunteer	9 %

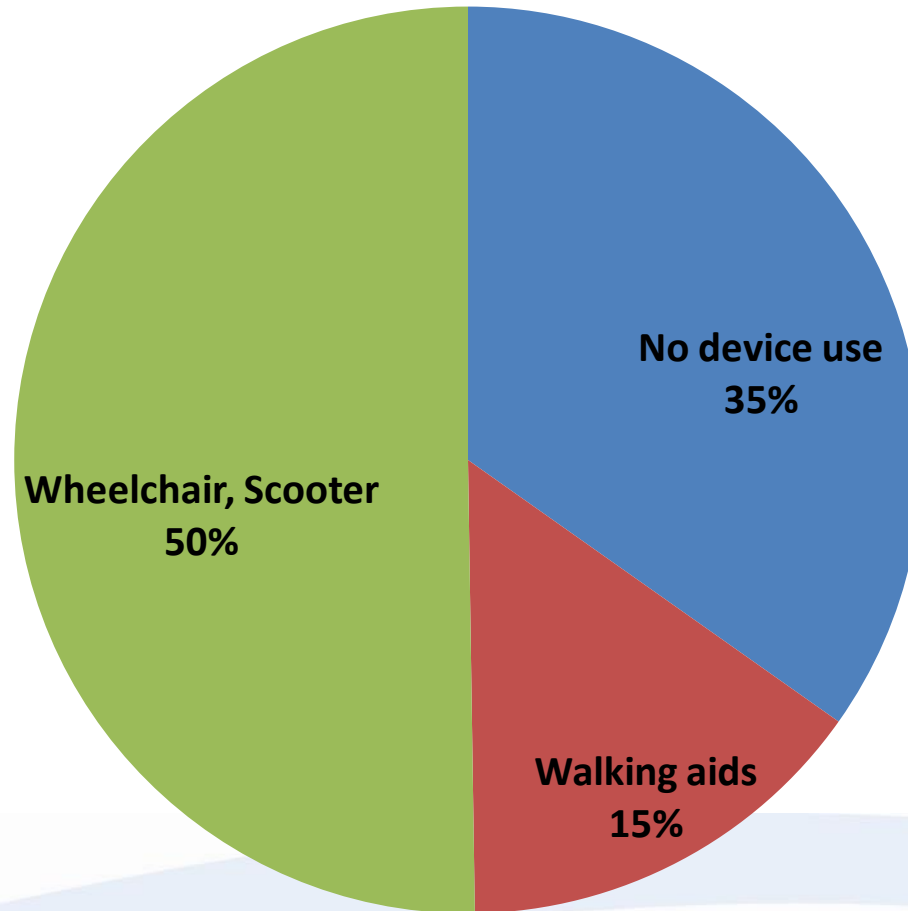
Work Location

Home	10%
Same Place	62%
Home / Worksite	17%
Travelling	11%

Population – EEOC Job Category



Mobility Limitations



Upper Extremity Limitations

		Right UE limitation				
		RSI	Reaching Diff.	Dexterity Diff	Reaching, Dexterity Diff.	difficulty on this side
Left UE limitation	RSI	23	0	2	5	3
	Reaching Diff.	4	5	3	3	1
	Dexterity Diff	3	2	13	1	3
	Reaching, Dexterity Diff.	0	2	2	20	2
	No difficulty on this side	0	1	0	4	2

Upper Extremity Limitations

		UE Limit - Side two				
		RSI	Reaching Diff.	Dexterity Diff	Reaching, Dexterity Diff.	difficulty on this side
UE Limit -Side One	RSI	23				
	Reaching Diff.	4	5			
	Dexterity Diff	5	5	13		
	Reaching, Dexterity Diff.	5	5	3	20	
	No difficulty on this side	3	2	3	6	2

Upper Extremity Limitations

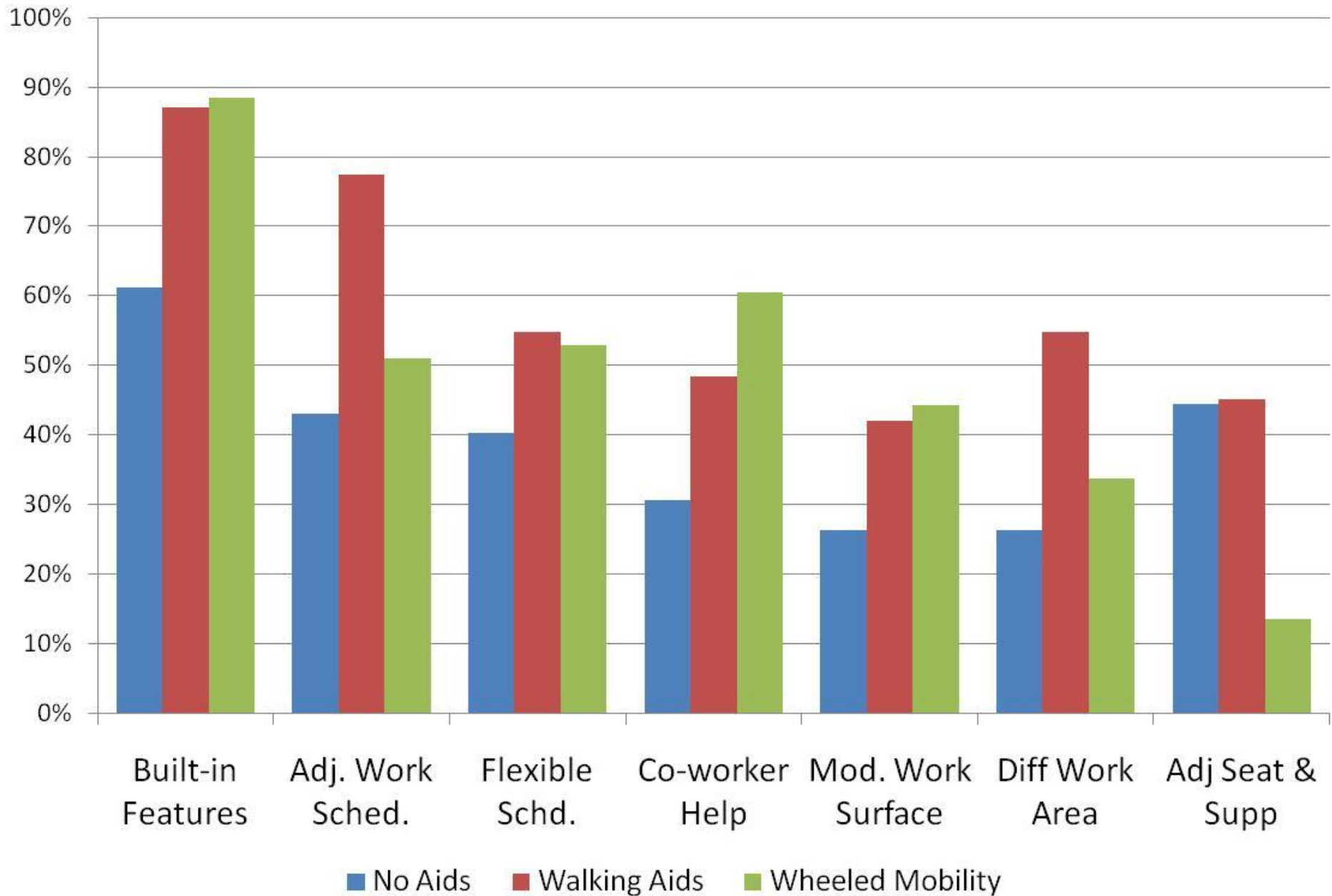
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Commonly-Used Accommodations: Mobility Impairments

78%*	Built-in Features
52%*	Adj. Work Sched.
49%	Flexible Work Schd.
48%*	Co-Worker Help
37%^	Mod. Work Surface
34%^	Different Work Area
29%*	Adj. Seating & Supp

*P < .01; ^P < .05

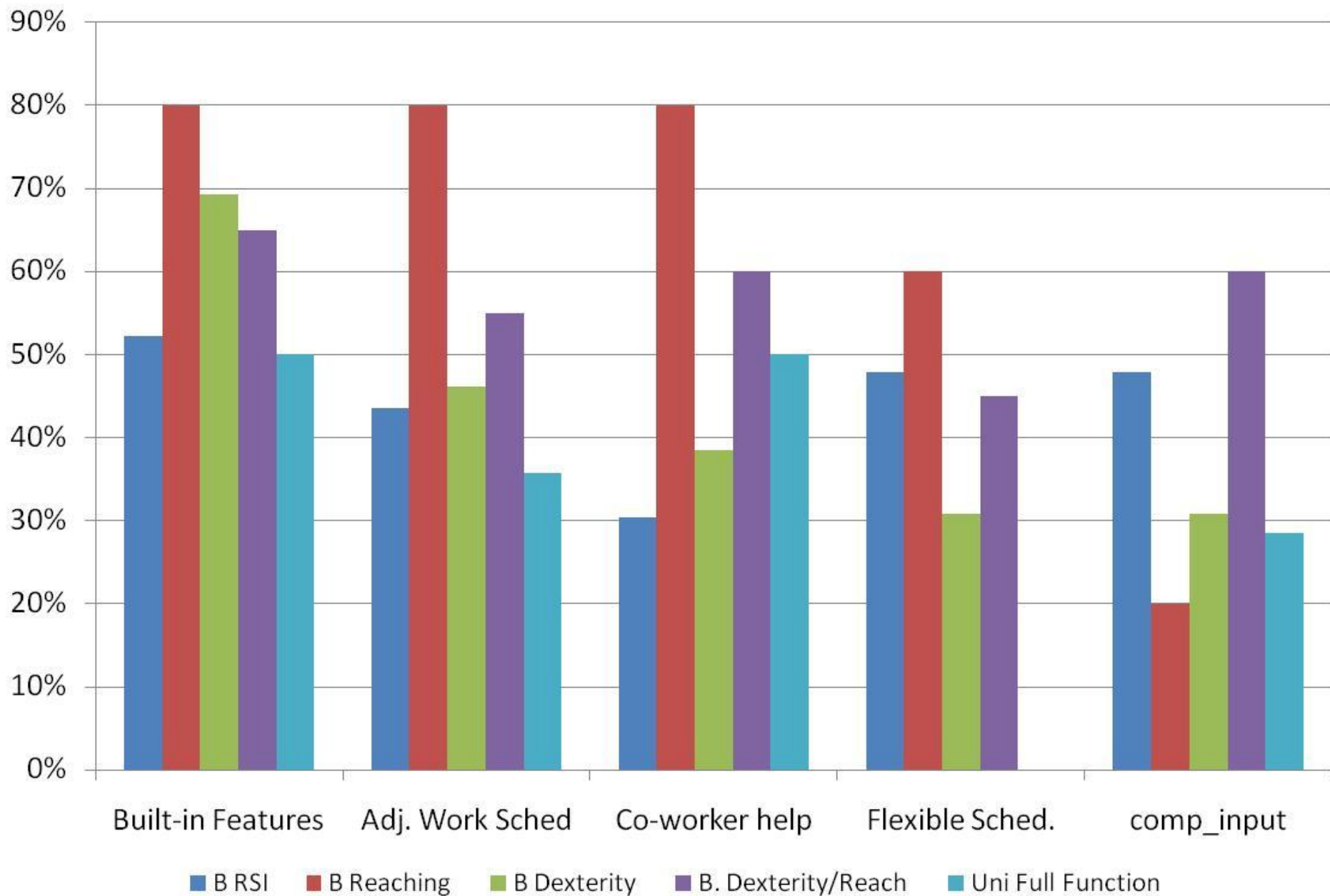
Common Accommodations for Mobility Impairment



Commonly Use Accommodations: Upper Extremity Impairments

- 60% Built-in Features
- 48% Adj. Work Schedules
- 47% Co-worker help
- 43% Flexible Schedules
- 43% Computer Input

Common Accommodations for Upper Extremity Impairment



Satisfaction with Accommodations

Mobility

- Neutral Satisfaction for:
 - Built-in Features
 - Adj. Seating and Supports
 - Different work Areas
- “Satisfied” to “Extremely Satisfied” with policy based accommodations

Upper Extremity

- “Satisfied” with each of the top 5 accommodations.

Perceived Importance of Accommodations

Mobility

- Built-in features ($P < 0.01$)
 - Neutral importance for non device users
 - Important to Very Important for device users

Upper Extremity

- Computer Access devices were rated very important
- Other accommodations were “important”

Unmet Needs

3% of those with Mobility Impairment reported mobility related unmet needs.

Unmet Needs

3% of those with Mobility Impairment reported mobility related unmet needs.

28 % of those with Upper Extremity impairment reported related unmet needs.

- 14% need computer input devices
- 14% need built-in features

Conclusions

Those with mobility limitations reported few unmet needs, even though they reported “neutral” satisfaction with common based accommodations.

Technologies are not high on the list of common accommodations.

Difference in the rate of unmet needs