

Communities of Practice: Disability Resources for Human Resource Professionals

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Communities of practice encourage the translation of knowledge into action and provide a framework for information sharing, competence development, rich discussion, and mentoring and creates, organizes, revises, and shares knowledge among members of the community (Seaman, 2008).

Purpose

- The purpose of this project is to conduct the foundational research necessary to design and build a CoP for human resource professionals to assist in the employment of individuals with disabilities.

Method

- Mixed methods approach
- Initially, four focus groups with HR professionals were conducted throughout Colorado.
- A quantitative survey was developed based on the results from the focus groups.
- The survey was disseminated electronically through HR professional organizations in the Rocky Mountain region.
- The total sample from the survey was 190 HR professionals.

Results: Demographic Information

- Gender
 - 84% female and 16% male
- Ethnicity
 - 91% Caucasian
- Age
 - Range from 21-65 years with a mean of 45 years
- Job Title
 - 36% HR Director and 35% HR staff
- Hiring Decisions
 - 90% reported some or complete responsibility for hiring and/or firing staff.

Results: Knowledge and Interest

- 59% reported being unfamiliar with CoPs
- 66% indicated a need for a CoP to improve employment for people with disabilities.
- 46% reported interest in joining a CoP
- 45% indicated the purpose of the CoP should be to “increase knowledge of HR professionals regarding best practices”

Results: Areas for CoP Training

- ADA and ADA Amendments Act of 2008: 93%
- Recruitment and retention of PWDs: 87%
- Assistive Technology and Job Accommodations: 92%
- ADA Standards for Accessible Design: 76%
- Disability Etiquette: 87%
- Workplace Supports for PWDs: 83%

Results: Areas for CoP Training

- Interviewing PWDs: 81%
- Disability Sensitivity and Diversity Training: 82%
- Current Employment and Disability Research: 70%
- Disability Benefits and Work Incentives: 73%
- Tax Incentives: 74%
- VR/Community Resources: 69%

Results: Building a CoP for HR Professionals

- Resource Library: 89%
- External Links: 92%
- Virtual Conferences: 70%
- Webinar/Live Chat: 83%
- Newsletter: 73%
- FAQs: 92%
- CEU Credits: 78%

Next Steps

- Complete development of the CoP website
 - Increase participation
 - Improve CoP features
- <http://hrcop.rockymountainada.org/>



<http://rockymountainada.org>.

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