

ALLEN HEINEMANN:

Thank you Jose, it is an honor to have Dr. Debra Brucker with us today and to be a part of the Wrigley research seminar hosted by the Shirley Ryan AbilityLab.-- Outcome research, the hospital is recipient of the rehabilitation research and training Centre award unemployment for people with physical disabilities. We are now in the 3rd year of the project and by background for research projects focused on telehealth intervention, for chronic back pain of people who are employed, a couple of surveys of employers, and vocational rehabilitation requirements regarding job applications specific on Parkinson's disease, employment as well as management in job accommodation process. In addition to the 4 research projects, we've got a robust knowledge translation set of projects, overseas including webinars. Without further ado, Linda, would you like to introduce our speaker?

LINDA EHRLICH-JONES:

Thanks Alan, it is my pleasure to introduce our 2021, Dr. Debra Brucker, - with a concentration of social policy, University of Delaware. She received her PhD in urban planning and public policy from Rutgers University where she studied substance abuse and disability benefits, Dr. debra is a research investor a University of New Hampshire and Institute of disability, she's currently an online lecture at Northwestern University and the school professional studies, she is a coinvestigator on the RTC and disability statistics and demographics, and the possible investigator on the funded project on opioid use to sort of persons with disabilities, just over 40 publication entry book chapters.

As part of her lectureship, Dr. Debra Brucker will be available for consultations regarding employment and disability and food insecurity to other areas of expertise, if you're interested please contact me for further information.

Dr. Debra Brucker's presentation today will include an overview of current labour force and employment statistics for persons with disabilities in the US, she will present findings from a recent study that examined job quality, among workers with disabilities, she will conclude her talk by discussing pulmonary results from a study that she is testing the effectiveness of an intervention, designed to support





regain the ground that they had prior to the pandemic. Another area of interest of mine is seeing whether people with disabilities will flee certain industries or occupations that perhaps were more likely to lay them off or had more of a public facing type of position that put them at higher risk of obtaining COVID-19. Those are the types of things we like to track going forward. Now we know a little bit about the employment situation as a whole in the US. What do we know about the quality of the jobs that are held by the 4 million workers with disabilities in the US? On the international stage, this is an area that has got ? I gained prominence. The measures of job quality internationally. They are becoming more important as additional indicators to measure the strength of economic activity for the general population. There are different ways tha



was significantly smaller so about 7% of people with a disability and a percent of those without a disability held a good job by the definition that we use here.

So for this project we had mixed finding about job quality for people with disabilities and without disabilities controlling for health status and my hope is that we can do some additional work looking back to see how this might have changed over time or is changing in one direction or another. With more recent data. There is a 2nd since education was a strong predictor of job quality, we restricted the study to college graduates to look at whether or not there are differences in job quality by disability status. For this study, we were looking really at the intrinsic quality of work, not the other factors that I mentioned before but something that was suggested by the index. By intrinsic quality of

We can develop our own measure of having a good job as we did with that last study, and we turn this is the probability of having a job in all 5

So, at our purpose as I mentioned this develop and test the job craft intervention on work-related self-efficacy and crafty behaviours of people with disabilities and we basically enhanced the traditional workbook approach to job crafting with a very brief one hour maybe 2 hours, foam or web-based coaching support and weekly online check ins about goal attainment for a period of 5 weeks, and this was almost like a pilot study, little beyond a pilot study to try and figure out how this might work. Our preliminary research questions and how we want to understand how people with disabilities craft their jobs, and how successful are they in obtaining their goals and crafting their jobs, we designed it as a mixed method and current design, we sampled using a convenient sample by creating word-of-mouth pinnacle recruitment companies for recruiting 80 participants, the results all presented here and 41 we are up to 75 people now, our latest recruitment so, we will be wrapping that up soon and have more results to share at some point soon. Our operational definition-- resulting from a chronic condition that affects their ability to work included people who were 18 to 64 years of age, people comprehensive English and had physical or mild or mental psychological disability, and were working at least 10 hours a week that were not self-employed.

We included people that were primary diagnosis of psychiatric disorders, and on the understanding the cognitive limitations by the prevented informed consent from the study. In terms of data collection, we have different phases, preintervention, obviously, to screen for eligibility, we had to get informed consent, and administer the preintervention survey they would complete online, and did some baseline information about themselves and their job and their disability, their levels of self-efficacy organizational commitment and other things they were interested in and measured in and in terms of the intervention we had the initial interview we had a job crafting workbook that was already in existence in 2008, created this, and this trademark, but we use that, and we would also help them after they worked through that, to develop some goals that they could set and follow with the post intervention where they would be sent a weekly online survey, a goal of accomplishment scale and some other questionnaires.

So, as of when we crunched these numbers for this first, about half of our participants, you can see they are fairly split in terms of age, we have significantly more females about 65% of the 70% who were white, 60% had a bachelor's degree or more education, they were fairly split among industries and in terms of work, those who are working, at least 35 hours a week or more.

We also asked that they select one or more condition that they experience, we had a whole list as they enrolled in this study, and it was interesting to know that nearly half and they could select more than one condition, most of the quarter had arthritis, but 12% had vision impairment, about 12% had MS, nearly 10% had ADD or ADHD, obviously, as I mentioned, there were somewhat convenient sampling, for example, the MS Society webpage turned out to be a very helpful source of recruiting, perhaps where we have fairly large portion of people enrolled who had MS.



Once participants enrolled, we would have them work through this workbook which was available online, these construct their jobs into specific job tasks, then they would take each task as requiring different levels of time and energy, high, medium, and low, then identifying the values personal motivations, associated with each task, then evaluating the fit between so the high, medium, low energy or time versus where they would like to be focusing in terms of their values and personal motivations for each task, and once they could see the congruence or disconnect between those 2 things, we would help them develop goals that they would focus on for the 6 weeks of the study. This is a smart goals framework where the goals had to be specific measurable and attainable, relevant and Time balanced.

And we would put those into a goal obtainment scale, worksheet for a participant, and you can see if you review, as expected, working to implement the strategy one day a week, to help organize their task to be more efficient and productive, than anything higher than that of +1 or +2 would be attaining that goal much better-than-expected and a negative one or -2 less progress than expected or to stay at the current level where they wer

so it was quite interesting to talk to people about how their jobs were changing over this time and the additional stresses that they and many of us have felt over this period and figuring out ways to address that and maintain their employment.

Overall we found that participants were successful in achieving their goals usually in the first 1 to 2 weeks. In this graph anything about the zero means that they were achieving goals at a higher rate than expected even. Anything above that zero line is quite good and they were able to sustain that for the six weeks of the project.

We also found, we had time to ask some open ended questions in the questionnaires to them as well as some participated in exit interviews that many of the participants tended to continue using job crafting. They found it very helpful, this process a different way of thinking about their job and it could be helpful as he tried to move forward in their career and within maybe even without staying in that organization but even if they ended up working elsewhere.



employment could be closed between adults or children with disabilities and the rest of the population.

DEBRA BRUCKER:

I think it is in area I hope to go to next. I have some proposals in the pipeline to better understand development informal and formal skills development, people with and without disabilities and how they might differ. Looking at people who are in different roles within different occupations or industries. Whether or not that is built in as jobs are changing and technology is changing, how are people able to keep up with those changes and shifts and what does it mean for the workplace? I know those are areas I am interested in and that social security administration is interested in as well. I would say stay tuned.

JOSE PONS:

Thank you. I have a question, and your different studies you are including subjects with different disabilities: motor and cognitive disabilities, pain related disabilities. Do you have a breakdown data on how these different types of disabilities affect participation or job quality?

DEBRA BRUCKER:

I do have that but I don't have it to pull up right now. If people would like to email me directly I can certainly send you some follow-up information. In general in employment literature, I know we do find quite broad variation just in terms of employment rates by disability type or people with sensory limitations in general have employment rates that are higher than people who have cognitive disabilities. I could send more specific information if people are interested.

JOSE PONS:

Thank you Do we have any other questions? If not, we have? We are close to the end of the seminar. I would like to close this seminar. Let me remind you that Doctor Brucker is available for consultation? Let me thank you for being with us today for the presentation and sharing with us your study on participation and job quality in this population and let me also thanked Linda and Allen for their introductory remarks. And for all of you for joining today and before I close the discussion let me remind you that we will resume our activities next Monday, April 12 with Doctor Jason Carmel who will be speaking about spinal cord associative plasticity. And with this I would like to thank you all and close the webinar. Thank you.

DEBRA BRUCKER:

Thank you so much.