



2022 National Employment & Disability Survey: Effects of COVID-19 Pandemic on Supervisor Perspectives

Frequently Asked Questions

Kessler Foundation, East Hanover, New Jersey

October 2022

Conducted by the University of New Hampshire Institute on Disability, Durham, NH

Comparing the workplaces of 2017 and 2022

Q: Why was the 2022 Kessler Foundation National Employment & Disability Survey conducted?

A: The goal of the 2022 Kessler Foundation Survey was to assess the impact of the pandemic on the workplace experiences of people with disabilities by comparing supervisors' responses with a prior survey – the 2017 Kessler Foundation National Employment & Disability Survey: Supervisor Perspectives. The five-year gap between Surveys spans a critical timeline comprising pre-pandemic, pandemic lockdown, and pandemic recovery, enabling researchers to capture changes in the processes and practices employers use to recruit, hire, train, accommodate, and retain people with disabilities, as well as changes in the attitudes and commitment of supervisors and upper management.

Q: How were the 2022 and 2017 Kessler Foundation Surveys conducted?

A: Both Surveys were based on standard, replicable survey practices. For the 2022 Survey, from May 11, 2022, to June 25, 2022, a sample of supervisors from U.S. employers was invited to take the survey as part of Qualtrics Partner Network's business-to-business (B2B) panel. The final analytic sample was 3,797 supervisors ages 18 and older working in the U.S. for organizations that employed 25 people or more.

Q: How were these Surveys designed?

A: The 2022 Survey builds upon the 2017 Survey, which used an innovative design to identify effective practices. Both Surveys asked supervisors whether their organization used a particular employment practice, and if so, whether it was effective. When a practice applied to both people with and without disabilities, both Surveys asked whether the practice was as effective for people with disabilities.

Q: What were the major findings of the 2022 Survey?

A: The 2022 Survey revealed positive effects of the COVID-19 pandemic on an array of disability-related employment practices. Since 2017, employers have increased their goals and commitment to employing people with disabilities. Gains were seen in practices for recruiting, hiring, and accommodating employees (e.g., remote work, flexible work schedules, and job sharing), and in general, these practices were viewed as effective for people with disabilities. In 2022, employers were using more practices aimed at retaining employees with disabilities than they did in 2017, including gains in training on disability issues and cultural competence, and in accessing government and local resources.