Practice Paraphrasing
This activity focuses on building your skills at paraphrasing and citing. To complete it, read the samples from the original article and then read each sample paraphrase. Circle the correct sample paraphrase.

#1 Citation:

Direct paragraph:
Results at both the factor level and the item level indicated that although attitudes toward people with disabilities are relatively positive, commitment to hire people with disabilities by these Midwestern companies in the United States is not overly strong, and efforts devoted to recruiting and hiring people with disabilities are inadequate. Importantly, companies are more concerned about absence management and disability management (e.g., orthopedic injuries, mental health, and alcohol and other drug abuse issues) in the workplace than disability as inclusion and diversity issues. (p. 416)

Paraphrase #1
When considering employment-age adults with disabilities, many factors can influence the hiring and retention practices of organizations. Several studies have been conducted to try to shed light on the benefits and barriers employers encounter when hiring and retaining employees with disabilities including one conducted at Midwestern companies in the United States. In this study, the authors found that in spite of positive attitudes towards the idea of inclusivity, companies are hesitant to hire people with disabilities. This tepid commitment is due in large part to manager’s concerns with employee absence and disability management (Chan et al., 2010, pp. 416).

Paraphrase #2
Although feelings toward people with disabilities are positive, the commitment by Midwestern companies in the United States to hire people with disabilities is not overly strong. Efforts focused on recruiting and hiring people with disabilities are inadequate and companies are more concerned about absence management and disability management (like orthopedic issues) in the workplace than disability and diversity issues.
The study presented here found that most employers have limited or no understanding of how people who are blind or visually impaired can use job accommodations to perform routine job tasks. Knowledge levels for a randomly identified sample of employers were very low, while levels for a sample of employers identified by vocational rehabilitation agencies were substantially higher. However, more than one-third of the vocational rehabilitation agency contact sample also had no knowledge about how someone with a visual impairment could perform the job tasks, and just slightly more than one-fifth demonstrated moderate to high knowledge. This finding of limited knowledge is not surprising, given that a relatively small number of people who are visually impaired are in the labor force, but this is the first research to document employer knowledge in this area. (221).

Paraphrase #1
A recent study found that “most employers have limited or no understanding of how people who are blind or visually impaired can use job accommodations to perform routine job tasks. Knowledge levels for a randomly identified sample of employers were very low, while levels for a sample of employers identified by vocational rehabilitation agencies were substantially higher” (McDonnall, O'Mally, & Crudden, 2014, pp. 221). “This finding of limited knowledge is not surprising, given that a relatively small number of people who are visually impaired are in the labor force, but this is the first research to document employer knowledge in this area” (McDonnall, O'Mally, & Crudden, 2014, pp. 221).

Paraphrase #2
According to McDonnall, O'Mally, & Crudden (2014), most employers are unaware of the tools and technologies available to assist people with visual impairments in meeting typical job responsibilities (pp. 221).
#3 Citation:

Direct Paragraphs:
The level of knowledge of employers about the performance of job tasks had a significant association with their attitudes toward people who are blind or visually impaired as employees. As levels of knowledge increased, so did average scores on the attitude measure, with significant differences exhibited between all knowledge levels (no knowledge, some knowledge, moderate to high knowledge). The correlation between the variables indicates that 13% of the variance in attitudes can be explained by knowledge. (222)

As employers become more knowledgeable about how people who are blind or visually impaired can perform routine job tasks, their attitudes about blind or visually impaired persons as employees may improve. The strong relationship between the variables explored in the study presented here provides support for rehabilitation professionals to utilize education about job accommodations and assistive technology as a method to encourage employers to consider blind or visually impaired persons for employment. (223).

Paraphrase #1
According to a study conducted by McDonnall, O'Mally, & Crudden in 2014, employers’ increased knowledge related to how visually impaired persons perform job tasks may improve employer attitudes towards visually impaired persons as employees (pp.222-223).

Paraphrase #2
The level of employers’ understanding about the performance of job tasks had an important association with their attitudes toward people who are blind or visually impaired as employees. As employers become more aware about how people who are blind or visually impaired can perform routine job tasks, their attitudes about hiring blind or visually impaired persons could improve.
Key:

#1 – Paraphrase 1 is correct

#2 – Paraphrase 2 is correct

#3 = Paraphrase 1 is correct