

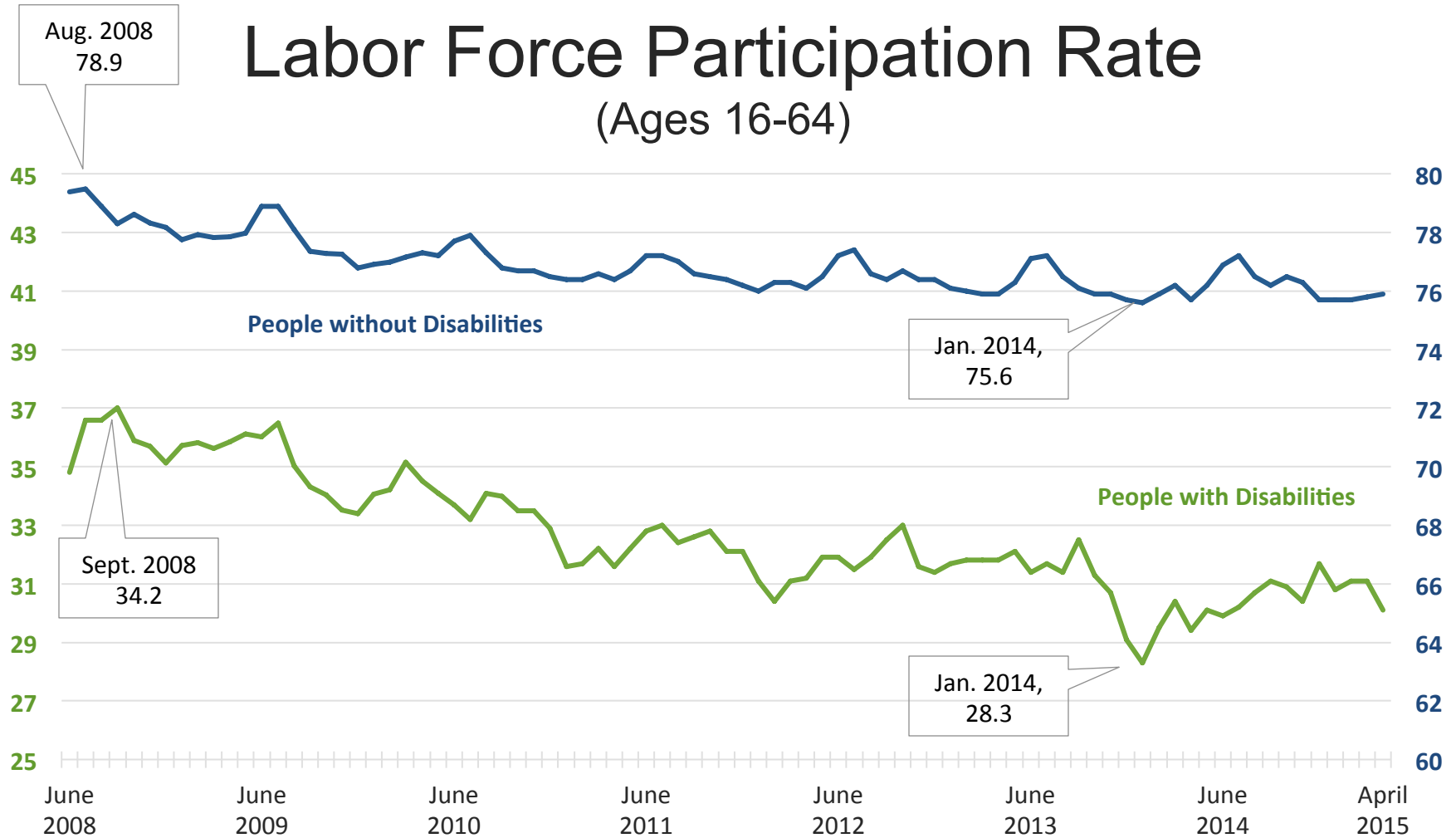
Kessler Foundation

2015 National Employment and Disability Survey



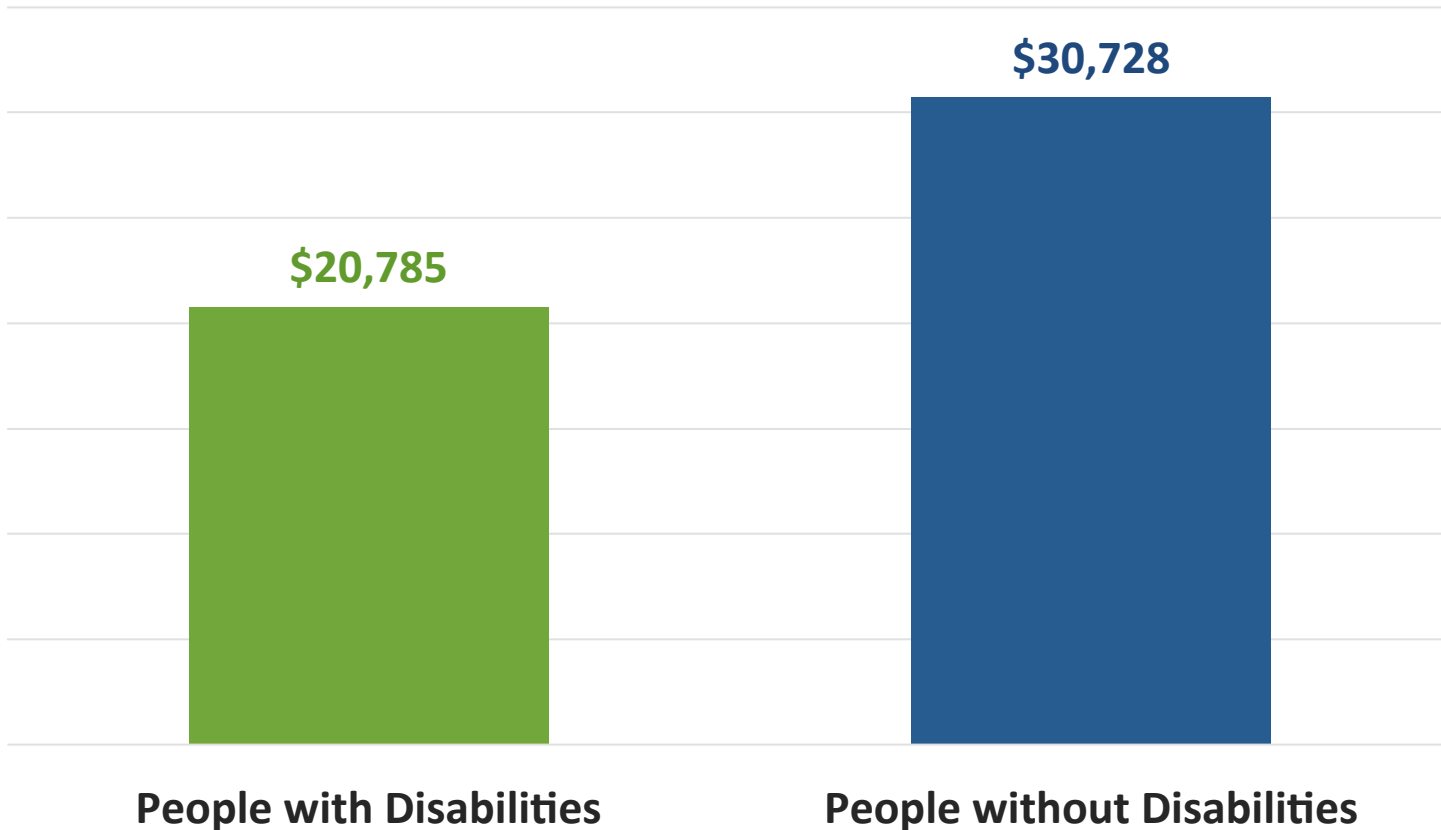
Capitol Hill
Rayburn House Office Building
June 3, 2015

Labor Force Participation Rate (Ages 16-64)



Source: Kessler/UNH nTIDE Report, based on BLS data



Median Annual Wages/Salary, 2013 (Ages 16 and older)



Source: Annual Disability Statistics Compendium, Table 5.1. using Census Bureau data

Primary Goals

- Reframe the discourse:

Disparity  Striving to Work
Facing Barriers  Success in Overcoming Barriers

- Informing the design of new interventions and priorities.
- Filling information gap:
No nationally representative, credible statistics on the workplace experiences of people with disabilities.

Methods

- Telephone survey of 3,013 people with disabilities nationwide.
 - MSE for entire survey is +/- 1.8%.
- Random Digit Dialing (RDD) Survey.
 - Randomly selected land lines and cell phones.
 - Random selection of an adult in household with a disability.
- Interviews conducted between October 2014 and April 2015 by UNH Survey Center and Penn State Survey Research Center.

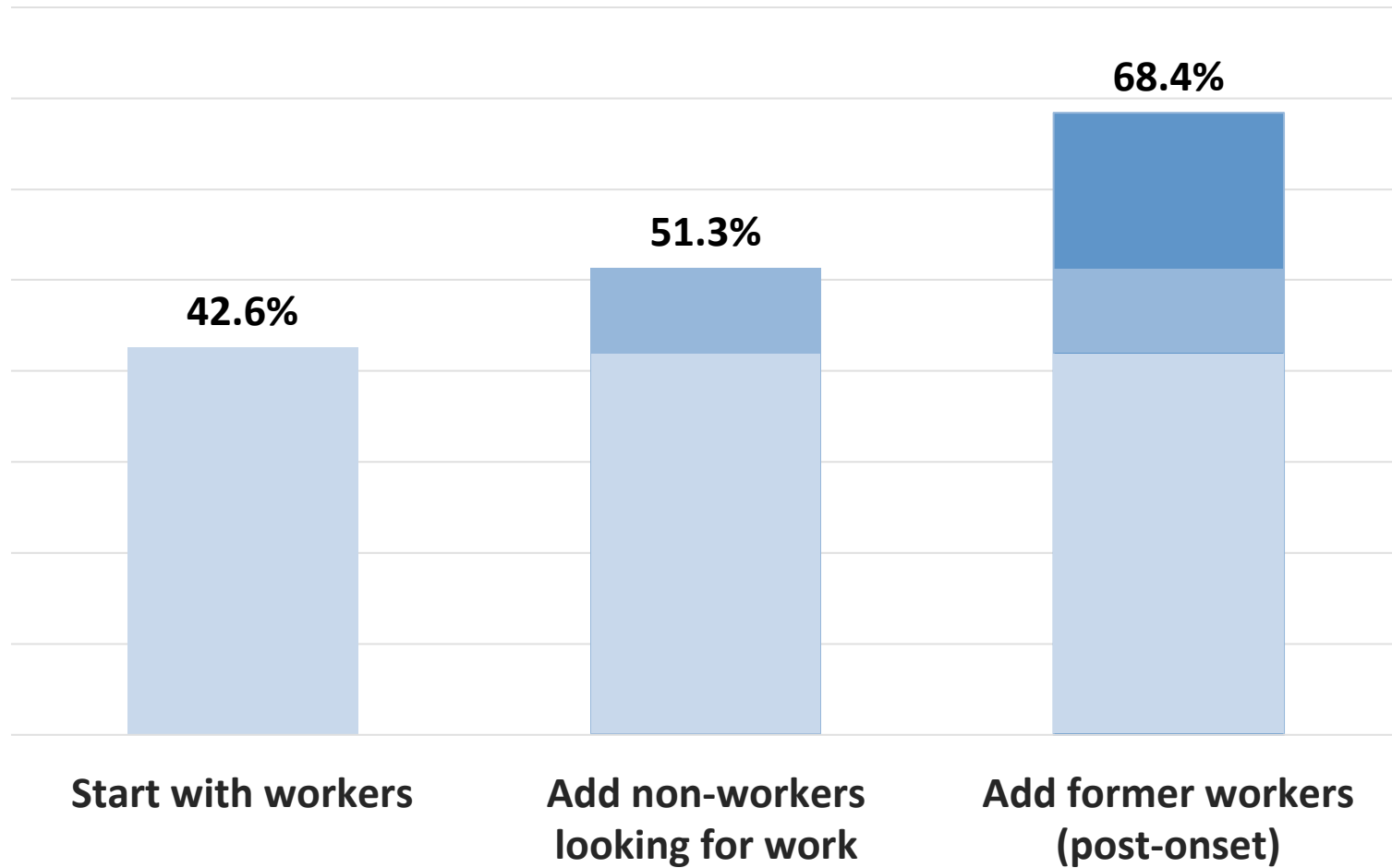
Sample

- Working-age adults with disabilities.
 - 18 to 64 years old.
- Screening questions used in past surveys.
 - American Community Survey (US Census).
 - A Canadian survey on disability.
- People with sensory, physical, mental, and developmental disabilities were interviewed.
 - Proxies were used with individuals who could not complete the survey themselves.

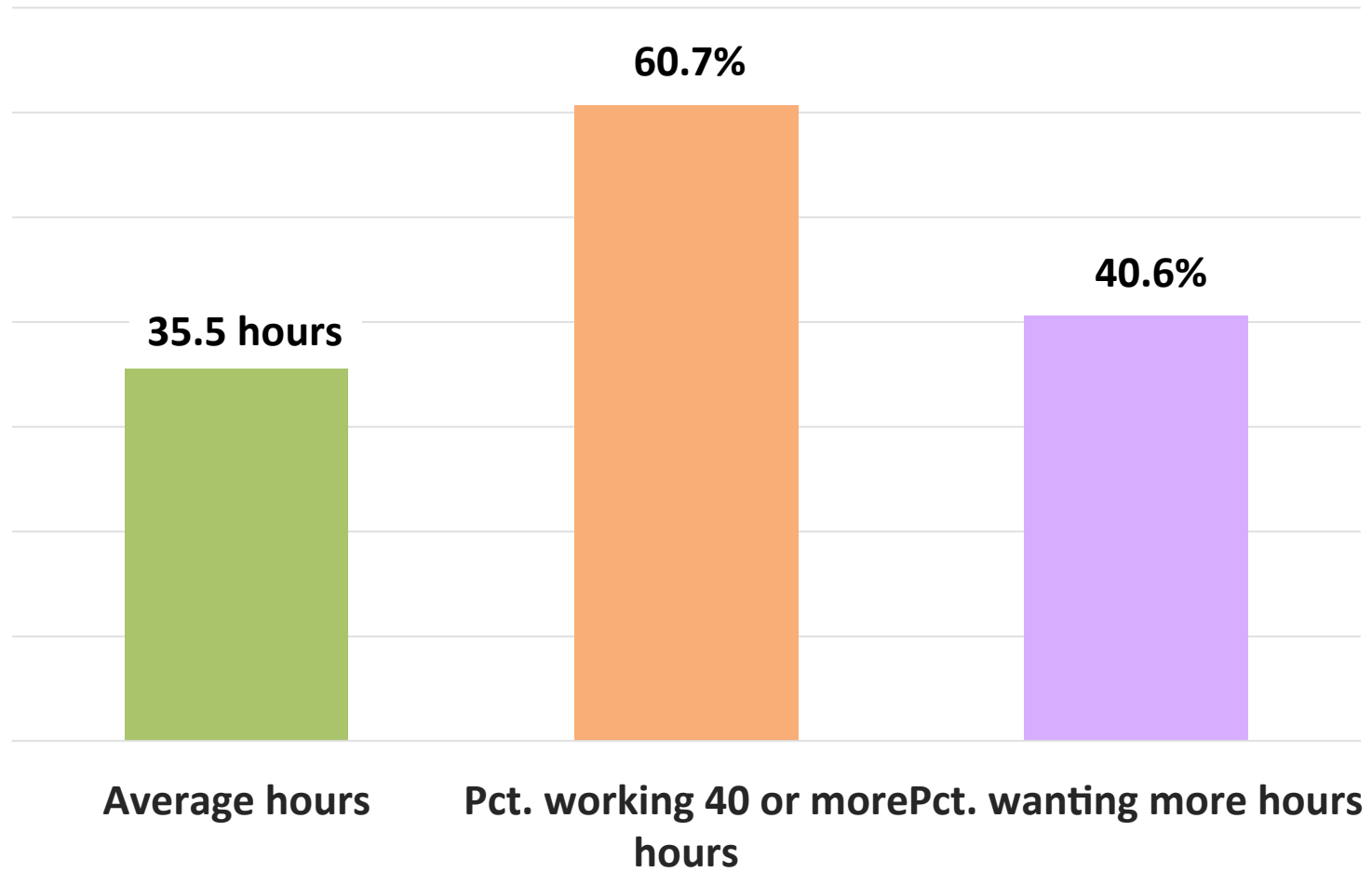
Resulting Sample

- 19% of all households completing the survey had at least one working-age adult with a disability.
- Data weighted to reflect ACS estimates (age, race, sex and region of country) for working-age adults with disabilities.

Striving for Work



Hours Worked



Overcoming Barriers in Job Search

	Faced	Overcome
Not enough education or training.....	41.1	38.5
Employers assumed you can't do the job.....	36.0	32.8
Lack of transportation.....	25.6	41.9
Being denied health ins, work-related benefits...	19.8	16.3
Family discouraged you from working.....	10.4	63.1

Overcoming Barriers at Work

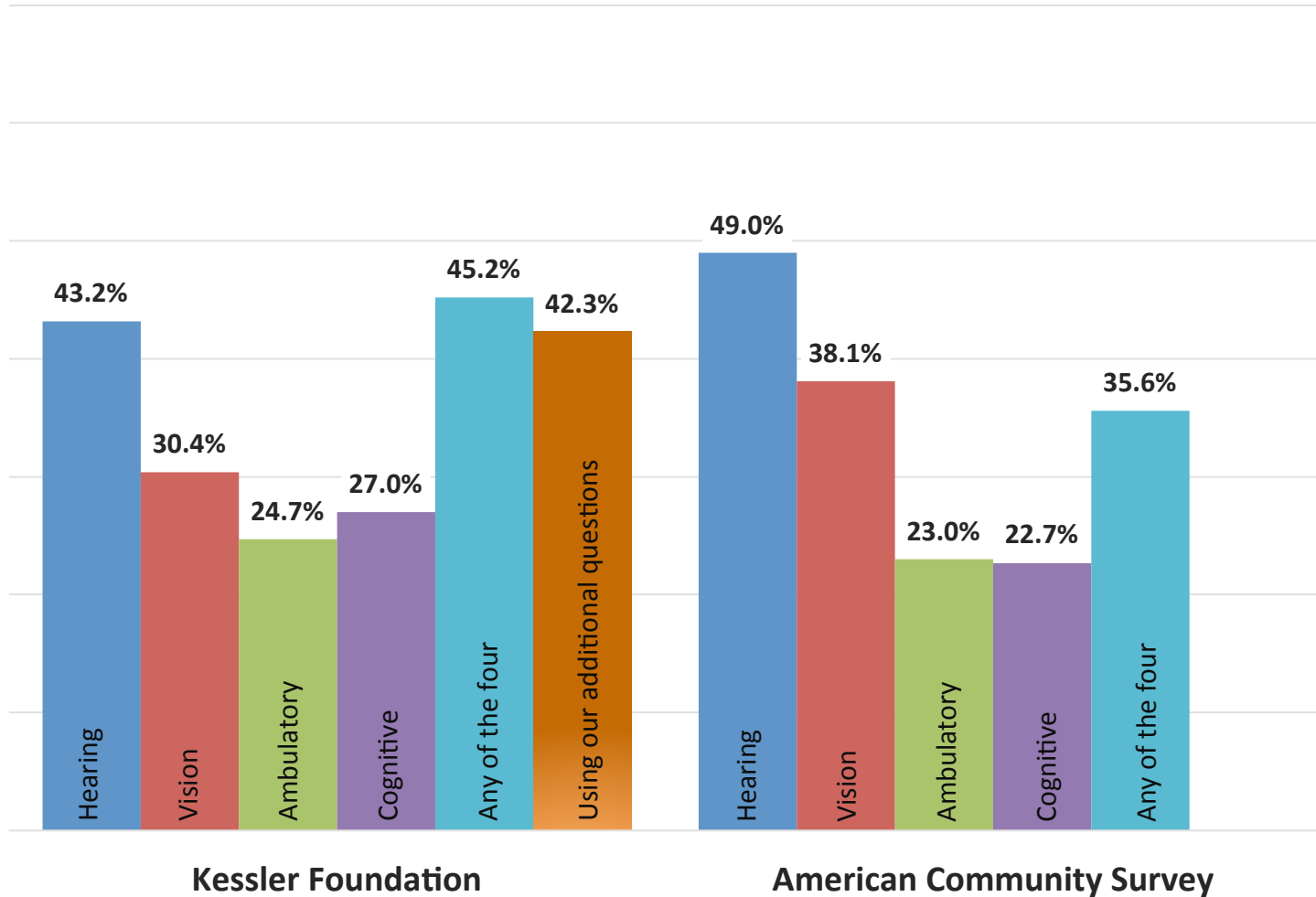
	Faced	Overcome
Getting less pay than others in a similar job.....	16.5	38.6
Negative attitudes on the part of supervisor.....	15.7	41.3
Negative attitudes on the part of coworkers.....	15.5	54.5
Family members discouraged you.....	6.5	64.3
Lack of job counseling.....	5.5	33.3

Key Takeaways

- Work is very important to many people with disabilities.
 - They show it in the things they do to search for jobs, prepare for employment, and overcome barriers.
- People with disabilities are striving to work:
 - working,
 - looking for work, and
 - preparing for work,
 - worked post-onset.
- Many are successfully overcoming barriers, when they are looking for work and in the workplace.

Additional Slides for Q & A

Percent Working



Preparing for Work

	Pct.
Obtain medical treatment or rehabilitation.....	72.7
Get other help from friends and family.....	62.4
Go to school or college.....	47.1
Get help with resume writing.....	42.5
Get computer training.....	32.9
Volunteer in an organization to learn skills.....	28.8
Get help with interviewing.....	28.4
Go to vocational or job skills training.....	25.6
Get an assistive device or special equipment.....	22.8
Get help with transportation.....	22.5

Searching for Work

	Pct.
By looking for and applying for jobs online....	76.7
Through friends or relatives.....	68.1
By contacting employers directly.....	61.2
Through a temporary staffing agency.....	25.0
Through a government agency.....	23.1
Through local community non-profit.....	16.5
Through the state vocational rehabilitation....	15.2
Through a private employment agency.....	11.3
Some other agency.....	4.9

Overcoming Barriers in Job Search

	Faced	Overcome
Not enough education or training.....	41.1	38.5
Employers assumed you can't do the job.....	36.0	32.8
Lack of transportation.....	25.6	41.9
Getting less pay than others in similar job.....	21.6	28.5
Lack of job counseling.....	21.6	23.6
Being denied health ins, work-related benefits...	19.8	16.3
Concern about losing government assistance...	19.2	25.6
Needing special equipment, tools, or accom.....	17.9	24.1
Family discouraged you from working.....	10.4	63.1
Some other problem.....	15.6	48.1

Overcoming Barriers at Work

	Faced	Overcome
Getting less pay than others in a similar job.....	16.5	38.6
Negative attitudes on the part of supervisor.....	15.7	41.3
Negative attitudes on the part of coworkers.....	15.5	54.5
Needing special features or accommodations...	11.4	57.4
Being denied health ins, work-related benefits...	10.8	48.0
Employers assumed you can't do the job.....	9.7	48.9
Not enough education or training.....	9.6	49.1
Concern about losing government assistance...	9.3	42.9
Family members discouraged you.....	6.5	64.3
Lack of transportation.....	6.0	60.1
Lack of job counseling.....	5.5	33.3

Accommodations Needed at Work

	Pct.
Flexible schedule (flexible start/end times, work at home).....	28.4
Modified job duties (reduced hours, less demanding tasks).....	14.0
Building accessibility (accessible parking, handrails).....	13.6
Any kind of help from others in the workplace.....	13.4
A personal computer or tablet with adaptations.....	7.5
A cell phone or smart phone with specialized features.....	6.7
Help with transportation.....	6.7
A job coach.....	4.8
A personal care attendant or personal assistant.....	2.6
Service animal to help with your disability or health condition....	0.7
Some other accommodation or support.....	5.1

Disability Questions

Vision

“Do you ... have serious difficulty seeing even when wearing glasses?”

Hearing

“Do you ... have difficulty hearing?”

Ambulatory

“Do you ... have serious difficulty walking or climbing stairs?”

Mobility Probe

“Do you ... have any difficulty walking a quarter of a mile - about 3 city blocks?”

Upper Body Mobility

“Do you ... have any difficulty doing physical activities such as lifting, carrying, bending or manipulating small objects?”

Disability Questions

Cognitive

“Because of a physical, mental, or emotional condition, do you ... have serious difficulty concentrating, remembering, or making decisions?”

Cognitive Probe 1

“Do you think you ... have a condition that makes it difficult in general for you or them to learn? Such conditions include attention problems (ADD), hyperactivity (ADHD), dyslexia and others.”

Cognitive Probe 2

“Do you ... have any emotional, psychological or mental health conditions? These may include anxiety, depression, bipolar disorder, substance abuse, anorexia, as well as other conditions.”

Disability Questions

Cognitive Probe 3

Do you ... have a developmental disability or disorder? This may include Down syndrome, autism, or Asperger syndrome, as well as other conditions”

Other Disability

“Do you ... have any other kind of disability?” (Specify)