

Disabilities and Employment: Removing Barriers to Encourage Productive Community Living

Peter S. Arno, PhD

Deborah Viola, PhD

Alexandra Rubino, BA



Prevalence of Disabilities in US and UK

US	UK
<ul style="list-style-type: none">•54 million: 19% of civilian non-institutionalized population•1 in 6 children aged 3-17 <p>Employment Rates (2011): Disabled: 27% Not disabled : 70%</p>	<ul style="list-style-type: none">•10.4 million adults (age 16+): 24% of adult population•1 in 20 children under age of 16 <p>Employment Rates (2011): Disabled: 46% Not disabled : 76%</p>

Employment and Disability

“Work is a central aspect of human life. Not only is work a means by which individuals define themselves in society, but it is also part of the very fabric of societies. The relationship of people to work is interactive, reciprocal, and complex. Specifically, work affects and is affected by individual, economic, social, cultural, and other factors.”

Edna Mora Szymanski and Randall M. Parker, *Work and Disability*, 2009.

Why study employment of disabled population?

- “...although a substantial number of individuals with disabilities are working, have begun families, and have pursued postsecondary education, they are doing so to different degrees relative to individuals without disabilities.”¹
- “Despite considerable evidence that some adults with [learning disabilities] achieve success in the workplace, they still experience disproportionate unemployment and underemployment.”²

1: What Happens after the High School Years among Young Persons with Disabilities? Thomas Wells, Gary D. Sandefur and Dennis P. Hogan *Social Forces* , Vol. 82, No. 2 (Dec., 2003), pp. 803-832

2: Issues in the Employment of Adults with Learning Disabilities Pamela B. Adelman and Susan A. Vogel *Learning Disability Quarterly* , Vol. 16, No. 3, Adults with Learning Disabilities (Summer, 1993), pp. 219-232

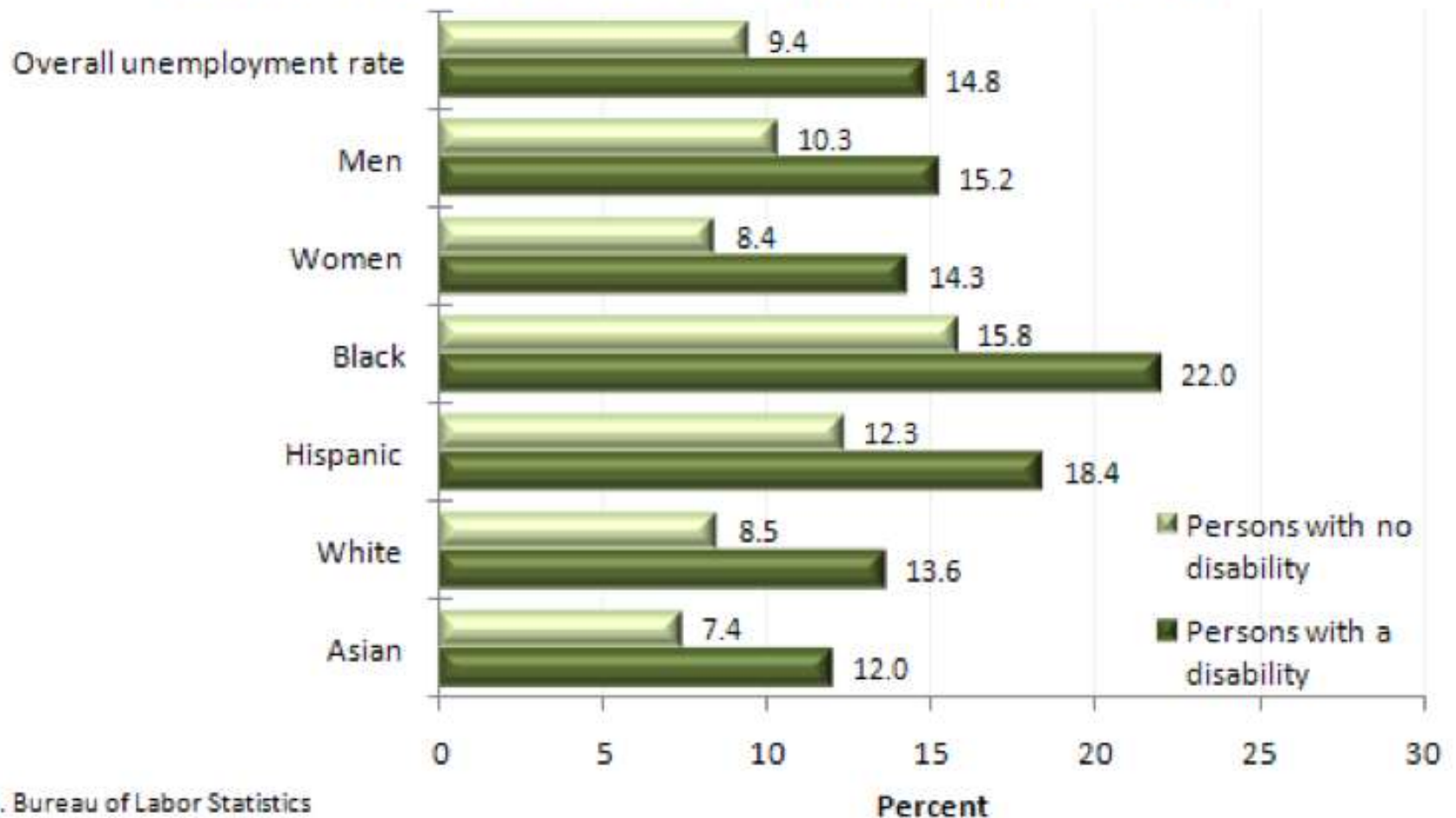
Employment Data: US

US Employment Rates of Disabled by Demographics, 2010

	Ages 16-20	Ages 21-64
US(all)	20.3%	33.9%
White	22.5%	35.3%
Black/African American	13.7%	26.7%
Native American or Alaska Native	17.9%	30.4%
Asian	18.1%	38.3%
Some other race(s)	18.9%	35.1%
Hispanic	18.6%	36.1%
Non-Hispanic	20.7%	33.6%
Males	18.5%	36.3%
Females	22.8%	31.5%

Unemployment Data: US

Overall unemployment rate and unemployment rate by selected characteristics of those with and without a disability, 2010 annual averages



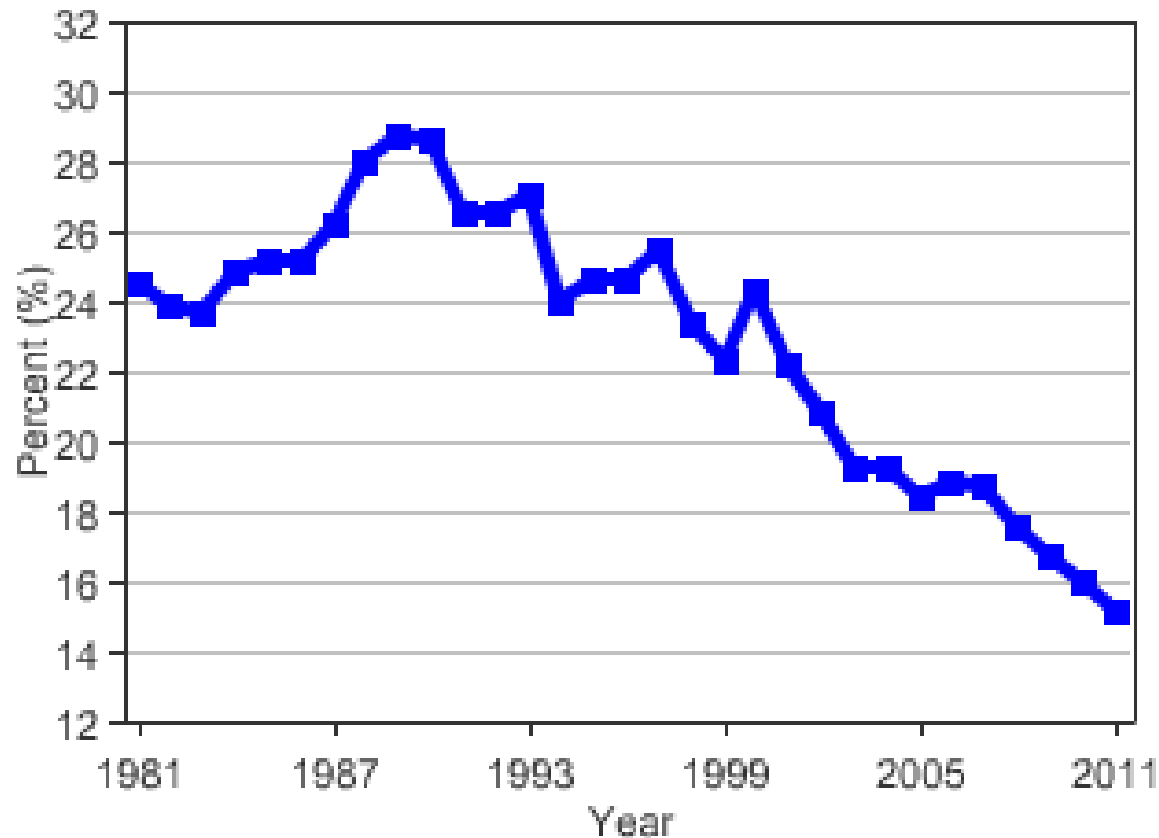
US: % Employed who Usually Work Full Time or Part Time
18-64 years, 2011

	Disabled	Non-Disabled
Full Time	71%	82%
Part Time	29%	18%

US: Poverty Rate among Persons with Disabilities Men and Women, 18-64 years

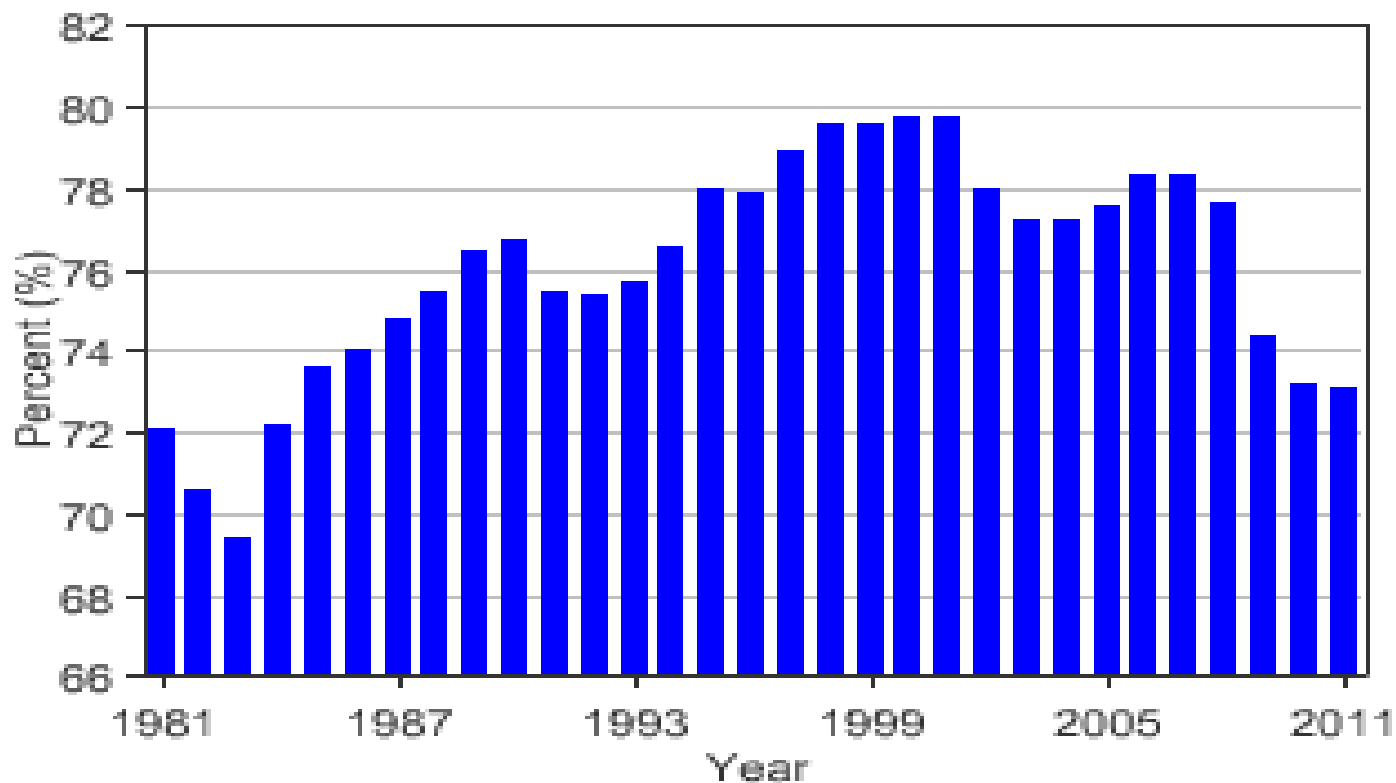
	% Living Below Poverty	
	Disabled	Non-Disabled
Men	22%	7%
Women	28%	11%
Total	25%	9%

US Employment Rate: Disabled Adults (ages 18-64) from 1981-2011

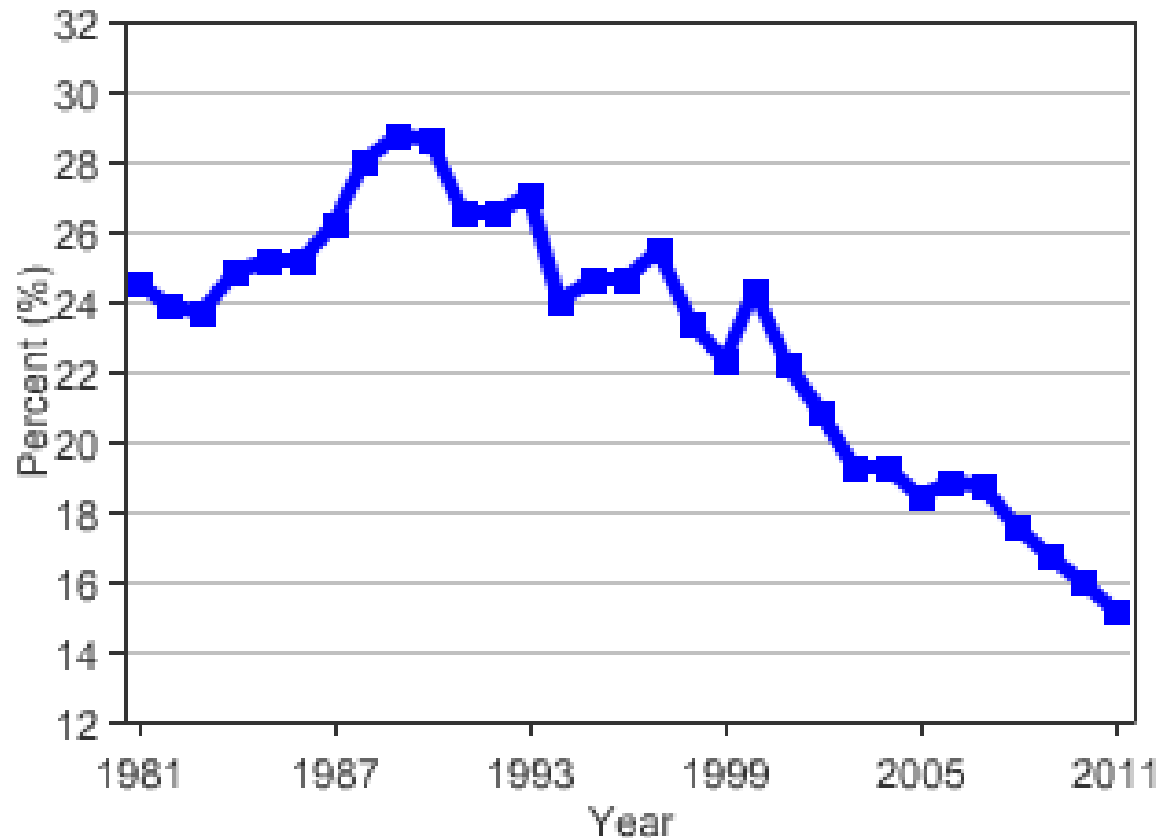


Source: CPS, Cornell University Online Resource for U.S. Disability Statistics

US Employment Rate: Non-Disabled Adults (ages 18-64) from 1981-2011



US Employment Rate: Disabled Adults (ages 18-64) from 1981-2011



Source: CPS, Cornell University Online Resource for U.S. Disability Statistics

UK: Employment Rates by Reported Working Patterns for men 16-64 and women 16-59 in Great Britain

	Percentage Full-Time Disabled Employees	Percentage Part-Time Disabled Employees	Percentage Full-Time Non-Disabled Employees	Percentage Part-Time Non-Disabled Employees
2002	31.5	13.0	61.6	19.1
2003	31.9	13.5	61.4	19.2
2004	32.4	14.3	61.4	19.0
2005	33.3	13.6	61.6	18.8
2006	33.3	14.1	61.7	18.4
2007	32.8	14.4	61.7	18.2
2008	34.3	14.0	61.7	18.2
2009	32.9	14.4	59.3	18.3
2010	33.5	14.8	58.0	18.8
2011	33.1	15.6	58.9	18.5

Barriers to Employment

- Educational attainment
- Vocational and skills training
- School-based transition planning
- Employer accommodation
- Access to health care
- Discouragement from families and professionals
- Disincentives: government benefits & employ.

US: Educational Attainment of Non-Institutionalized Disabled vs. Non-Disabled Persons (ages 21-64)

	Disabled	Non-Disabled
< High School	23%	11%
High School	34%	26%
Some College	30%	32%
BA degree or higher	12%	31%

Source: ACS, Cornell University Online Resource for U.S. Disability Statistics

UK: Education Data

- Percentage of people (aged 30-34) having completed tertiary level education in the UK:
 - 29% for disabled
 - 21% for disabled men
 - 34% for disabled women
 - 45% for non-disabled
- Percentage of disabled people (aged 18-24) who left school early in the UK:
 - 17% for disabled
 - 8% for non-disabled

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Contact Information

Peter S. Arno, PhD

Peter_arno@nymc.edu

Deborah Viola, PhD

Deborah_viola@nymc.edu

Alexandra Rubino, BA

arubi710@gmail.com