State of the States in Employment for Persons with Disabilities

Sherlock Center on Disabilities

Providence, RI

April 3, 2014
What Do We Know About Employment

- Trends and Data (Facts to Consider)
- Current Options (Business as Usual)
- New Approaches (A Different Way)
- What can you do?
Supply and Demand in Future Years (NE Fed Reserve 2010)

- 2010 those entering the workforce were 10% greater than those leaving
- 2020 those entering the workforce will be 15% less than those leaving
- The workforce will be more diverse and have more older workers in 2015
- 37.4% of total employment will be low skilled workers
- From 2009 thru 2018 a growth rate of 11.9% in low skilled jobs (health, food, personal care, construction and production)
Population Trends and Data
(Facts to Consider)

* January 1, 2012: 10,000 persons turned 65 (Baby Boomers on the move)
* This will continue for the next 19 years
* In 2030 the number of older persons will increase to 31.7 million
* The workforce is also aging
Expectations about Employment
(Facts to Consider)

* 28% of persons with disabilities live in poverty (15% of those without disabilities are poor).

* 86% of youth with intellectual disabilities leaving school expect to get a job.

* 22% of youth with disabilities have less than a high school education

* Self advocates want to work and not be poor
Current Employment Options

(Business as Usual)

- Remain in school until 18 or 22
- Enter Adult service system (sheltered workshop or non-work program)
- Enter the Vocational Rehabilitation System
- Enter a waiting list for services
New Pathways to Employment (A Different Way)

- Revising the Transition process
- Postsecondary education
- Apprenticeships and internships
- National Service (a place to start)
- Technology in the Job Search (Real Time LMI)
Technology in the Job Search *(Real Time LMI)*

- There are 3.8 million jobs advertised on-line every day in the US.
- Technology can tell us the knowledge, skills and abilities (KSA) needed.
- We can identify these jobs by zip code.
- We know all of the employers in a local area.
- We know the types of jobs these employers fill.
- Can we sort interests into job skills?
Some Changes that are Happening

- Employers are stepping up (Walgreens....)
- Federal Initiatives in hiring are in place (100,000 Persons with disabilities hired).
- Companies with federal contracts will need to hire (7% of workforce PWD)
- New Leader of NGA is advocating this year for employment for persons with disabilities.
- This is an international concern
- Employers are embracing Universal Design Solutions
What Can I do now?

- Have expectations about work for persons with disabilities.
- Ask (at times demand) different approaches to transition.
- Look to supporting innovations in employment of persons with disabilities.
- Find out about national service internships, postsecondary options.
- Ask, expect, question and challenge about future options and a future life in the community.