

State of the States in Employment for Persons with Disabilities

**Sherlock Center on
Disabilities**

Providence, RI

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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**

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