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## **PERSONS WITH A DISABILITY: BARRIERS TO EMPLOYMENT, TYPES OF ASSISTANCE, AND OTHER LABOR-RELATED ISSUES — JULY 2021**

In July 2021, 43.7 percent of persons with a disability who were not working reported some type of barrier to employment, the U.S. Bureau of Labor Statistics reported today. This was down from 47.5 percent in July 2019, the last time the supplement was conducted. A person's own disability, lack of education or training, the need for special features at the job, and lack of transportation were among the barriers reported. Among persons with a disability who were employed, over half experienced some difficulty completing their work duties because of their disability.

This information was obtained from a supplement to the July 2021 Current Population Survey (CPS), a monthly survey of about 60,000 households that provides statistics on employment and unemployment in the United States. The July 2021 supplement, sponsored by the U.S. Department of Labor's Chief Evaluation Office, collected information about barriers to employment, prior work experience, career and financial assistance, requested changes to the workplace, and related topics for persons with a disability. This supplement was conducted twice before, in May 2012 and July 2019. Data in this news release reflect the impact of the coronavirus (COVID-19) pandemic on the labor market. For more information about the disability supplement, see the Technical Note.

### **Selected Characteristics of Persons with a Disability**

In July 2021, 32.2 million persons in the civilian noninstitutional population age 16 and over had a disability. Persons with a disability tend to be older than those with no disability, reflecting the increased incidence of disability with age. In July 2021, 49.6 percent of persons with a disability were age 65 and over, compared with 17.5 percent of those with no disability. (See table 1.)

Women made up a greater proportion of persons with a disability than men in July 2021 (53.8 percent, compared with 46.2 percent), partly reflecting the greater life expectancy of women.

By educational attainment, 21.1 percent of persons age 25 and over with a disability had a bachelor's degree or higher, compared with 41.0 percent for persons with no disability.

In July 2021, 19.4 percent of persons with a disability were employed, which was less than one-third of the employment-population ratio for persons with no disability (64.9 percent). In part, this reflects the older age profile of persons with a disability. However, the employment-population ratio was much lower among persons with a disability for all age groups.

## **Barriers to Employment**

In July 2021, 43.7 percent of those with a disability who were not employed (that is, persons who were either unemployed or not in the labor force) reported at least one barrier to employment. This was 3.8 percentage points lower than the proportion in July 2019 (47.5 percent). When asked to identify barriers they had encountered, most reported that their own disability was a barrier to employment in July 2021 (78.9 percent). Other barriers cited included lack of education or training (12.0 percent), the need for special features at the job (10.5 percent), and lack of transportation (10.3 percent). (See tables 2 and 3.)

Among those who were not employed, a greater proportion of persons ages 16 to 64 reported a barrier to employment in July 2021 than did those age 65 and over (67.9 percent and 26.1 percent, respectively). This may reflect the fact that older workers are, in general, less likely to participate in the labor force. Men with a disability who were not employed were more likely to report a barrier to employment than their female counterparts (45.5 percent versus 42.3 percent).

Among persons with a disability age 25 and over, 31.0 percent of persons with a bachelor's degree or higher who were not employed reported a barrier to employment, compared with 50.4 percent of those with less than a high school diploma.

For all major demographic groups, the share of not employed persons with a disability who reported a barrier to employment was lower in July 2021 than in July 2019.

## **Prior Work Experience**

Among persons with a disability who were not in the labor force in July 2021 (that is, neither employed nor unemployed), 87.1 percent had worked previously. This figure is lower than in July 2019 (88.6 percent). A person's disability status was established at the time of the survey; their previous work experience may have occurred at a time when they did not have a disability. (See table 4.)

In July 2021, women with a disability who were not in the labor force were more likely than their male counterparts to have worked previously (87.9 percent versus 86.1 percent).

The proportion of persons with a disability who were not in the labor force but had prior work experience increased with age. In July 2021, 21.1 percent of persons ages 16 to 24 had worked before, compared with 97.3 percent of those age 65 and over.

Individuals with a disability who had higher levels of educational attainment were more likely to have had work experience. Of those age 25 and over with a bachelor's degree or higher, 96.3 percent had worked before, compared with 83.5 percent of those with less than a high school diploma.

## **Career Assistance Programs**

In July 2021, 5.7 percent of persons with a disability reported using some type of career assistance program within the past 5 years to help them prepare for work or advance on the job. This figure is down from 6.5 percent in July 2019. Career assistance sources include State Vocational Rehabilitation agencies and other job assistance programs. (See table 5.)

Persons with a disability who were unemployed (that is, actively looking for work) at the time of the survey were more likely than those who were employed or not in the labor force to have used some type

of career assistance. In July 2021, 24.0 percent of unemployed persons with a disability reported using a career assistance program, compared with 7.9 percent of employed persons with a disability and 4.5 percent of those not in the labor force.

Persons with a disability ages 16 to 64 were much more likely to have used a career assistance program than those age 65 and over (9.6 percent versus 1.8 percent).

### **Financial Assistance Programs**

In July 2021, 56.8 percent of persons with a disability received financial assistance within the past year from one or more of the following sources: Workers Compensation, Social Security Disability Income, Supplemental Security Income, Veterans Disability compensation, disability insurance payments, Medicaid, Medicare, and other payments or programs. (See table 6.)

Among persons with a disability in July 2021, those who were employed were least likely to have received some type of financial assistance within the past year (23.8 percent). Of those with a disability who were unemployed, 48.5 percent received assistance from at least one of the financial assistance programs listed above, compared with 65.3 percent for those not in the labor force. (Differences in use of financial assistance among those with a disability reflect a variety of factors such as age, work history, or program eligibility requirements.)

Some financial assistance programs include work limitations in order to establish or maintain program eligibility. In July 2021, 93.4 percent of those who received financial assistance within the past year reported that the program(s) they used did not cause them to work less than they otherwise would have. This figure is up from 91.7 percent in July 2019.

### **Difficulty Completing Work Duties**

More than half of employed persons with a disability reported that their disability caused some difficulty in completing their current work duties in July 2021—28.5 percent reported a little difficulty in completing work duties, 20.4 percent reported moderate difficulty, and 6.9 percent reported severe difficulty. In July 2021, 44.2 percent of employed persons with a disability had no difficulty completing their current work duties. (See table 7.)

Among employed persons with a disability, those age 65 and over were less likely to report that they had some difficulty completing their work duties than were those ages 16 to 64—47.5 percent versus 57.4 percent. In July 2021, 59.7 percent of women and 52.4 percent of men reported some difficulty completing work duties due to their disability.

### **Requesting Changes in the Workplace**

According to the July 2021 data, employed persons with a disability were more likely to have requested a change in their current workplace to do their job better than were those with no disability (14.5 percent and 6.7 percent, respectively). Such changes included new or modified equipment; physical changes to the workplace; policy changes to the workplace; changes in work tasks, job structure, or schedule; changes in communication or information sharing; changes to comply with religious beliefs; accommodations for family or personal obligations; training; or other changes. Among workers with a disability, 15.6 percent of those ages 16 to 64 had requested a change in their current workplace, compared with 8.4 percent of those age 65 and over. (See table 8.)

Regardless of disability status, requests for changes to work tasks, job structure, or schedule and requests for new or modified equipment were most common. (See table 9.)

In July 2021, persons with a disability who asked for a change in their current workplace were about as likely to have requested physical changes to the workplace as were those with no disability (13.9 percent and 13.0 percent, respectively).

### **Commute**

In July 2021, 73.1 percent of persons with a disability used their own vehicle for their commute to work, compared with 77.8 percent for persons with no disability. For persons with and without a disability, other commuting methods were used much less often; these methods included riding in a friend or family member's car, taking a bus, walking, and taking the train or subway. (See table 10.)

### **Work at Home**

In July 2021, 30.9 percent of employed persons with a disability did at least some work at home as part of their job, up from 26.3 percent in July 2019. Among those with no disability, 30.7 percent of employed persons did some work at home in July 2021, up from 23.0 percent in July 2019. These increases likely reflect the impact of the coronavirus (COVID-19) pandemic, which resulted in an increased incidence of telework. (See table 11.)

Older workers (age 65 and over) with a disability were more likely to do at least some work at home in July 2021 than were those ages 16 to 64 (38.1 percent and 29.6 percent, respectively). Employed women with a disability were more likely to work at home than employed men with a disability (35.7 percent and 26.8 percent, respectively).

Persons with a disability who had higher educational attainment were more likely to do at least some work at home. In July 2021, among persons with a disability age 25 and over, those with a bachelor's degree or higher were more than 9 times as likely to do some work at home as those with less than a high school diploma (55.9 percent and 6.0 percent, respectively).

In July 2021, 12.5 percent of persons with a disability and 13.1 percent of those without a disability reported they worked mostly or entirely from home. Both figures were up from their pre-pandemic figures in July 2019, by 4.6 percentage points and 8.4 percentage points, respectively. (See table 10.)

### **Flexible Work Hours**

Employed persons with a disability were more likely than those with no disability to have flexible work schedules in July 2021 (45.4 percent and 38.4 percent, respectively). These workers reported that they had flexible work hours that allowed them to vary the time they began or ended work. Both figures are about the same as in July 2019. (See table 12.)

In July 2021, 57.9 percent of workers with a disability age 65 and over had flexible work schedules, compared with 43.1 percent of those ages 16 and 64. Men and women with disabilities were about equally likely to have flexible work hours.

Regardless of disability status, the likelihood of having a flexible work schedule was higher for persons with a bachelor's degree or higher than for those with less education.

### **Temporary Jobs**

In July 2021, 5.4 percent of employed persons with a disability held jobs that were temporary, compared with 4.1 percent of those with no disability. These workers expected their job to last only for a limited time or until the completion of a project. (See table 13.)

# Technical Note

The data in this release were collected through a supplement to the July 2021 Current Population Survey (CPS). The CPS, which is conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS), is a monthly survey of about 60,000 eligible households that provides information on the labor force status, demographics, and other characteristics of the nation's civilian noninstitutional population age 16 and over. The supplement was designed to gather data in several specific areas related to the employment situation of persons with disabilities. The collection of these data was sponsored by the U.S. Department of Labor's Chief Evaluation Office.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

## Definitions and concepts from the monthly CPS

**Disability status.** The monthly CPS uses a set of six questions to identify persons with disabilities. In the CPS, persons are classified as having a disability if there is a response of "yes" to any of these questions. Persons who respond "no" to all of these questions are classified as having no disability. The disability questions are as follows.

This month we want to learn about people who have physical, mental, or emotional conditions that cause serious difficulty with their daily activities. Please answer for all household members who are 15 years old or over.

- Is anyone deaf or does anyone have serious difficulty hearing?
- Is anyone blind or does anyone have serious difficulty seeing, even when wearing glasses?
- Because of a physical, mental, or emotional condition, does anyone have serious difficulty concentrating, remembering, or making decisions?
- Does anyone have serious difficulty walking or climbing stairs?
- Does anyone have difficulty dressing or bathing?
- Because of a physical, mental, or emotional condition, does anyone have difficulty doing errands alone such as visiting a doctor's office or shopping?

The CPS questions for identifying individuals with disabilities are only asked of household members who are age 15 and older. Each of the questions asks the respondent whether anyone in the household has the condition

described, and if the respondent replies "yes," they are then asked to identify everyone in the household who has the condition. Labor force measures from the CPS are tabulated for persons age 16 and older. More information on the disability questions and the merits and limitations of the CPS disability data is available on the BLS website at [www.bls.gov/cps/cpsdisability\\_faq.htm](http://www.bls.gov/cps/cpsdisability_faq.htm).

**Labor force status.** *Employed persons* are all those who, during the survey reference week, (a) did any work at all as paid employees; (b) worked in their own business, profession, or on their own farm; or (c) worked 15 hours or more as unpaid workers in a family member's business. Persons who were temporarily absent from their jobs because of illness, vacation, labor dispute, or another reason also are counted as employed.

*Unemployed persons* are those who had no employment during the reference week, were available for work at that time, and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

*Civilian labor force* comprises all persons classified as employed or unemployed.

*Unemployment rate* represents the number of unemployed persons as a percent of the civilian labor force.

*Not in the labor force* includes all persons who are not classified as employed or unemployed.

*Not employed* includes persons who were unemployed or not in the labor force.

Additional information on the concepts and methodology of the CPS is available on the BLS website at [www.bls.gov/cps/documentation.htm](http://www.bls.gov/cps/documentation.htm).

## Selected questions and concepts from the supplement

**Barriers to employment.** This information was obtained from responses to a question asked of persons with a disability who were not employed (that is, either unemployed or not in the labor force). Respondents were classified as having a barrier to employment if they answered "yes" to one or more of the response options in the following question.

The purpose of this next question is to identify barriers to employment faced by persons with difficulties. Do you consider any of the following a barrier to employment for you?

1. Lack of education or training
2. Lack of job counseling
3. Lack of transportation
4. Loss of government assistance
5. Need for special features at the job
6. Employer or coworker attitudes

7. Your difficulty (hearing/seeing/concentrating, remembering, or making decisions/walking or climbing stairs/dressing or bathing/doing errands alone)
8. Other

**Prior work experience.** This information was obtained from answers to the following question, which was asked of persons with a disability who were not employed and had not already reported working before.

Have you ever worked for pay at a job or business?

1. Yes
2. No

**Career assistance.** Persons with a disability were asked the following question to determine whether they had received certain types of career assistance. Individuals could give multiple responses.

The purpose of this next question is to find out if you have taken advantage of any of the following sources that help people prepare for work or advance on the job.

In the past 5 years, have you received assistance from:

1. State Vocational Rehabilitation agencies
2. One-Stop Career Centers
3. Ticket to Work program
4. Assistive Technology Act program
5. Center for Independent Living for individuals with disabilities
6. Client Assistance Program
7. Any other employment assistance program

**Financial assistance.** This information was obtained from responses to two questions. All persons were asked the following question and could give multiple responses.

There are a variety of programs designed to provide financial assistance to people. In the past year, did you receive assistance from any of the following programs?

1. Workers' Compensation
2. Social Security Disability Income
3. Supplemental Security Income
4. Veterans Disability Compensation
5. Disability insurance payments
6. Other disability payments
7. Medicaid
8. Medicare
9. Other program

The following question was asked only of persons who indicated in the above question that they received assistance from one or more programs.

Some financial assistance programs include limitations on the amount of work you can do. Did this program cause you to work less than you would otherwise?

1. Yes
2. No

**Level of disability-related difficulty in completing work duties.** This information was obtained from answers to the following question, which was asked of employed persons with a disability.

Previously, you mentioned that you had difficulty (hearing/seeing/concentrating, remembering, or making decisions/walking or climbing stairs/dressing or bathing/doing errands alone). How has this difficulty affected your ability to complete current work duties? Would you say this has caused no difficulty, a little difficulty, moderate difficulty, or severe difficulty?

1. No difficulty
2. A little difficulty
3. Moderate difficulty
4. Severe difficulty

**Requested changes in the current workplace.** This information was obtained from answers to two questions. The first, asked of all employed persons, was as follows.

Have you ever requested any change in your current workplace to help you do your job better? For example, changes in work policies, equipment, or schedules.

1. Yes
2. No

The following question was asked only of persons who responded "yes" to the above question. Individuals could identify multiple changes.

What changes did you request?

1. New or modified equipment
2. Physical changes to the workplace
3. Policy changes to the workplace
4. Changes in work tasks, job structure, or schedule
5. Changes in communication or information sharing
6. Changes to comply with religious beliefs
7. Accommodations for family or personal obligations
8. Training
9. Other changes

**Typical commute to work.** This information was obtained from responses to the following question, which was asked of all employed persons. Individuals could identify multiple commuting methods.

How do you typically commute to work?

1. Bus
2. Specialized bus or van service for people with disabilities
3. Train/subway
4. Taxi
5. Own vehicle
6. Passenger in a friend or family member's car
7. Carpool
8. Bicycle
9. Walk
10. Other
11. Work from home

**Work at home.** This information was obtained from two questions. First, persons who answered "work from home" to the question regarding their typical commute to work were included among those who work at home. In addition, the following question was asked of all remaining employed persons.

Do you do any work at home for your job or business?

1. Yes
2. No

**Flexible work hours.** All employed persons were asked the following question to determine whether they have flexible work hours at their current job.

Do you have flexible work hours that allow you to vary or make changes in the time you begin and end work?

1. Yes
2. No

**Temporary jobs.** All employed persons were asked the following question to determine if their jobs were temporary.

Some people are in temporary jobs that last only for a limited time or until the completion of a project. Is your job temporary?

1. Yes
2. No

## Comparability of the estimates

The concepts of barriers to employment, prior work experience, career and financial assistance, and other labor-related issues for persons with a disability used in the July 2021 survey are the same as those used in July 2019 and May 2012, the two times the supplement was previously fielded. The questions used to identify these workers were essentially the same as in previous collections.

However, there are a few issues that could affect the comparability of the estimates from previous years. For example, changes in the demographic characteristics of people with disabilities can complicate comparisons of data over time. In addition, the 2012 supplement was collected in May, and the more recent supplements were collected in July.

## Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The monthly CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

General information on the reliability of data from the CPS is available at [www.bls.gov/cps/documentation.htm#reliability](http://www.bls.gov/cps/documentation.htm#reliability).



**Table 1. Employment status of the civilian noninstitutional population by disability status and selected characteristics, July 2021**  
 [Numbers in thousands]

Characteristic	Civilian noninstitutional population	Civilian labor force						Not in labor force
		Total	Participation rate	Employed		Unemployed		
				Total	Percent of population	Total	Rate	
<b>TOTAL</b>								
Total, 16 years and over.....	261,469	164,660	63.0	154,946	59.3	9,714	5.9	96,809
Men.....	126,499	87,648	69.3	82,640	65.3	5,009	5.7	38,851
Women.....	134,970	77,012	57.1	72,306	53.6	4,706	6.1	57,958
<b>PERSONS WITH A DISABILITY</b>								
Total, 16 years and over.....	32,220	7,174	22.3	6,259	19.4	915	12.8	25,046
Men.....	14,898	3,821	25.6	3,360	22.6	460	12.1	11,077
Women.....	17,322	3,353	19.4	2,899	16.7	454	13.6	13,969
<b>Age</b>								
16 to 64 years.....	16,242	6,061	37.3	5,278	32.5	782	12.9	10,182
16 to 24 years.....	1,906	788	41.3	621	32.6	167	21.2	1,118
25 to 34 years.....	2,170	1,120	51.6	933	43.0	187	16.7	1,050
35 to 44 years.....	2,367	1,096	46.3	954	40.3	142	12.9	1,272
45 to 54 years.....	3,387	1,264	37.3	1,127	33.3	137	10.8	2,123
55 to 64 years.....	6,411	1,793	28.0	1,643	25.6	150	8.4	4,618
65 years and over.....	15,978	1,113	7.0	981	6.1	132	11.9	14,864
<b>Educational attainment</b>								
Total, 25 years and over.....	30,314	6,386	21.1	5,638	18.6	748	11.7	23,928
Less than a high school diploma.....	4,939	488	9.9	390	7.9	98	20.1	4,451
High school graduates, no college <sup>1</sup> .....	10,676	1,872	17.5	1,605	15.0	267	14.3	8,805
Some college or associate degree.....	8,314	1,946	23.4	1,782	21.4	163	8.4	6,369
Bachelor's degree and higher <sup>2</sup> .....	6,384	2,081	32.6	1,860	29.1	220	10.6	4,303
<b>PERSONS WITH NO DISABILITY</b>								
Total, 16 years and over.....	229,250	157,486	68.7	148,687	64.9	8,799	5.6	71,763
Men.....	111,601	83,827	75.1	79,279	71.0	4,548	5.4	27,774
Women.....	117,648	73,659	62.6	69,408	59.0	4,251	5.8	43,990
<b>Age</b>								
16 to 64 years.....	189,022	148,913	78.8	140,518	74.3	8,394	5.6	40,109
16 to 24 years.....	35,344	22,182	62.8	19,975	56.5	2,207	10.0	13,162
25 to 34 years.....	42,591	36,410	85.5	34,178	80.2	2,232	6.1	6,180
35 to 44 years.....	39,501	33,807	85.6	32,247	81.6	1,560	4.6	5,695
45 to 54 years.....	36,100	30,865	85.5	29,642	82.1	1,223	4.0	5,235
55 to 64 years.....	35,486	25,649	72.3	24,477	69.0	1,172	4.6	9,837
65 years and over.....	40,227	8,574	21.3	8,168	20.3	405	4.7	31,654
<b>Educational attainment</b>								
Total, 25 years and over.....	193,905	135,304	69.8	128,712	66.4	6,592	4.9	58,602
Less than a high school diploma.....	14,903	8,525	57.2	7,762	52.1	763	8.9	6,378
High school graduates, no college <sup>1</sup> .....	50,604	32,177	63.6	30,221	59.7	1,956	6.1	18,427
Some college or associate degree.....	48,965	34,269	70.0	32,473	66.3	1,796	5.2	14,696
Bachelor's degree and higher <sup>2</sup> .....	79,434	60,333	76.0	58,256	73.3	2,077	3.4	19,101

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: These estimates, which come from a special supplemental survey, may differ slightly from previously published estimates for July 2021 that come from the regular monthly labor force survey.

**Table 2. Persons with a disability who were not employed by age, sex, educational attainment, prior work experience, and barrier to employment, July 2021**

[Numbers in thousands]

Characteristic	Not employed <sup>1</sup>			Percent distribution		
	Total	Barrier	No barrier	Total	Barrier	No barrier
<b>Persons with a disability</b>						
Total, 16 years and over.....	25,961	11,356	14,054	100.0	43.7	54.1
16 to 64 years.....	10,964	7,446	3,241	100.0	67.9	29.6
65 years and over.....	14,997	3,909	10,812	100.0	26.1	72.1
Men.....	11,538	5,254	6,046	100.0	45.5	52.4
Women.....	14,423	6,102	8,008	100.0	42.3	55.5
Total, 25 years and over.....	24,676	10,521	13,615	100.0	42.6	55.2
Less than a high school diploma.....	4,549	2,294	2,155	100.0	50.4	47.4
High school graduates, no college <sup>2</sup> .....	9,072	3,943	4,922	100.0	43.5	54.3
Some college or associate degree.....	6,532	2,882	3,473	100.0	44.1	53.2
Bachelor's degree and higher <sup>3</sup> .....	4,524	1,401	3,066	100.0	31.0	67.8
Never worked <sup>4</sup> .....	3,307	2,184	1,048	100.0	66.0	31.7

<sup>1</sup> Persons who are not employed include both the unemployed and those not in the labor force (neither working nor looking for work). Employed persons were not asked about barriers to employment.

<sup>2</sup> Includes persons with a high school diploma or equivalent.

<sup>3</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

<sup>4</sup> This estimate represents all persons with a disability who have never worked. It includes both unemployed persons and persons not in the labor force.

NOTE: Persons with a disability were able to report more than one barrier to employment. Data may not sum to total because some persons did not respond to the question identifying barriers to employment. Barriers to employment include: lack of education or training, lack of job counseling, lack of transportation, loss of government assistance, need for special features at the job, employer or coworker attitudes, own disability, and other.

**Table 3. Persons with a disability who were not employed by age, sex, educational attainment, prior work experience, and type of barrier to employment, July 2021**

[Numbers in thousands]

Characteristic	Total not employed with a barrier to employment <sup>1</sup>	Percent of total by type of barrier							
		Lack of education or training	Lack of job counseling	Lack of transportation	Loss of government assistance	Need for special features at the job	Employer or coworker attitudes	Own disability	Other
<b>Persons with a disability</b>									
Total, 16 years and over.....	11,356	12.0	5.2	10.3	4.0	10.5	8.4	78.9	19.5
16 to 64 years.....	7,446	13.1	6.3	11.6	4.9	12.5	10.4	81.5	17.5
65 years and over.....	3,909	9.9	3.1	7.7	2.2	6.7	4.5	73.9	23.4
Men.....	5,254	12.9	6.1	9.4	4.1	10.8	9.3	80.5	18.0
Women.....	6,102	11.2	4.4	11.0	3.9	10.2	7.6	77.5	20.9
Total, 25 years and over.....	10,521	11.6	4.8	9.9	4.0	10.2	8.1	78.7	19.7
Less than a high school diploma.....	2,294	23.3	8.6	13.0	4.8	8.2	7.9	73.0	23.6
High school graduates, no college <sup>2</sup> .....	3,943	9.9	4.7	8.8	3.2	10.1	6.9	80.2	18.3
Some college or associate degree.....	2,882	7.8	3.0	10.3	4.3	12.4	8.9	79.3	19.6
Bachelor's degree and higher <sup>3</sup> .....	1,401	4.8	2.4	6.7	4.4	9.5	9.9	82.3	17.7
Never worked <sup>4</sup> .....	2,184	10.9	4.3	7.0	2.9	6.5	3.7	77.5	23.6

<sup>1</sup> Persons who are not employed include both the unemployed and those not in the labor force (neither working nor looking for work). Employed persons were not asked about barriers to employment.

<sup>2</sup> Includes persons with a high school diploma or equivalent.

<sup>3</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

<sup>4</sup> This estimate represents all persons with a disability who have never worked. It includes both unemployed persons and persons not in the labor force.

NOTE: Percents may sum to more than 100 percent because persons with a disability were able to report more than one barrier to employment.

**Table 4. Persons with a disability who were not in the labor force by sex, age, educational attainment, and prior work experience, July 2021**  
 [Numbers in thousands]

Characteristic	Not in the labor force			Percent distribution		
	Total	Previously worked	Never worked <sup>1</sup>	Total	Previously worked	Never worked <sup>1</sup>
<b>PERSONS WITH A DISABILITY</b>						
Total, 16 years and over.....	25,046	21,818	3,228	100.0	87.1	12.9
Men.....	11,077	9,539	1,538	100.0	86.1	13.9
Women.....	13,969	12,279	1,690	100.0	87.9	12.1
<b>Age</b>						
16 to 64 years.....	10,182	7,351	2,831	100.0	72.2	27.8
16 to 24 years.....	1,118	236	882	100.0	21.1	78.9
25 to 34 years.....	1,050	514	536	100.0	49.0	51.0
35 to 44 years.....	1,272	822	449	100.0	64.7	35.3
45 to 54 years.....	2,123	1,724	400	100.0	81.2	18.8
55 to 64 years.....	4,618	4,054	564	100.0	87.8	12.2
65 years and over.....	14,864	14,468	397	100.0	97.3	2.7
<b>Educational attainment</b>						
Total, 25 years and over.....	23,928	21,582	2,346	100.0	90.2	9.8
Less than a high school diploma.....	4,451	3,717	734	100.0	83.5	16.5
High school graduates, no college <sup>2</sup> .....	8,805	7,740	1,064	100.0	87.9	12.1
Some college or associate degree.....	6,369	5,982	387	100.0	93.9	6.1
Bachelor's degree and higher <sup>3</sup> .....	4,303	4,143	160	100.0	96.3	3.7

<sup>1</sup> This estimate does not represent all persons with a disability who have never worked. It excludes a small number of unemployed persons who have never worked before.

<sup>2</sup> Includes persons with a high school diploma or equivalent.

<sup>3</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

**Table 5. Persons with a disability who received career assistance in the past 5 years by current employment status, prior work experience, and age, July 2021**

[Numbers in thousands]

Characteristic	Persons with a disability	Received career assistance <sup>1</sup>	
		Number	Percent of persons with a disability
<b>Persons with a disability</b>			
Total, 16 years and over.....	32,220	1,850	5.7
Employed.....	6,259	495	7.9
Unemployed.....	915	220	24.0
Not in the labor force.....	25,046	1,135	4.5
Previously worked.....	21,818	900	4.1
Never worked <sup>2</sup> .....	3,228	235	7.3
Total, 16 to 64 years.....	16,242	1,567	9.6
Employed.....	5,278	467	8.9
Unemployed.....	782	210	26.8
Not in the labor force.....	10,182	889	8.7
Previously worked.....	7,351	660	9.0
Never worked <sup>2</sup> .....	2,831	230	8.1
Total, 65 years and over.....	15,978	283	1.8
Employed.....	981	27	2.8
Unemployed.....	132	10	7.6
Not in the labor force.....	14,864	246	1.7
Previously worked.....	14,468	240	1.7
Never worked <sup>2</sup> .....	397	6	1.5

<sup>1</sup> Career assistance programs include: Vocational Rehabilitation Centers, One-Stop Career Centers, Ticket to Work program, Assistive Technology Act program, Center for Independent Living for individuals with disabilities, Client Assistance Program, and other.

<sup>2</sup> This estimate does not represent all persons with a disability who have never worked. It excludes a small number of unemployed persons who have never worked before.

NOTE: Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**Table 6. Persons with a disability who used a financial assistance program in the past year by age, employment status, usual full- or part-time status, and program limitation on work, July 2021**  
 [Numbers in thousands]

Characteristic	Total	Persons who used a financial assistance program				
		Total	Percent of total	Percent of persons who used a financial assistance program		
				Total	Worked less because of program <sup>1</sup>	Did not work less because of program <sup>1</sup>
<b>Persons with a disability</b>						
Total, 16 years and over.....	32,220	18,296	56.8	100.0	5.7	93.4
16 to 64 years.....	16,242	8,317	51.2	100.0	9.9	89.0
65 years and over.....	15,978	9,979	62.5	100.0	2.2	97.0
Employed.....	6,259	1,491	23.8	100.0	11.9	87.0
Usually work full time.....	4,570	785	17.2	100.0	7.8	90.7
Usually work part time.....	1,689	706	41.8	100.0	16.4	82.9
Unemployed.....	915	443	48.5	100.0	12.9	87.1
Not in the labor force.....	25,046	16,361	65.3	100.0	4.9	94.1

<sup>1</sup> Persons with a disability were able to report more than one financial assistance program, and the report of a limitation could refer to any of the assistance programs used. Data may not sum to total because some persons did not respond to the question on work limitation.

NOTE: Full time is 35 hours or more per week; part time is less than 35 hours. Financial assistance programs include: Workers' Compensation, Social Security Disability Income, Supplemental Security Income, Veterans Disability Compensation, disability insurance payments, Medicaid, Medicare, and other payments or programs.

**Table 7. Employed persons with a disability by age, sex, and level of disability-related difficulty in completing current work duties, July 2021**

[Numbers in thousands]

Characteristic	Total employed	Percent of total employed by level of difficulty				
		Total	No difficulty	A little difficulty	Moderate difficulty	Severe difficulty
<b>Persons with a disability</b>						
Total, 16 years and over.....	6,259	100.0	44.2	28.5	20.4	6.9
16 to 64 years.....	5,278	100.0	42.6	29.7	20.5	7.2
65 years and over.....	981	100.0	52.5	22.5	19.6	5.4
Men.....	3,360	100.0	47.6	28.2	18.9	5.3
Women.....	2,899	100.0	40.3	28.9	22.1	8.7

**Table 8. Employed persons who requested a change in their current workplace to help them do their job better by age, sex, and disability status, July 2021**

[Numbers in thousands]

Characteristic	Total employed	Requested a change in current workplace	
		Total	Percent of total employed
<b>TOTAL</b>			
Total, 16 years and over.....	154,946	10,931	7.1
16 to 64 years.....	145,796	10,406	7.1
65 years and over.....	9,149	525	5.7
Men.....	82,640	5,134	6.2
Women.....	72,306	5,797	8.0
<b>Persons with a disability</b>			
Total, 16 years and over.....	6,259	905	14.5
16 to 64 years.....	5,278	823	15.6
65 years and over.....	981	82	8.4
Men.....	3,360	374	11.1
Women.....	2,899	530	18.3
<b>Persons with no disability</b>			
Total, 16 years and over.....	148,687	10,026	6.7
16 to 64 years.....	140,518	9,584	6.8
65 years and over.....	8,168	443	5.4
Men.....	79,279	4,760	6.0
Women.....	69,408	5,266	7.6

NOTE: Data on people who requested a change in their current workplace are restricted to those who also provided a response about the type of change requested. A relatively small number of people who did not specify the type of change requested are excluded from these estimates.



**Table 9. Employed persons who requested a change in their current workplace to help them do their job better by age, sex, disability status, and type of change requested, July 2021**  
 [Numbers in thousands]

Characteristic	Total who requested a change in current workplace	Percent of total by type of change requested								
		New or modified equipment	Physical changes to the workplace	Policy changes to the workplace	Work tasks, job structure, or schedule	Changes in communication or information sharing	Changes to comply with religious beliefs	Accommodations for family or personal obligations	Training	Other
<b>TOTAL</b>										
Total, 16 years and over. ....	10,931	37.6	13.1	18.7	40.2	14.6	1.1	13.1	9.2	15.4
16 to 64 years.....	10,406	37.9	12.9	18.5	40.3	14.5	1.0	13.1	9.5	15.5
65 years and over.....	525	31.5	17.9	21.4	37.6	18.5	2.3	13.3	4.2	14.4
Men.....	5,134	43.0	13.4	19.8	37.5	15.4	1.0	11.9	9.9	15.0
Women.....	5,797	32.8	12.8	17.6	42.6	14.0	1.2	14.2	8.6	15.9
<b>Persons with a disability</b>										
Total, 16 years and over. ....	905	32.3	13.9	12.3	43.2	13.0	0.5	10.4	9.1	19.9
16 to 64 years.....	823	31.6	13.2	12.4	45.2	14.2	0.6	11.5	9.5	19.9
65 years and over.....	82	39.0	21.3	10.9	23.6	1.2	–	–	5.3	20.2
Men.....	374	38.2	10.8	9.9	34.2	9.3	–	6.1	9.2	26.5
Women.....	530	28.1	16.1	13.9	49.6	15.7	0.9	13.5	9.1	15.2
<b>Persons with no disability</b>										
Total, 16 years and over. ....	10,026	38.1	13.0	19.2	39.9	14.8	1.1	13.4	9.3	15.0
16 to 64 years.....	9,584	38.5	12.8	19.0	39.9	14.5	1.0	13.3	9.5	15.1
65 years and over.....	443	30.1	17.3	23.3	40.2	21.7	2.8	15.7	4.0	13.3
Men.....	4,760	43.4	13.6	20.6	37.7	15.9	1.1	12.3	10.0	14.1
Women.....	5,266	33.3	12.5	18.0	41.9	13.8	1.2	14.3	8.6	15.9

NOTE: Data on people who requested a change in their current workplace are restricted to those who also provided a response about the type of change requested. A relatively small number of people who did not specify the type of change requested are excluded from these estimates. Percents may sum to more than 100 percent because employed persons may have requested more than one change. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**Table 10. Employed persons by typical commute to work and disability status, July 2021**  
 [Percent distribution]

Characteristic	Total	Persons with a disability	Persons with no disability
Total employed (in thousands).....	154,946	6,259	148,687
<b>Percent of employed persons by commute method</b>			
Total employed.....	100.0	100.0	100.0
Bus.....	1.8	2.6	1.7
Specialized bus or van service for people with disabilities.....	0.1	0.7	0.1
Train/subway.....	1.7	0.8	1.8
Taxi.....	0.3	0.1	0.3
Own vehicle.....	77.6	73.1	77.8
Passenger in a friend or family member's car.....	2.4	4.8	2.3
Carpool.....	1.0	0.9	1.0
Bicycle.....	0.6	0.6	0.6
Walk.....	1.8	2.6	1.8
Other.....	2.0	3.0	1.9
Work from home.....	13.1	12.5	13.1

NOTE: The percent using each commuting method may sum to more than 100 percent because employed persons may have reported more than one method.

**Table 11. Employed persons who worked at home by age, sex, educational attainment, and disability status, July 2021**

[Numbers in thousands]

Characteristic	Total employed	Worked at home	
		Number	Percent of total employed
<b>TOTAL</b>			
Total, 16 years and over.....	154,946	47,611	30.7
16 to 64 years.....	145,796	44,061	30.2
65 years and over.....	9,149	3,550	38.8
Men.....	82,640	23,507	28.4
Women.....	72,306	24,104	33.3
Total, 25 years and over.....	134,350	45,475	33.8
Less than a high school diploma.....	8,152	607	7.4
High school graduates, no college <sup>1</sup> .....	31,826	4,394	13.8
Some college or associate degree.....	34,255	8,701	25.4
Bachelor's degree and higher <sup>2</sup> .....	60,116	31,773	52.9
<b>Persons with a disability</b>			
Total, 16 years and over.....	6,259	1,937	30.9
16 to 64 years.....	5,278	1,563	29.6
65 years and over.....	981	374	38.1
Men.....	3,360	901	26.8
Women.....	2,899	1,036	35.7
Total, 25 years and over.....	5,638	1,883	33.4
Less than a high school diploma.....	390	24	6.0
High school graduates, no college <sup>1</sup> .....	1,605	301	18.7
Some college or associate degree.....	1,782	519	29.1
Bachelor's degree and higher <sup>2</sup> .....	1,860	1,040	55.9
<b>Persons with no disability</b>			
Total, 16 years and over.....	148,687	45,675	30.7
16 to 64 years.....	140,518	42,498	30.2
65 years and over.....	8,168	3,177	38.9
Men.....	79,279	22,606	28.5
Women.....	69,408	23,068	33.2
Total, 25 years and over.....	128,712	43,592	33.9
Less than a high school diploma.....	7,762	583	7.5
High school graduates, no college <sup>1</sup> .....	30,221	4,093	13.5
Some college or associate degree.....	32,473	8,183	25.2
Bachelor's degree and higher <sup>2</sup> .....	58,256	30,733	52.8

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Persons who worked at home include those who responded that they work at home when asked about their typical commute and those who responded yes when asked if they do any work at home for their job or business.

**Table 12. Employed persons with flexible work hours by age, sex, educational attainment, and disability status, July 2021**

[Numbers in thousands]

Characteristic	Total employed	Flexible work hours	
		Number	Percent of total employed
<b>TOTAL</b>			
Total, 16 years and over.....	154,946	59,936	38.7
16 to 64 years.....	145,796	55,095	37.8
65 years and over.....	9,149	4,841	52.9
Men.....	82,640	32,433	39.2
Women.....	72,306	27,503	38.0
Total, 25 years and over.....	134,350	53,760	40.0
Less than a high school diploma.....	8,152	2,103	25.8
High school graduates, no college <sup>1</sup> .....	31,826	9,523	29.9
Some college or associate degree.....	34,255	12,800	37.4
Bachelor's degree and higher <sup>2</sup> .....	60,116	29,335	48.8
<b>Persons with a disability</b>			
Total, 16 years and over.....	6,259	2,842	45.4
16 to 64 years.....	5,278	2,274	43.1
65 years and over.....	981	568	57.9
Men.....	3,360	1,473	43.8
Women.....	2,899	1,369	47.2
Total, 25 years and over.....	5,638	2,587	45.9
Less than a high school diploma.....	390	129	33.0
High school graduates, no college <sup>1</sup> .....	1,605	661	41.2
Some college or associate degree.....	1,782	782	43.9
Bachelor's degree and higher <sup>2</sup> .....	1,860	1,015	54.6
<b>Persons with no disability</b>			
Total, 16 years and over.....	148,687	57,095	38.4
16 to 64 years.....	140,518	52,821	37.6
65 years and over.....	8,168	4,274	52.3
Men.....	79,279	30,960	39.1
Women.....	69,408	26,135	37.7
Total, 25 years and over.....	128,712	51,173	39.8
Less than a high school diploma.....	7,762	1,974	25.4
High school graduates, no college <sup>1</sup> .....	30,221	8,862	29.3
Some college or associate degree.....	32,473	12,017	37.0
Bachelor's degree and higher <sup>2</sup> .....	58,256	28,320	48.6

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Flexible work hours allow employed persons to vary or make changes in the time they begin and end work.

**Table 13. Employed persons with temporary jobs by age, sex, educational attainment, and disability status, July 2021**

[Numbers in thousands]

Characteristic	Total employed	Temporary job	
		Number	Percent of total employed
<b>TOTAL</b>			
Total, 16 years and over.....	154,946	6,467	4.2
16 to 64 years.....	145,796	6,078	4.2
65 years and over.....	9,149	389	4.3
Men.....	82,640	3,513	4.3
Women.....	72,306	2,954	4.1
Total, 25 years and over.....	134,350	3,798	2.8
Less than a high school diploma.....	8,152	568	7.0
High school graduates, no college <sup>1</sup> .....	31,826	754	2.4
Some college or associate degree.....	34,255	859	2.5
Bachelor's degree and higher <sup>2</sup> .....	60,116	1,617	2.7
<b>Persons with a disability</b>			
Total, 16 years and over.....	6,259	341	5.4
16 to 64 years.....	5,278	281	5.3
65 years and over.....	981	59	6.1
Men.....	3,360	195	5.8
Women.....	2,899	146	5.0
Total, 25 years and over.....	5,638	283	5.0
Less than a high school diploma.....	390	38	9.8
High school graduates, no college <sup>1</sup> .....	1,605	99	6.2
Some college or associate degree.....	1,782	56	3.2
Bachelor's degree and higher <sup>2</sup> .....	1,860	89	4.8
<b>Persons with no disability</b>			
Total, 16 years and over.....	148,687	6,126	4.1
16 to 64 years.....	140,518	5,797	4.1
65 years and over.....	8,168	330	4.0
Men.....	79,279	3,318	4.2
Women.....	69,408	2,808	4.0
Total, 25 years and over.....	128,712	3,516	2.7
Less than a high school diploma.....	7,762	530	6.8
High school graduates, no college <sup>1</sup> .....	30,221	655	2.2
Some college or associate degree.....	32,473	803	2.5
Bachelor's degree and higher <sup>2</sup> .....	58,256	1,528	2.6

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: A temporary job is one that lasts only for a limited time or until the completion of a project.