

Employment Barriers Experienced at Different Job Acquisition Stages

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Introduction

Research Questions:

1. What types of barriers are job seekers with disabilities most likely to face compared to job seekers without disabilities?
2. How do job acquisition barriers differ by disability type?
3. Are there particular employment barriers that are more problematic at different stages of the job acquisition process (i.e., when looking for, applying to, or accepting a position) for people with and without disabilities?

Methodology

- Qualtrics partner recruitment of working age adults (18-64)
- Online survey completed by opt-in Internet panel
- Oversampling of people with disabilities
- Final analytic sample = 3,021
- Data Collection Period = 5 days, end of March to beginning of April 2019.

Key Independent Variables:

Disability Status & Type

Key Dependent Variable:

Perceived personal barrier(s) to employment

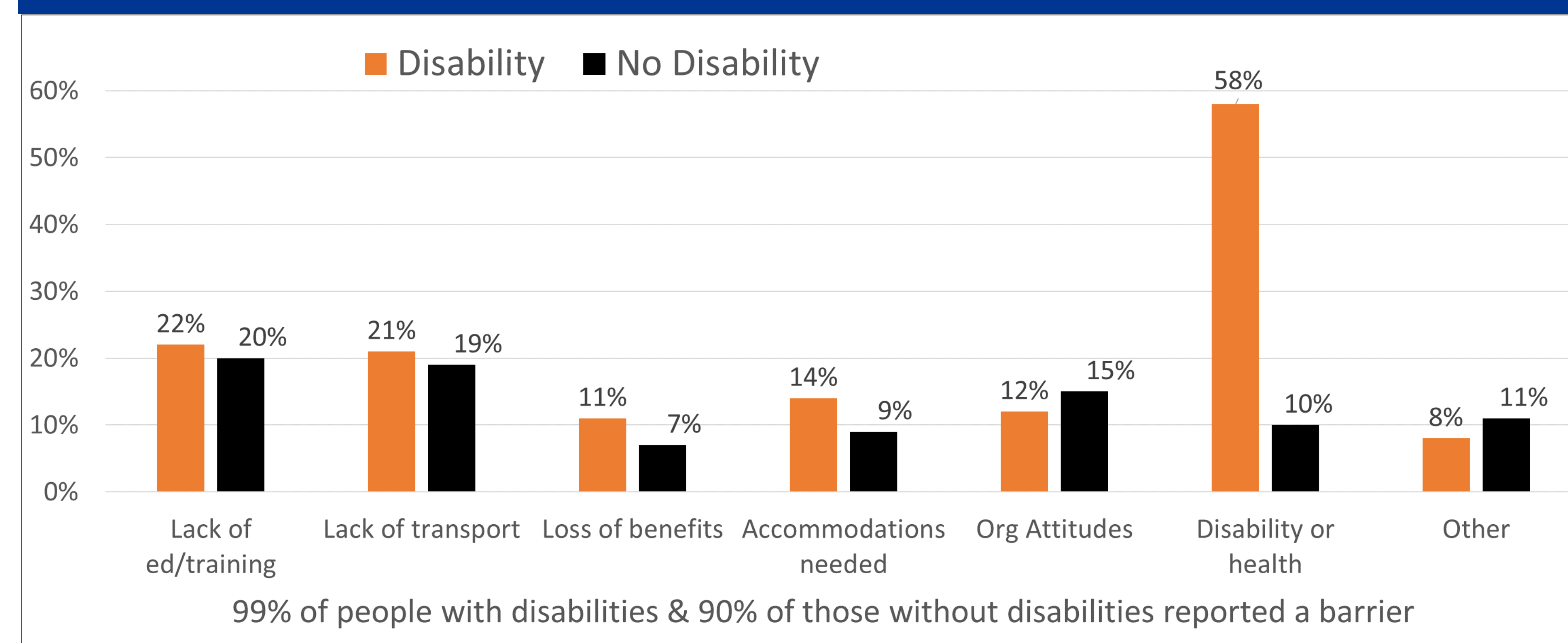
Other Variables of Interest:

- Employment Status
- Job Acquisition Stage
- Demographics

Disability Variable Measurement

- [Vision disability] Do you have serious difficulty seeing even when wearing glasses?
- [Hearing disability] Do you have difficulty hearing?
- [Ambulatory disability] Do you have serious difficulty walking or climbing stairs?
 - Do you have any difficulty walking a quarter of a mile – about 3 city blocks? (Asked of those who said no to item about stairs)
- [Physical disability] Do you have any difficulty doing physical activities such as lifting, carrying, bending, or manipulating small objects?
- [Cognitive disability] Because of a physical, mental, or emotional condition, do you have serious difficulty concentrating, remembering, or making decisions?
 - Do you think you have a condition that makes it difficult in general for you to learn? Such conditions include attention problems (ADD), hyperactivity (ADHD), dyslexia, and others? (Asked of those who said no to item about concentrating)
 - 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? (Asked of those who said no to items about concentrating and learning)
 - Do you have a developmental disability or disorder? (This may include Down Syndrome, autism, or Asperger syndrome, as well as other conditions.) (Asked of those who said no to items about concentrating, learning, or psychiatric conditions)
- Respondents who said no to all of the above were asked "Do you have any other kind of disability?"

1. Employment Barriers by Disability Status



2. Employment Barriers by Disability Type, Odds Ratios (se)

Disability Type	Any employment barrier	Lack of education /training	Lack of transport	Loss of benefits	Need for accommodations	Attitudes of employer or coworkers	Disability/ health condition	Other barrier
Cog/Learn/IDD	15.89 (17.42)*↑	1.42 (0.34)	1.49 (0.37)	1.16 (0.35)	1.25 (0.37)	1.44 (0.40)	7.51 (1.77)***↑	0.88 (0.31)
Physical Mobility	11.47 (9.53)*↑	0.69 (0.15)	0.52 (0.12)**↓	2.13 (0.75)*↑	3.60 (1.10)***↑	0.83 (0.24)	5.66 (1.15)***↑	0.40 (0.14)**↓
Emot/Psych/MH	2.75 (1.62)	1.63 (0.46)	1.66 (0.44)	0.36 (0.18)*↓	0.42 (0.17)*↓	0.95 (0.38)	4.54 (1.13)***↑	1.51 (0.46)
Hearing	0.23 (0.14)*↓	1.35 (0.46)	1.02 (0.32)	1.47 (0.54)	1.54 (0.58)	1.58 (0.57)	0.87 (0.30)	0.24 (0.19)
Vision	1 (omitted)	0.58 (0.22)	1.28 (0.38)	1.22 (0.50)	0.75 (0.28)	0.23 (0.11)**↓	1.03 (0.31)	1.96 (0.91)

Comparisons made to people without disabilities, adjusted for age, education, income, race/ethnicity, region, and sex

yellow or ↑ = More likely green or ↓ = Less likely

Statistically significant at the .05 (*) level; 0.01 (**), and 0.001 (***) levels of significance

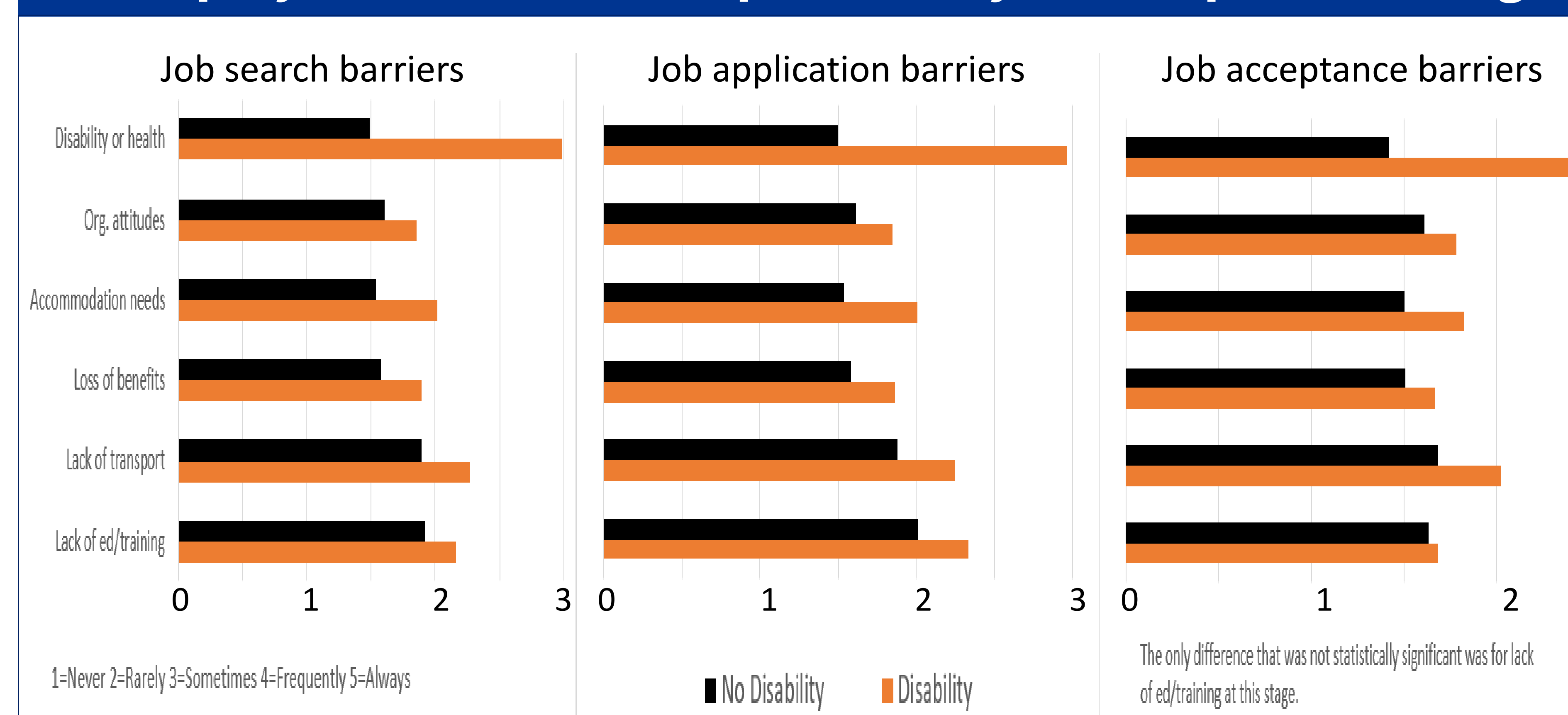
Analytic Sample N = 3,021

Demographics	Unweighted	Weighted
Male	28%	50%
Age (median)	35-44 years	35-44 years
White	70%	61%
Disability	49%	47%
Education		
≤ HS	27%	26%
Some College	39%	36%
Bachelor's	23%	24%
Income (median)	\$45K-59,999K	\$45K-59,999K
Region		
Northwest	18%	18%
Midwest	22%	21%
South	39%	38%
West	21%	24%

Findings

1. The majority of the unemployed experience similar employment barriers, but people with disabilities report disability or health condition most often, and people without disabilities report organizational attitudes, and other barriers more often.
2. In general, people with physical mobility, learning-related, or psychological limitations experience significantly more employment barriers than people with vision or hearing limitations, compared to those with no disabilities.
3. Statistically significant differences were found between people with and without disabilities across barrier types, except regarding a lack of education or training, at the job acceptance stage of the job acquisition process.

3. Employment Barrier Comparisons by Job Acquisition Stage



Conclusions

- Employment barriers for people with and without disabilities are similar in nature but vary by degree. Improvements in transportation and better alignment between education/training and the job market may benefit all prospective employees, as well as employers.
- More efforts are needed to address employment barriers faced by people with disabilities at all stages of the job acquisition process, recruitment, the application process, and job negotiations.

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