

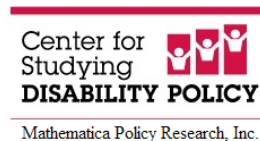
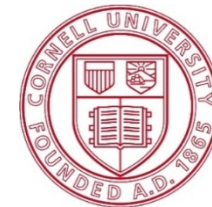


# Overview of the Activities and Findings from the StatsRRTC, IC-RRTC, and EMP-RRTC

November 27, 2012



Center for  
Essential  
Management  
Services





# Introduction

- Overarching Missions:
  - Conduct robust research to generate new knowledge to inform policy.
  - Translate new knowledge, promoting its utilization, and be a national resource.
- Similarities:
  - Represent a merging of vocational rehabilitation and social science expertise (with a large contingent from economics).
  - Strong emphasis on utilizing (and improving) secondary data and restricted, linked data sources to conduct research and outreach.
- Coordination:
  - The efforts of the centers are coordinated with communication among the PIs and investigators on joint calls and events.
  - Leverage opportunities, sharing ideas, and use resources wisely.

# Rehabilitation Research and Training Center on Disability Statistics and Demographics (StatsRRTC)

John O'Neill, PhD, CRC  
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Andrew Houtenville, PhD  
David Stapleton, PhD  
David Vandergoot, PhD  
Richard Burkhauser, PhD

# Motivation for the Center

- Disparities: There are persistent and far-reaching disparities between people with and without disabilities, across many measures of social participation and well-being.
- Measurement:
  - “When you cannot measure, your knowledge is meager and unsatisfactory.” *Lord Kelvin*.
  - Getting valid and reliable data and statistics on the population with disabilities is the first step in planning, designing, and monitoring services.” Adapted from Krahn, et al. (2010).
- Availability and Understanding: “Where can I find statistics on people with disabilities?” “No, I want ‘the’ number of people with disabilities, not a ‘range’ of estimates?”

# Why NIDRR?

- Mission: Conducting robust research is central to NIDRR's mission, and appropriate measurement is central to robust research.
- NIDRR is uniquely positioned:
  - Measurement is at the core of disability-related service provision, the provision of disability statistics is fragmented and lacks coordination.
  - NIDRR is the only government research institute that focuses on disability issues, regardless of disability type or participation in a specific program.
  - NIDRR is positioned to facilitate multi-agency agreements and research related to multiple programs.

# Competitive Priorities

- Priority A: Rigorous and timely demographic research to inform the development of disability policies and programs by:
  - (A1) Producing meta-analyses of national, State, and administrative data that address critical program and service needs, and
  - (A2) Providing statistical consultation, including specialized analyses, to facilitate the use of survey and administrative data by policymakers and others.

(Continued)

# Competitive Priorities

- Priority B: Improved disability data and statistics by conducting research that advance the practice for:
  - (B1) Conducting surveys of individuals with disabilities, including individuals with low-prevalence disabilities,
  - (B2) Analyzing data about low-incidence populations of individuals with disabilities, and
  - (B3) Other issues related to survey or administrative data.

(Continued)

# Competitive Priorities

- Priority C: Effective use of disability statistics and demographic information by:
  - (C1) Serving as a resource on disability statistics and demographics for Federal and other government agencies, policymakers, consumers, advocates, researchers, and others, and
  - (C2) Transferring research findings to Federal and other government agencies, policymakers, consumers, advocates, researchers, and others to enhance planning, policymaking, program administration, and delivery of services to individuals with disabilities.

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# StatsRRTC Team

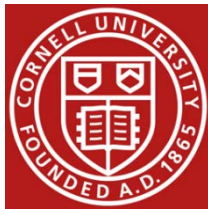
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**AAPD**  
*American Association  
of People with Disabilities*

# Key Findings To-Date and Implications

- Finding – Population Survey Data: The six questions disability sequence fails to identify 2.5-3 million SSDI/SSI recipients regardless of using whether using self-reported or administrative measures of receipt.
  - Implication: Need to add a 7th “catch all” question (work disability question?).
- Finding – Youth and Young Adults: Disability prevalence varies substantially across surveys despite overlap in definitions. Outcomes for youth with disabilities are worse for those with persistent or late onset disabilities, as well as youth with mental conditions.
  - Implications: Youth disability statistics need to include youth-specific definitions; adult definitions of disability may miss individuals who would be identified as having a disability as a youth. Youth with limiting mental conditions may be especially at-risk for poorer transitions to adulthood.

(Continued)

# Key Findings To-Date and Implications

- Finding – Disability and Housing: Having a disability is associated with an 8 percentage point increase in housing assistance use. People with disabilities reside in units with significantly lower levels of quality and in less desirable neighborhoods than people without disabilities, even after controlling for income and other personal characteristics. Housing vouchers and low cost mortgages mediate this effect.
  - Implications: Housing support to people with disabilities is warranted and appears to improve the living conditions of people with disabilities who are otherwise significantly disadvantaged relative to their low-income counterparts without disabilities.

(Continued)

# Key Findings To-Date and Implications

- Finding – Federal Program Data: Overall 28% growth in federal expenditures for people with disabilities between 2002 and 2008. This is driven by significant increase in assistance programs (such as SSDI) and rising health care costs. There were reductions in spending on education, training and employment services.
  - Implications: Spending is not sustainable. Fundamental restructuring of disability programs is needed to address the long-term fiscal crisis (incentives that promote employment, early intervention, integration and coordination of programs).

(Continued)

# Key Findings To-Date and Implications

- Finding – Meta-Analysis: Empirical literature comparing the quality of self- and proxy reports is inconclusive in terms of quality of proxy and self reports, reduction of bias, and validity/reliability of proxy reports. Some general themes emerge to inform best practices.
  - Implications: Multiple considerations must inform decision to include proxies including disability type, question type and mode of administration, and how proxies will be selected.
- Finding – CATI/CAPI: Data collection mode appears to have a modest effect on data quality for adults with disabilities, but not exacerbated in survey of persons with disabilities. Reducing in-person follow-ups does not have a major effect on estimates.
  - Implications: Risk introducing non-response bias when eliminate in-person follow-ups (though may be possible to scale back field efforts). Need to balance risk of measurement error with inclusion.

# Key Activities

- Activity: The Compendium and its Capitol Hill Release Briefing.
  - About 200-250 participants per year (in-person and online).
- Activity: State of the Science Conference concert with CSAVR Conference
  - About 300 attendees.
- Activity: Support to VR Program Evaluation Network
  - Co-sponsored 5 program evaluation summits.
  - Created for online program evaluation courses.
- Activity: Customized Technical Assistance:
  - Estimate and translate local area statistics for IL organizations.
- Activity: Assisted VR agencies with consumer satisfaction data.
- Activity: Creating milestone payment system.

# Projects

# Our Response to the Priorities

- Priority A1: Meta-Analyses

- A1a: Population Survey Data (Cornell, UNH)
- A1b: Federal Program Data/Federal Expenditures (MPR)
- A1c: VR/SSA Data: Case Control Study (Kessler, Hunter, MPR)
- A1d: VR/SSA Data: SSA Beneficiary Movement (Kessler, Hunter, MPR)
- A1e: Data on Youth and Young Adults (MPR)
- A1f: Time-Use Data (MPR)
- A1g: Housing Data (MPR)

(Continued)



# Our Response to the Priorities

- Priority A2: Statistical Consultation
  - A2a: Customized Technical Assistance (CEMS, UNH)
  - A2b: Follow-Up TA for Training Events (CEMS, UNH)
- Priority B: Methods
  - B1: Meta-Analysis of Proxy Methods (MPR)
  - B2: CATI/CAPI Experiment & Bias Analysis (MPR)

(Continued)

# Our Response to the Priorities

- Priority C1: Serving as a Resource
  - C1a: Annual Compendium of Disability Statistics (UNH)
  - C1b: [www.ResearchOnDisability.org/StatsRRTC](http://www.ResearchOnDisability.org/StatsRRTC) and [www.DisabilityCompendium.org](http://www.DisabilityCompendium.org) (UNH)
  - C1c: Guide to Surveying People with Disabilities (MPR)
  - C1d: Publications and Presentations (All)
  - C1e: Outreach to Consumers (UNH)
  - C1f: Information and Referral Technical Assistance (UNH)

(Continued)

# Our Response to the Priorities

- Priority C2: Knowledge Translation
  - C2a: Capitol Hill Roll-Out & Consumer Training (UNH)
  - C2b: Support VR Program Evaluation Network (CEMS)
  - C2c: Webinar Series (MPR)
  - C2d: State-of-the-Science Conference (All)

# Research Projects

# A1a. Population Survey Data

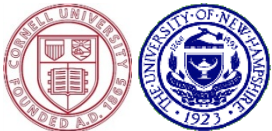
- Investigators: Burkhauser and Houtenville (Cornell/UNH)
- Purpose: Investigate the performance of the six question sequence (6QS).
- Data: CPS, ACS, SIPP, and CPS/SSA Matched Records
- Status: Ongoing
- Findings:
  - Undercount/False Negatives
    - Fails to identify 2.5 to 3 million (about  $\frac{1}{3}^{\text{rd}}$ ) of SSDI/SSI recipients,
    - Regardless of using whether using self-reported or administrative measures of receipt.



(Continued)

# A1a. Population Survey Data

- Findings (Continued):
  - SIPP results suggest that each of the first four (hearing, vision, ambulatory and cognitive) questions do not perform well.
  - Seven Question Sequence?
    - Perhaps need a broader, “catch-all” question.
    - Adding a work limitation question to the 6QS would improve its ability to identify about 93% of SSDI/SSI recipients.
    - Work limitation question in the SIPP appears to have few false positives -- about 95% have other verifying information.



# A1b. Federal Program Data and Expenditures

- Investigators: Livermore, Stapleton, and O'Toole (MPR)
- Purpose:
  - Estimate federal and state spending on programs for working-age (age 18–64) people with disabilities in FY 2008.
  - Compare to FY 2002 estimates from Stapleton and Goodman (2007).
- Data: Based on published program statistics and studies.
- Status: Completed paper on federal expenditures; Data guide forthcoming.

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# A1b. Federal Program Data and Expenditures

- Findings: Federal and State Spending Estimates by Major Category, FY 2008

Category	FY 2008 Spending (billions)	Percentage of FY 2008 Spending	Percentage Change Since FY 2002 (inflation adjusted)
Health care	\$235.5	54.9	29.9
Income maintenance	\$173.8	40.6	27.7
Housing and food assistance	\$11.6	2.7	17.9
Education, training, and employment	\$5.1	1.2	-3.1
Other services	\$2.5	0.6	2.3
<b>Total</b>	<b>\$428.5</b>	<b>100.0</b>	<b>28.2</b>

(Continued)



# A1b. Federal Program Data and Expenditures

- Findings (Continued):
  - Possible reasons for growth are rising number of people with disabilities in assistance programs and rising health care costs.
  - Continued and growing imbalance away from education, training and employment services.
- Implications:
  - Spending is on an unsustainable path; Incremental changes are likely to harm this population and to provide only short-term benefits.
  - Fundamental restructuring of disability programs is needed to address the long-term fiscal crisis (incentives that promote employment, early intervention, integration and coordination of programs).

# A1c. VR/SSA Data: Case Control Study

- Investigators: O'Neill, Cardoso, Mamun, and Potamites (Kessler/Hunter/MPR)
- Purpose: Compare employment outcomes of SSA DI beneficiaries who “affiliate” with SVRA to matched beneficiaries who don’t “affiliate” with SVRA.
- Data: SSA Ticket Research File matched to RSA 911.
- Status: Ongoing.

(Continued)

# A1c. VR/SSA Data: Case Control Study

- Methods:

- Propensity scores to match SSA disability beneficiaries who do and don't use SVRA services.
- Survival analysis to analyze the proportion of participants who have positive employment outcomes over a five year period (2005-2010).
- Repeat analyses on low incidence disability groups (autism, MS, CP, HIV/AIDS, severe hearing impairment, severe vision impairment) and racial/ethnic groups.

# A1d. VR/SSA Data: SSA Beneficiary Movement

- Investigators: O'Neill, Cardoso, Mamun, and Potamites (Kessler/Hunter/MPR)
- Purpose: Understand the degree to which ticket-to-work influenced the efficiency of DI SSA disability beneficiaries moving onto and through SVRA services.
- Data: SSA Ticket Research File matched to RSA 911.
- Status: Ongoing.

(Continued)

# A1d. VR/SSA Data: SSA Beneficiary Movement

- Methods:

- Survival analysis over five years (2005-2010) comparing ticket to non-ticket recipients on movement to and through the SVRA system (e.g., time from SSA benefit to SVRA application; time from SVRA application to SVRA eligibility; time from SVRA eligibility to IPE; time from IPE to closure with employment).
- A quasi-experimental study exploiting the random distribution of tickets.
- Will control for race/ethnicity, gender, education, and type of disability.
- Repeat analyses on low incidence disability groups (autism, MS, CP, HIV/AIDS, severe hearing impairment, severe vision impairment) and racial/ethnic minority groups.

# A1e. Data on Youth and Young Adults

- Investigators: Honeycutt, Mann, Wittenburg (MPR)
- Purpose:
  - Create a framework to identify disability definitions within existing surveys.
  - Identify how type and timing of a disability affects later outcomes.
  - Examine prevalence and influence of risky behaviors for youth with and without disabilities.
- Data: ACS, CPS, NHIS, SIPP, NLSY97, NLTS2, NSCF, NSCH.
- Status: Ongoing; forthcoming project will link youth and adult disability statistics.

(Continued)

# A1e. Data on Youth and Young Adults

- Findings:
  - Disability prevalence varies across surveys, though there are substantial overlaps in definitions.
  - Including youth with special needs (e.g., special education) increases disability prevalence.
  - Youth with persistent or late onset disabilities, as well as youth with mental conditions, have poorer education and employment outcomes than other youth.
  - Youth with mental limitations are more likely to engage in risky behavior than youth with other or no limitations.

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# A1e. Data on Youth and Young Adults

- Implications:

- Help policymakers and researchers understand how and why youth disability prevalence varies across surveys.
- Inform policies and programs to promote human capital development for youth with disabilities, particularly youth with mental limitations.





# A1f. Time-Use among Persons with Disabilities

- Investigators: Schwartz and Ben-Shalom (MPR)
- Purpose: We will address the following:
  - Do adults with disabilities spend more time on health-related activities than non-disabled adults?
  - What are the differences in the time use between people with and without disabilities?
  - How does living with a person with a disability affect the time-use patterns of other adults in the household?
- Data:. 2003 - 2010 American Time Use Survey (ATUS)
- Status:. Started this year.

# A1g. Disability and Housing

- Investigators: Hoffman and Livermore (MPR)
- Purpose:
  - Fill the knowledge gap on the housing status of working-age people with disabilities,
  - Identify areas in which housing for people with disabilities is lacking
  - Assess the effect of housing policies on housing quality.
- Data: 2009 American Housing Survey.
- Results:
  - People with disabilities reside in units with significantly lower levels of quality and in less desirable neighborhoods.

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# A1g. Disability and Housing

- Results (Continued):
  - Having a disability is associated with an 8 percentage point increase in housing assistance use.
  - Several forms of housing assistance were associated with positive outcomes:
    - Housing vouchers were associated with quality housing characteristics.
    - Low-cost mortgages were associated with desirable neighborhood characteristics.

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# A1g. Disability and Housing

- Implications:

- Disability may be associated with poor housing characteristics for several reasons:
  - Less disposable income due to disability-related expenditures,
  - High rates of long-term poverty,
  - Difficulty identifying and fixing deficiencies.
- Select forms of housing assistance may help people with disabilities secure suitable housing.

# B1. Meta-Analysis: Proxy Response

- Investigators: Ballou and Anderson (MPR)
- Purpose: Produce a meta-analysis of the existing literature on use of proxies when interviewing people with disabilities.
- Status: Completed.
- Data: Searched for all articles about conducting research with people with disabilities using proxies. Included those articles based on primary research and that had either an experimental design or were descriptive and supported by data. Reviewed 35 articles. Focused on 22 that directly compared self-and-proxy respondents and reviewed others for insights.

# B1. Meta-Analysis: Proxy Response

Results: Empirical literature comparing the quality of self- and proxy reports is inconclusive in terms of quality of proxy and self reports, reduction of bias, and validity/reliability of proxy reports. Some general themes emerged:

- People with cognitive disabilities are more likely than those with physical and/or sensory limitations to require a proxy.
- Self-and-proxy responses are more likely to match when the information requested is objective and asks for factual, observable responses compared with subjective requests for information.
- A proxy respondent is generally preferred over sample member nonresponse.
- Proxy inclusion and selection can be viewed as a continuum with the best practice objective—to obtain the most reliable and valid information—is to collect information from the sample member even if that person has a disability.

Implications: Multiple considerations must inform decision to include proxies including disability type, question type and mode of administration, and how proxies will be selected. Need more systematic, rigorous methods research.

# B2.1&2. CATI/CAPI Experiment & Bias Analysis

- Investigators: Wright, Sloan, and Grau (MPR)
- Purpose:
  - Examine whether there are differences in the quality of data collected via telephone vs. in person.
  - Determine whether it is possible to scale back or eliminate in-person interviews without a significant increase in bias.
- Data: National Beneficiary Survey (rounds 3 and 4).
- Status: Completed.

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# B2.1&2. CATI/CAPI Experiment & Bias Analysis

- Findings:
  - Data collection mode appears to have a modest effect on data quality for adults with disabilities.
  - Compared to telephone respondents, in-person respondents tended to exhibit:
    - About the same level of item nonresponse and nondifferentiation, fewer socially desirable responses, and less acquiescence.
  - Reducing field efforts to 2 months (vs. 5) does not have a major effect on estimates:
    - Variables prone to “acquiescence” are the most sensitive to reduced field effort.

(Continued)



# B2.1&2. CATI/CAPI Experiment & Bias Analysis

- Implications for Surveying Persons with Disabilities:
  - Risk introducing non-response bias when eliminate field follow-ups (though may be possible to scale back field efforts).
  - Mode effects do not appear to be exacerbated in this population
  - Need to balance risk of measurement error with need to include people with disabilities

# Dissemination Projects

# C1a: Annual Compendium of Disability Statistics

- Leads: Houtenville and Ruiz (UNH)
- Purpose: Compile, translate, and distribute disability statistics, which are spread across federal agencies and not easily found.
- Data: Published gov't statistics, and some generated using public-use data files.
- Status: Produced annually in the last four, with growing distribution and consumer interest.



C1b: [www.DisabilityCompendium.org](http://www.DisabilityCompendium.org) and [www.ResearchOnDisability.org/StatsRRTC](http://www.ResearchOnDisability.org/StatsRRTC)

- Leads: Houtenville, Ruiz, Lauer, Gould, Frick (UNH)
- Purpose: Distribute the Compendium and other StatsRRTC productions and information.
- Status:
  - Newly revised version of [www.DisabilityCompendium.org](http://www.DisabilityCompendium.org) with increased functionality (search, sort, download, print, etc.).
  - Continued maintenance of StatsRRTC site.
  - Developing new “Catchment Area” statistics to facilitate local area statistics – a user can define the areas relevant to them.



# C1c. Source Guide to Surveying PwD

- Leads: Klein and Wright (MPR)
- Purpose: Update the 2008 Source Guide, to reflect recent research related to surveying persons with disability.
- Status: Ongoing

## C1d. Publications and Papers

- Livermore, G., Stapleton, D., & O'Toole, M. (2011). Health care costs are a key driver of growth in federal and state assistance to working-age people with disabilities. *Health Affairs* 30(9): 1664-74.
- Burkhauser, R., Houtenville, A., & Tennant, J. (2012). Capturing the elusive working-age population with disabilities: Reconciling conflicting social success estimates from the CPS and ACS. *Journal of Disability Policy Studies*. Published online June 5.
- Hoffman, D., & Livermore, G. (2012). The house next door: A comparison of residences by disability status using new measures in the American Housing Survey." *CityScape* 14 (1): 5-33.

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## C1d. Publications and Papers

- Burkhauser, R., Fisher, T. L., Houtenville, A., & Tennant, J. (2012). Using the 2009 CPS-ASEC-SSA matched dataset to show who is and is not captured in the official six-question sequence on disability. 14th Annual RRC Conference, August 2012. Available at <http://www.nber.org/programs/ag/rrc/rrc2012/>.
- Stapleton, D., & Livermore, G. (2011). Costs, cuts, and consequences: charting a new course for working-age people with disabilities. *Disability Policy Issue Brief* (No. 11-03). Washington, DC: MPR, Center for Studying Disability Policy.
- American Association of People with Disabilities. (2012). Improving living conditions for people with disabilities. Available at <http://www.aapd.com/resources/publications/improving-living-conditions.pdf>.

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## C1d. Publications and Papers

- Sloan, M., Wright, D., & Barrett, K. (2010). Phone or face-to-face? comparing data from surveys of people with disabilities.” *Disability Policy Issue Brief* (No. 10-04). Washington, DC: MPR, Center for Studying Disability Policy.
- Honeycutt, T., & Wittenburg, D. (2012). Identifying transition-age youth with disabilities using existing surveys.” Report submitted to the NIDRR, July 10, 2012.
- Mann, D., & Honeycutt, T. (2012). Disability onset of youth and their outcomes as young adults.” Report submitted to the NIDRR, October 4, 2012.



# Training Projects

# C2a: Capitol Hill Roll-Out & Consumer Training

- Leads: UNH
- Purpose: Release the Compendium and provide forum for stats agencies to update the field on their ongoing efforts.
- Overview:
  - An annual, anticipated event – three to-date, fourth tomorrow.
  - About 100 in-person and 150 on-line attendees, with a mix of local advocates and people with disabilities, providers, federal agency personnel, and legislative staff.
  - Updates provided by Census, BLS, ODEP, CDC-Hyattsville, CDC-Atlanta.
  - New ILRU Two-Day Training webinar.



# C2d: State-of-the-Science Conference

- Leads: O'Neill, Connolly, and everyone
- Purpose: Provide a forum for clarifying the state-of-the-science (current findings and key issues).
- Overview:
  - Held in concert with Spring CSAVR Conference.
  - Two plenary sessions and three concurrent sessions with three panels (15 presentations in all).
  - About 300 attendees (from VR and stats communities).

# C2b. Support VR Program Evaluation Network

- Lead: Vandergoot (CEMS)
- Purpose:
  - Provide educational opportunities from recognized experts in program evaluation and quality assurance.
  - Develop interagency collaboration networks and work teams committed to the improvement of quality assurance systems and tools.
  - Deliver technical and professional support to state VR program evaluators.
  - Advance continuous improvement in state VR agency QA systems.
- Status: Ongoing

# Technical Assistance Projects

# A2a. Customized Technical Assistance (UNH)

- Leads: Houtenville, Ruiz, and Lauer (UNH)
- Purpose: Provide estimates for key stakeholders upon request.
- Activities:
  - Estimate population projections for NIDRR.
  - Estimate and translate local area (e.g., catchment area) statistics for independent living organizations (Colorado, Indiana, NYC, Nevada, Utah) and others (Chicago Community Trust, Indiana Aging Agency)
  - ILRU Two-Day Training.
  - Creating a new user-defined “catchment area” statistics web site to facilitate use of local statistics.



# A2a. Customized Technical Assistance (CEMS)

- Lead: Vandergoot (CEMS)
- Purpose: Provide technical assistance to state VR agencies.
- Activities:
  - Assisted two state VR agencies to improve methodologies for collecting consumer satisfaction data
  - Survey of supported employment (SE) vendors in one state to identify SE assessment practices
  - Assisted a state VR agency in establishing a milestone payment system for its SE program
  - Collaborated with a state VR agency in an evaluation of outcomes attributable to policy changes
  - Evaluated the evidence basis for “customized employment.”

# C2b. Support VR Program Evaluation Network

- Impacts:
  - Co-sponsored five program evaluation summits.
  - At the last summit 40 state VR agencies attended.
  - NRA created a new division-Rehabilitation Program Evaluation Network (RPEN).
  - Created four online program evaluation courses:
    - 1) Performance Management, Program Evaluation and QA.
    - 2) Evaluation Tools, Processes and Methods.
    - 3) Implementing Performance Management Systems.
    - 4) Professional Development of VR Program Evaluation & QA Staff.



# Rehabilitation Research and Training Center on Individual-Level Characteristics Related to Employment Among Individuals with Disabilities (IC-RRTC)

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Andrew Houtenville, PhD

John O'Neill, PhD

Purvi Sevak, PhD

David Stapleton, PhD

David Vandergoot, PhD

# Motivation for the Center

- Disparities: Despite advances in programs, policies, and technology, there are persistent and far-reaching employment gap between people with and without disabilities.
- ICF and IOM Model: While the environment programs and policies influence disability and employment participation, the role of personal characteristics cannot be ignored.
- Heterogeneity: The population with disabilities is diverse and this diversity may lead to differential employment outcomes and service approaches.
- Success Stories: This heterogeneity provides the variation within which success stories (and barriers) may be identified.

# Why NIDRR?

- NIDRR is uniquely positioned:
  - Investigating the influence of diversity and the heterogeneity of outcomes requires a broad perspective.
  - Agencies that offer services are typically vested in program participants, specific services delivery models, and many times a specific disability type.
  - NIDRR does not provide direct services and therefore is not vested in any one program, services delivery approach, or disability type.
  - It holds to the social model of disability, which recognizes the non-medical elements of disability and social participation.

# Priorities: Three Phases

- Phase I – Synthesis of Available Knowledge: Review and synthesize existing research on individual-level characteristics related to successful and poor employment outcomes among individuals with disabilities.
- Phase II – New Knowledge using Existing Data : Conduct multivariate analyses of existing national datasets to determine the individual-level characteristics that are most strongly associated with employment-related outcomes among individuals with disabilities.
- Phase III – New Data Leading to New Knowledge: Create new knowledge on employment barriers and facilitators for individuals who are at risk of poor employment outcomes.

# Our Approach: Four Hypotheses

- Hypothesis 1: Employment outcomes vary with the individual's health conditions, holding personal and environmental characteristics constant.
- Hypothesis 2: Employment outcomes vary with the individual's demographic characteristics, human capital, and social capital, holding health conditions and characteristics of the environment constant.
- Hypothesis 3: Employment outcomes vary with characteristics of the local environment, holding the individual's health conditions and personal characteristics constant.
- Hypothesis 4: The relationship between employment outcomes and characteristics in each of the three domains depends on the characteristics in the other domains (i.e., the three domains interact).

# IC-RRTC Team

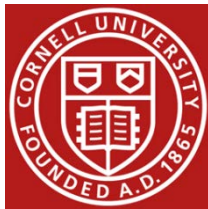
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# Key Findings To-Date and Implications

- Finding: Existing literature documents significant differences in employment outcomes by health, disability type and other individual characteristics
- Finding: The literature, though vast, is segmented across disability type and few studies control for differences in other characteristics that may be driving the employment differences.
  - Implication: Studies using existing data and new data collection efforts should collect and analyze data across type of disability and control for confounding individual and environmental factors.
- Finding: Certain potentially important barriers and facilitators have not been thoroughly studied using quantitative methods.
  - Implication: New data collection efforts should ask about social capital, pain, current/prior employer characteristics.

(Continued)

# Key Findings To-Date and Implications

- Finding: Employment rates by disability type follow a distinct pattern—hearing > vision > ambulatory > cognitive—across nearly all demographic populations, and in nearly all states.
  - Implication: Persons with cognitive difficulty are in the most need attention, and perhaps they are being left behind.
- Finding: Employment outcomes improve monotonically with education.
  - Implication: Education programs for working age individuals may be the answer to the employment gap – GI-like Bill for people with disabilities?
- Finding: Employment highest in small, racially homogenous states and lowest in poor states.
  - Implication: The strength of the state economy matters.

(Continued)



# Key Findings To-Date and Implications

- Finding: Employment rates by disability type follow a distinct pattern—hearing > vision > ambulatory > cognitive—across nearly all demographic populations, and in nearly all states.
  - Implication: Persons with cognitive difficulty are in the most need attention, and perhaps they are being left behind.
- Finding: Employment outcomes improve monotonically with education.
  - Implication: Education programs for working age individuals may be the answer to the employment gap – GI-like Bill for people with disabilities?
- Finding: Employment highest in small, racially homogenous states and lowest in poor states.
  - Implication: The strength of the state economy matters.

(Continued)

# Key Activities and Issues

- Activity: Lauer and Houtenville are estimating statistics for the Health People 2020 employment and unemployment goals.
  - Implication: NIDRR grantees and resources facilitate cross-agency collaboration and the pursuit of broader federal initiatives.
- Issue: The process of gaining access to *restricted data* is uncertainty and often dependent on others.
  - Implication: The timing and planning of projects are affected.
- Issue: In Phase III, we are looking to collect nationally representative data in a *low-cost and effective manner* by using *existing samples*. The issue we face is gaining access to existing samples, whose investigators are cautious.
  - Implication: The timing and planning of projects are affected.

# Research Projects

# Research and Outreach Projects by Priority

- Priority A (Phase I - Synthesis of Available Knowledge):
  - A1: Vocational Rehabilitation and Social Science Literature
- Priority B (Phase II - New Knowledge using Existing Data):
  - B1: Effect of Health Conditions
  - B2: Effect of Personal Characteristics
  - B3: Effect of the Local/State Environment
  - B4: Cross-National Comparisons
  - B5: Variation among SSA Beneficiaries
  - B6: Variation among Vocational Rehabilitation Recipients

(Continued)

# Research and Outreach Projects by Priority

- Priority C (Phase III - New Data Leading to New Knowledge):
  - C1: NSDE Instrument Design and Preliminary Planning
  - C2: Implementing the NSDE
  - C3: Data Coding, Cleaning and Documenting the NSDE
  - C4: NSDE Analysis: Initial Descriptive Data
  - C5-C7: NSDE Analyses: Barriers/Facilitators

(Continued)

# Research and Outreach Projects by Priority

- Priority D1 & D2 (Utilization of Findings):
  - D1: Mathematica Policy Forums
  - D2: CSAVR/RSA/NCRE Training
  - D3: State-of-the-Science Conference
  - D4: Digital Chalk Online Trainings
  - D6: Supplement to the Compendium
  - D7: Manuscripts for Publication
  - D8: Plain Language Summaries
  - D9: [www.ResearchonDisability.org/IC-RRTC](http://www.ResearchonDisability.org/IC-RRTC)
  - D10: Edited Volume: Employment and Disability in America
  - D11: Information, Referral and Statistical/Data Consultation

# A1. VR and Social Science Literature Review

- Investigators: O'Neill, Sevak, Vandergoot (Kessler/Hunter/CEMS)
- Purpose:
  - Review findings in existing literature on the relationship between individual and environmental barriers and facilitators to employment for individuals with disabilities.
  - Identify key gaps in the existing literature to inform Phases 2 and 3.
- Methods: Comprehensive literature review, based on keyword search in bibliographical databases and reading of 1000+ abstracts and 300+ papers.
- Status: Nearing Completion.

# A1. VR and Social Science Literature Review

- Findings:
  - In general, significant differences were found across all individual characteristics in most studies.
    - Synthesis of effect sizes limited by differences in populations studied and methodologies.
  - For H1: 91% of studies which included more than one disability group found significant differences in employment outcomes by type of disability or health condition.
    - Those with more severe disabilities have more negative outcomes.
    - Those with psychiatric and substance abuse conditions have more negative employment outcomes.



# A1. VR and Social Science Literature Review

- Findings (Continued):
  - For H2: Significant differences in employment outcomes were found by:
    - Age in 100% of studies that included age; younger people had higher employment rates,
    - Gender in 86% of studies that included gender; males had higher rates,
    - Race in 91% of studies that included race; nonwhites had lower rates,
    - Work history in 60% of studies that included work history; people with stronger work histories had higher rates, and
    - Marital status in 64% of studies that included marital status; married people had higher rates.

# A1. VR and Social Science Literature Review

- Findings (Continued):

- For H3: challenge is to find RCTs whose results are generalizable.
- Recent studies on the effects of SSDI use “natural experiments” such as variation in examiners or administrative law judges. One finds in the absence of DI receipt, the marginal applicant would\*:
  - Be 21 percentage points more likely to be employed,
  - Be 13 percentage points more likely to engage in “substantial gainful activity” (earn about \$1,000/month, as defined by SSA),
  - Earn \$1,600–\$2,600 more in annual income.

\*Maestas, Nicole, Kathleen Mullen, and Alexander Strand. “Does Disability Insurance Receipt Discourage Work? Using Examiner Assignment to Estimate Causal Effects of SSDI Receipt.” Michigan Retirement Research Center Working Paper WP 2010-241, 2011.

# A1. VR and Social Science Literature Review

- Findings (Continued):
  - For H3, challenge is to find RCTs whose results are generalizable.
    - RCTs of vocational rehabilitation services have shown that innovative or alternative VR services improve employment outcomes relative to basic VR services (OR 1.9-5.8).
    - Numerous studies using the RSA's 911 data find:
      - Services related to looking for, getting, and keeping a job are associated with greater employment (OR 1.25-3.81),
      - Providing college/university education is consistently positively related to employment outcomes, although this effect may not be seen immediately (ORs 1.31-2.15; earnings are 1.8 times higher).

# A1. VR and Social Science Literature Review

- Findings (Continued):
  - Literature is vast but segmented across different disability populations.
    - 69% of studies restricted to individuals with one particular disability or health condition.
  - Few studies control for differences in other characteristics that may be driving the employment differences.
  - Certain potentially important barriers and facilitators have not been thoroughly studied.
    - Results in qualitative studies point to several individual and environmental barriers and facilitators to employment.

# A1. VR and Social Science Literature Review

- Findings (Continued):
  - Employer/job characteristics found important in qualitative literature but missing from quantitative literature.

Facilitators	Barriers
Flexible work hours	Discrimination
Awareness of disability issues	Stigma
Supportive coworkers	
Managing legal requirements	
Worksite interventions	
Workplace internships	

# A1. VR and Social Science Literature Review

- Implications:
  - Studies using existing data (i.e. Phase 2) should:
    - Control for confounding factors,
    - Provide comparisons by disability type, and
    - Model features of the local policy and economic environment.
  - New data collection efforts (i.e. Phase 3) should:
    - Allow for heterogeneity by disability type,
    - Ask about social capital, pain, current/prior employer characteristics including workplace accommodations, transportation, other barriers and facilitators, and
    - Link to administrative data on employment and program participation.

## B1-B3. Effect of Health Conditions, Personal Characteristics, and the Local/State Environment

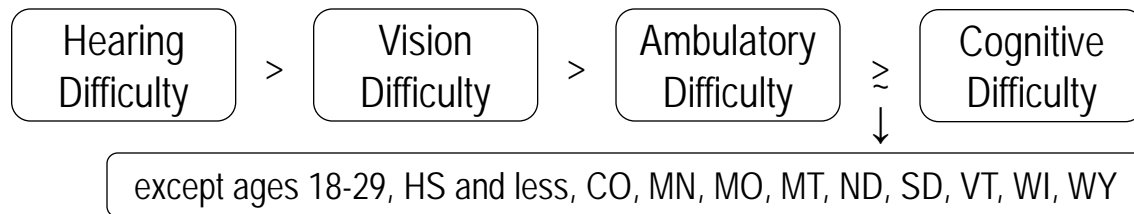
- Investigator: Sevak and Houtenville (Hunter/UNH)
- Purpose: Examine cross-national variability in employment rates among working-age people with disabilities and personal characteristics.
- Data: CPS, ACS, NHIS, and SIPP (Public-Use and Restricted-Access files).
- Status: Ongoing; recently awarded access to the Census Restricted-Use data files with local geocodes.

# B1-B3. Effect of Health Conditions, Personal Characteristics, and the Local/State Environment

- Findings:

- Descriptive analysis in an invited chapter for an forthcoming edited volume on occupational development (editor David Strauser of UI at Urbana-Champaign).

- Uses ACS data for large sample sizes and thus detailed demographics and occupation and industry statistics.
- Regardless of demographics subgroups: the employment rates for persons with



- Employment rates monotonically increase with education.
- Employment gap is widest in “poor” states and narrowest in small states with small minority populations.



# B1-B3. Effect of Health Conditions, Personal Characteristics, and the Local/State Environment

- Initial Implications for Policy from Descriptives:
  - Persons with cognitive difficulty are in the most need attention.
  - Education programs for working age individuals may be the answer to the employment gap.
  - The strength of the state economy matters.

## B4. Cross-National Comparisons

- Investigator: Burkhauser, Houtenville, and Zaidi (Cornell/UNH/University of South Hampton)
- Purpose: Examine cross-national variability in employment rates among working-age people with disabilities and personal characteristics.
- Data: CPS, ACS, and European Union Statistics on Income and Living Conditions (EU-SILC).
- Status: Ongoing.

(Continued)



# B4. Cross-National Comparisons

- Key Issue: Defining Disability
  - Initial results had the U.S. having similar prevalence rates and employment rates lower than ANY EU country and nearest to Malta, Greece, and Cyprus –
    - Regardless of what U.S. definition used (e.g., 6QS).
    - Across all demographic subgroups.
  - Looked very carefully at definitions available in EU-SILC:
    - Anticipate using “strongly limiting” activity limitation conditional upon having a serious chronic illness/condition.
    - CPS has a lead-in statement that is similar to the EU-SILC’s serious chronic illness/condition question.



# B5. Beneficiary Variation

- Investigator: Mamun (MPR)
- Purpose:
  - Examine cross-state variability in employment rates among SSA disability program beneficiaries by their health conditions and personal characteristics.
  - Assess how environmental characteristics interact with the individual characteristics in influencing employment outcomes.
- Data: Ticket Research File (TRF), Master Earnings File (MEF)
- Status: Ongoing.

## B6. Variation among VR Recipients

- Investigators: O'Neill, Sevak, Potamites (Kessler/Hunter/MPR)
- Purpose: investigate cross-state variation in employment rates and earnings to assess how environmental characteristics interact with health and personal characteristics.
- Data: SSA administrative data that merges the Ticket Research File (TRF) to the Master Earnings File (MEF),
- Status: Ongoing.

# B6. Variation among VR Recipients

- Methods:

- Build descriptive data tables that look at variation across the 80 different VR agencies in terms of health conditions, individual characteristics, human capital, social capital and earnings
- Hierarchical linear modeling (HLM) to analyze nested data because factors are nested within two levels (level 1= individuals; level 2=VR agencies/states)
- Variables such as type of VR agency (i.e., blind, combined and general), average agency expenditure on VR clients and state employment rates will be used to account for the impact of agency/state level characteristics.

## C1-7. National Survey of Disability and Employment (NSDE)

- Investigators: Livermore, CyBulski, Martin, O'Neill, Sevak, Burkhauser, and Houtenville
- Purpose:
  - Address critical evidence gaps identified under Phase 1 and 2.
  - Generate new knowledge to better understand employment barriers and facilitators for individuals at risk of poor employment outcomes.
  - Conduct a nationally representative population-based survey of at-risk disability groups.
  - Analyze the resulting data.

# C1-7. National Survey of Disability and Employment (NSDE)

- Status:
  - Delayed. Original plan to conduct follow-back survey of respondents to the Health Tracking Household Survey (HTHS) was not possible.
  - We are pursuing other alternatives including:
    - Piloting a web-based survey of persons with disabilities, and
    - Seeking permission from SSA to call-back NBS sample persons.



# D11. Information, Referral and Consultation

- Leads: Houtenville, Lauer, and Ruiz (UNH)
- Purpose:
  - Provide information and referral information, and
  - Estimate employment statistics for key stakeholders.
- Key Activities:
  - Health People 2020: Estimated the statistics for the unemployment (DH-15) and employment (DH-16) using the CPS
    - By gender, age, race, ethnicity, educational attainment, urbanicity, marital status, veterans status.
    - Including standard errors.





# Rehabilitation Research and Training Center on Employment Policy and Measurement (EPM-RRTC)

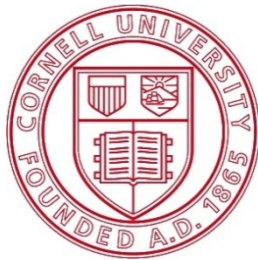
Andrew J. Houtenville, Ph.D.

David Wittenburg, Ph.D.





# EPM-RRTC Team



Burton Blatt Institute  
SYRACUSE UNIVERSITY



Mathematica Policy Research, Inc.





## Motivation for the Center

- Disparities: Despite advances in programs, policies, and technology, there are persistent and far-reaching employment gap between people with and without disabilities!
- Adverse Program Interactions: Disability policy is spread across multiple agencies and jurisdictions. There is a concern that the lack of a coordinated policies may mean the conflict
- Measurement: Current measures and statistics relating to of employment outcomes, accommodations, program participation, and services do not provide sufficient detail.



# Why NIDRR?

- NIDRR is uniquely positioned:
  - It is the only government research institute that focused on disability issues.
  - It holds to the social model of disability, which recognizes the non-medical elements of disability and social participation.
  - It does not provide direct services and therefore is not vested in any one program or services approach, which is crucial given the possibility of interactions.
  - It is positioned to facilitate multi-agency agreements and research related to multiple programs.



## Competitive Priorities

- Impact of Policy: “Increased knowledge of government policies and programs that *affect* employment outcomes for individuals with disabilities”
- Measurement: “Improved capacity to *measure* the employment outcomes of individuals with disabilities”
- Knowledge Translation: “Increased *incorporation* of research findings from the RRTC project into practice or policy”



# Competitive Priorities

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- Knowledge Translation: “Increased *incorporation* of research findings from the RRTC project into practice or policy”



# Research Areas

- Program Interaction
- Health and Education
- Measurement





# Research During the First Three Years

- Frameworks for identifying employment policy problems
- Data use agreements for administrative data
- Findings from secondary data and reviews of demonstrations



# Selected Program Interaction Findings

- Finding: 65% of working-age people with disabilities participation in a safety-net program, compared to 17% of their counterparts without disabilities. 43% of SSDI/SSI recipients, participate in another safety-net program (e.g., 27% participate in SNAP).
  - Implication: Safety-net programs play an important role in lives of working-age people with disabilities and there is a lot of opportunities for program interactions.
- Finding: Employment policy interventions have substantial promise at the state level, but need to be developed based on evidence based practices
  - Implication: Enact reforms that encourage testing and innovation at state, local and federal level



# Selected Program Interaction Findings

- Finding: The more successful return-to-work interventions targeted specific subpopulations, used flexible supports, and supports that differ from traditional approaches
  - Implication: Need innovative supports and possibly customized supports.
- Finding: SSDI beneficiaries are more likely to hit employment milestones (SGA) for certain subgroups, especially those who are younger, seeking employment services, improving labor market, and who were awarded at initial level
  - Implication: Potential use of employment supports by SSDI beneficiaries will vary by subgroups, which informs future interventions.



# Selected Health and Education Findings

- Non-Findings: There was no statistically detectable relationship between Medicaid expansions and a reduction in activity related to children's SSI.
  - Implication: Need to look at policy changes that have bigger impacts on health insurance coverage – elements of the ACA as they are implemented.
- Finding: The distribution of the returns to education are similar for people with early-onset physical disabilities and people without disabilities, but not so for people with early-onset mental disabilities.
  - Implications: A G.I.-like Bill for working-age people with disabilities might pay off.



# Selected Measurement Findings

- Finding: The poverty gap between people with and without disabilities is narrower when using the new “Supplemental” measure but wider when looking at multi-dimensional measures that include social participation factors.
  - Implication: Programs that address disability will need to consider the consequences of poverty, too.
- Finding: In the Great Recession, workers with disabilities were disproportionately affected by the loss of blue-collar and goods-producing jobs.
  - Implication: How the recovery occurs with respect to occupation may influence the employment gap.



# Activities of Interest

- Training: Annual Research to Policy Roundtable
  - 2011: 100 participants in-person and 150 on-line.
  - This year is looking to be about the same.
- Technical Assistance:
  - Stapleton testimony to House Ways and Means Committee.
  - Burkhauser presentation to the Social Security Advisory Board.
  - Houtenville presentation to the Social Security Advisory Board (forthcoming—on Friday).
  - Brucker participation in the Maine State VR Council.



# Project Details



## Research: Program Interaction

- R1a: Beneficiary Employment Before and After the Great Recession (MPR)
- R1b: Evidence of Employment Program Effectiveness (MPR)
- R1c: Public Early Intervention Services and the Work-to-Benefits Transition (MPR)
- R1d: Return-to-Work Efforts among VR Clients with SSDI Benefits (MPR)
- R1e: Provider Use Among Transition-Age Youth (MPR)





## Research: Health and Education

- R1f: Medicaid/CHIP Expansion Interactions with SSI and Employment (Cornell)
- R1g: Public Healthcare Expenditures of Employed People with Disabilities (MPR)
- R1h: Higher Ed. Effects on the Employment of Individuals with Deafness (Cornell)
- R1i: Returns to Education among Individuals with Early-Onset Disabilities (UNH)



## Research: Measurement

- R2a: Measuring Employment and Program Participation in Surveys (UNH)
- R2b: Comparing Survey and Administrative Employment Measures (MPR)
- R2c: ADA and Measuring Job Characteristics and Requirements (Rutgers)
- R2d: Measuring Modifications, Accommodations, and Ongoing Supports (UNH)
- R2e: Disability and Alternative Measures of Poverty (UNH/Fordham)



# Knowledge Translation: Training

- T1: Annual Research-to-Policy Roundtables
- T2: State-of-the-Science Conference
- T3: Conference/Webinar Presentations
- T4: Research-to-Policy Online Training Series
- T5: Graduate Student Mentorship



# Knowledge Translation: Technical Assistance

- TA1: Information and Referral TA
- TA2: Consultative TA
- TA3: Follow-Up TA



# Knowledge Translation: Dissemination

- DM1: Journal Publications
- DM2: Edited Volume – Disability, Employment, and Government Policy
- DM3: Research-to-Policy Brief Series
- DM4: AAPD Quarterly Newsletter Pieces
- DM5: [www.ResearchonDisability.org/EPM-RRTC](http://www.ResearchonDisability.org/EPM-RRTC)



# R1a: Employment and the Great Recession

- Investigators: Livermore and Honeycutt (MPR)
- Purpose: Assess the employment experiences of working-age people with disabilities before and after the Great Recession, relative to their counterparts without disabilities
- Data: Current Population Survey (CPS)
- Findings:
  - Employment declined for people with disabilities at rates similar to those of people without disabilities, but was relatively larger for people with disabilities.
  - Workers with disabilities were disproportionately affected by the loss of blue-collar and goods-producing jobs.



# R1a: Employment and the Great Recession

- Findings (Continued):
  - Workers with disabilities who were older and better educated comprised a higher proportion of workers with disabilities after the recession.
  - Income and earnings decreased for the working-age population with disabilities, but not disproportionately so.



# R1a: Employment and the Great Recession

	2006	2010	Change	Percent Change
<b>Labor force participation rate (%)</b>				
People with disabilities	24.1	22.9 <sup>b</sup>	-1.2	-4.9
People without disabilities	82.5	81.8 <sup>a</sup>	-0.7	-0.8
<b>Unemployment rate (%)</b>				
People with disabilities	12.6	18.3 <sup>a,b</sup>	5.7	45.2
People without disabilities	4.6	10.0 <sup>a</sup>	5.4	117.4
<b>Annual employment rate (%)</b>				
People with disabilities	29.3	25.0 <sup>a,b</sup>	-4.3	-14.7
People without disabilities	83.9	79.9 <sup>a</sup>	-4.0	-4.8

Source: March CPS, 2006 – 2011

<sup>a</sup> Indicates that the 2010 value is significantly different from the 2006 value at the 0.05 level.

<sup>b</sup> Indicates 2010 value for people with disabilities is significantly different from the 2010 value for people without disabilities at the 0.05 level.





# R1b: Employment Program Effectiveness

- Investigators: Wittenburg, Mann, and Thompkins (MPR)
- Purpose:
  - Briefly describe the US disability system's employment-focused policies
  - Provide an overview of several rigorous and/or large evaluations of return to work supports
- Data: Literature
- Findings:
  - The more successful return to work interventions:
    - Targeted subpopulations,
    - Used flexible supports.



# R1b: Employment Program Effectiveness

- Findings (Continued):
  - The less successful return to work interventions:
    - Were not dramatically different than the current available supports.
  - Both more and less effective interventions have resulted in policy change.
  - Very few of these interventions reduced disability program caseloads or costs.



## R1c: Public Early Intervention Services

- Investigators: Wittenburg and Honeycutt (MPR)
- Purpose: To analyze the duration of VR eligibility to DI entry applied to disability insured VR clients.
- Data: RSA-911 and SSA administrative data
- Findings:
  - In progress



# R1d: Return-to-Work: VR Clients with SSDI

- Investigators: Mamun and Ben-Shalom (MPR)
- Purpose:
  - Provide a longitudinal view of beneficiary outcomes on trial work period (TWP) and school-to-work transition (STW).
  - Identify the role of different factors in helping new adult SSDI beneficiaries return to work.
- Data: SSA's Ticket Research File (TRF).
- Findings:
  - Rates of attaining milestones are decelerated by:
    - Award decision at a higher adjudicative level,
    - Having back/other musculoskeletal disorders and other psychiatric disorders.



# R1d: Return-to-Work: VR Clients with SSDI

- Findings (continued):
  - Rates of return-to-work milestones are accelerated by:
    - Younger age at award,
    - Greater years of education,
    - Sensory impairment,
    - Seeking employment services,
    - Lower unemployment and improving labor market.



# R1e: Provider Use Among Transition-Age Youth

- Investigators: Honeycutt and Wittenburg (MPR)
- Purpose: Conduct a secondary analysis of data from SSA's Youth Transition Demonstration in order to
  - Identify the patterns of service provider use among SSI youth ages 14 to 24.
  - Document how a demonstration project affected the service provider use pattern.
- Data: SSA Youth Transition Demonstration data
- Findings:
  - Secondary schools play a dominant role in the service provider network of youth enrolled in high school.



# R1e: Provider Use Among Transition-Age Youth

- Findings (Continued):
  - The provider network of youth not enrolled in high school is fragmented, with many youth not receiving any services from providers.
  - The demonstration project promoted the connections of youth with providers, particularly for youth not enrolled in high school.



## R1f: Medicaid/CHIP Expansion and SSI

- Investigators: Burkhauser and Simon (Cornell/Indiana)
- Purpose: study the impact of Medicaid/CHIP expansions on SSI-Under Age 18 participation, since expansion made health insurance more readily available without SSI.
- Data: CPS data and SSA data Aggregated to the state-level
- Findings:
  - There was no statistically detectable relationship between Medicaid expansions and a reduction in activity related to children's SSI.
  - There was no statistically detectable relationship between Medicaid expansions and mother's labor supply.





# R1g: Public Healthcare Expenditures

- Investigators: Livermore (MPR)
- Purpose: To assess the public healthcare expenditures of employed working-age adults with disabilities.
- Data: National Health Interview Survey (NHIS)
- Findings:
  - Project to start in Year 4.



# R1h: Higher Ed. and Persons/w Deafness

- Investigators: Burkhauser (Cornell)
- Purpose: Study the interaction between VR, SSA programs and federal support for higher education by investigating if
  - federal investments in education increase the long-term earnings of hearing-impaired students who attended the EDA-financed NTID at the Rochester Institute of Technology (RIT),
  - their earnings are comparable to a matched sample of RIT hearing students, and
  - hearing-impaired students who receive federal/state VR funding for higher education also achieve comparable earnings.
- Data: Matched SSA-NTID data.
- Findings: Project not yet started



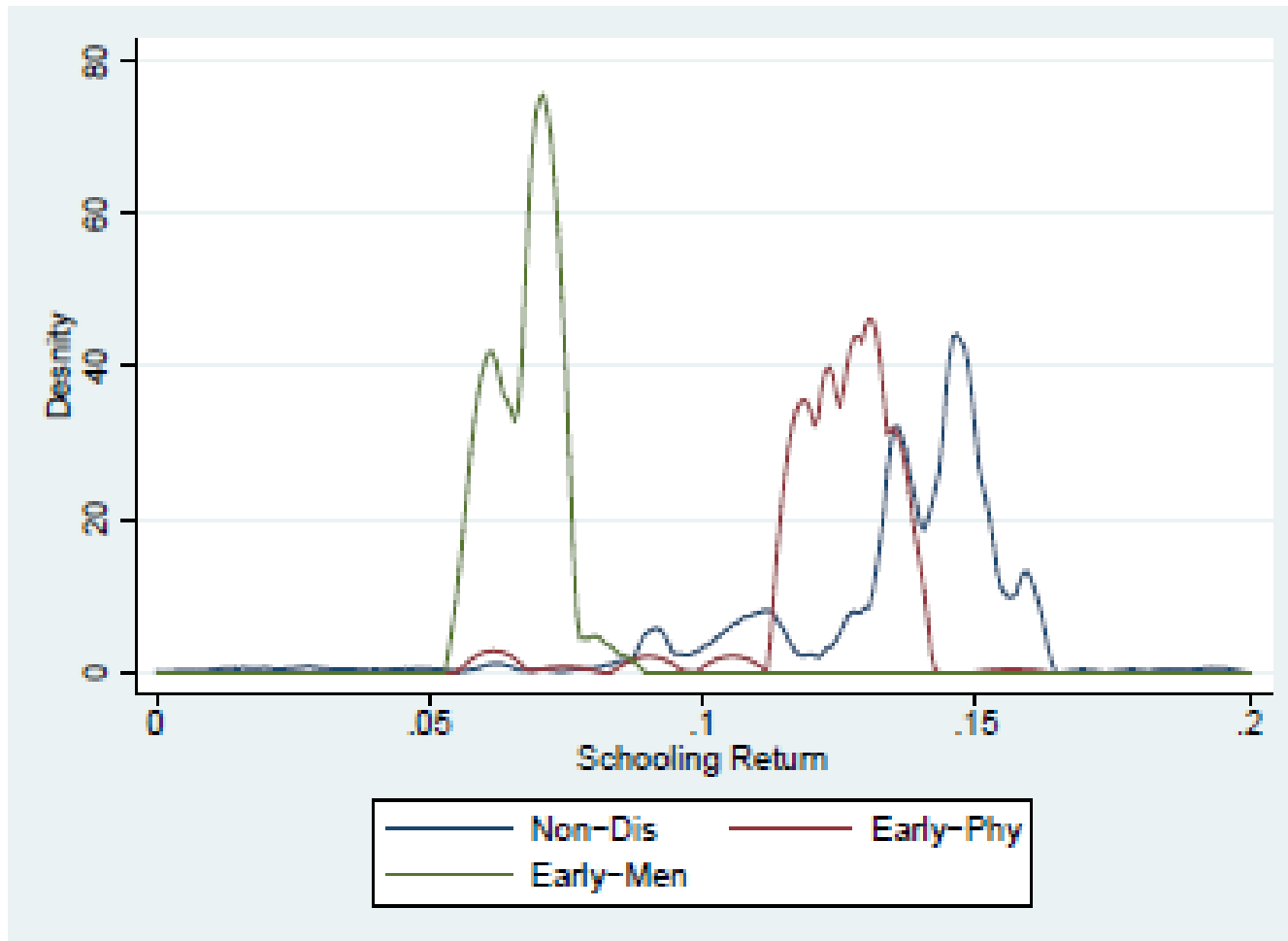
## R1i: Returns to Education

- Investigators: Houtenville and Wang (UNH)
- Purpose: Examines the relationship between the education of those with early-onset disabilities (that is, onset before completion of education) on adult employment and dependence on safety-net program.
- Data: 2001, 2004, 2007, 2010 Survey of Income and Program Participation (SIPP).
- Initial Findings:
  - The distribution of the returns to education are similar for people with early-onset physical disabilities and people without disabilities.
  - Not so for people with early-onset mental disabilities.



# R1i: Returns to Education

Distribution of Coefficient on Years of Education in Earnings Regression





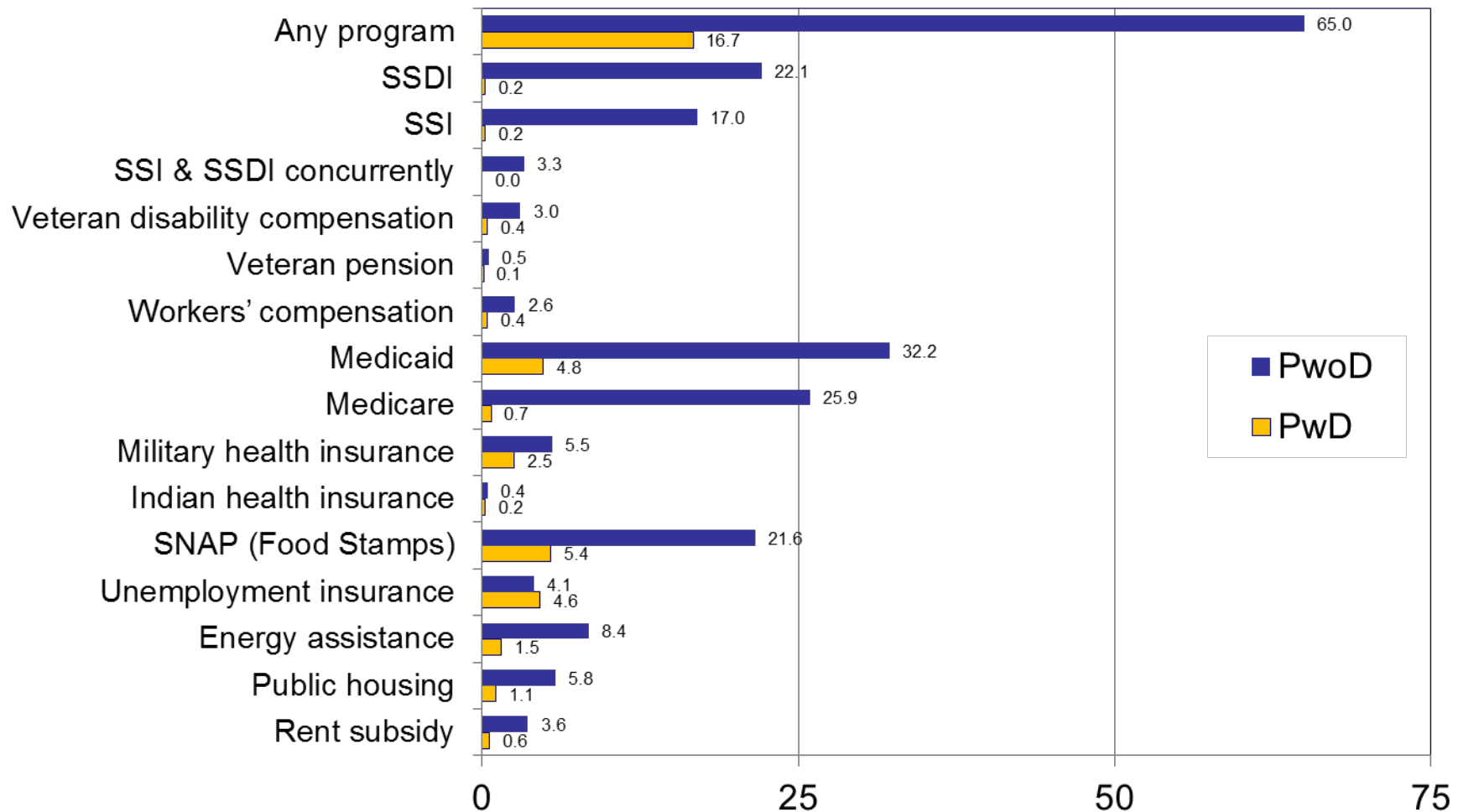
## R2a: Measuring Employment & Program Part.

- Investigators: Houtenville and Brucker (UNH)
- Purpose: To explore safety net program participation and employment services participation among working age adults with disabilities.
- Data: 2009 Current Population Survey
- Findings:
  - 1/3<sup>rd</sup> of working age persons who are participating in safety net programs are persons with disabilities.
  - Among working age persons with disabilities, 65% participate in at least one safety net program (compared to 17% of persons without disabilities).



# R2a: Measuring Employment & Program Part.

## Participation rates among civilians ages 25-61, by disability status





## R2b: Survey and Administrative Measures

- Investigators: Wittenburg (MPR)
- Purpose: To assess the consistency of the matched survey and administrative data from the National Beneficiary Survey (NBS) and four employment-focused demonstration projects.
- Data: NBS and demonstration data.
- Findings:
  - To be started in Year 4.



## R2d: Measuring Accommodations & Supports

- Investigators: Sundar and Hagner (UNH)
- Purpose: To develop and test survey items to collect information on workplace accommodations, modifications, and supports
- Data: Literature review, expert opinions, interviews
- Progress:
  - Phase I – Development of indicators related to workplace accommodations based on review of literature, recommendations from the Job Accommodation Network (JAN), ADA technical assistance centers, and expert opinions.
  - Phase II – In-depth interviews with employed PwD to establish ecological validity of a survey instruments (in progress)



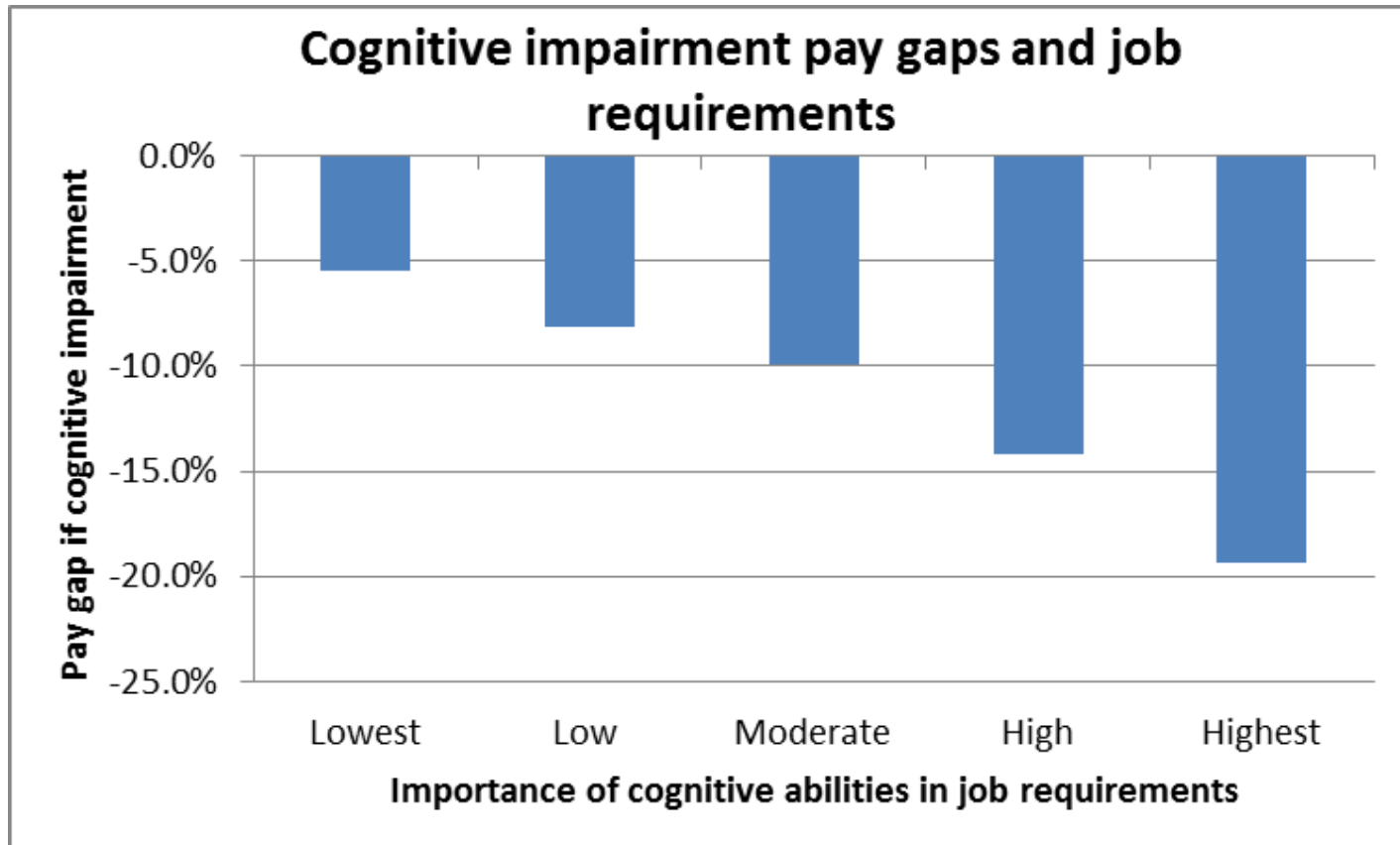


## R2c: ADA and Measuring Job Requirements

- Investigators: Kruse and Schur (Rutgers)
- Purpose:
  - Examine the extent that disability pay gaps are explained by discrimination versus lower productivity of people with disabilities.
  - Examine, more generally, how occupational ability requirements affect employment and earnings prospects of people with disabilities
- Data: American Community Survey (ACS), thus far.
- Findings:
  - For hearing, vision, and cognitive impairments, pay is lower in those jobs where that impairment would be expected to reduce productivity.
  - But pay gaps are still significant in jobs where the impairment should make little or no difference in productivity.



# R2c: ADA and Measuring Job Requirements





## R2e: Alternative Measures of Poverty

- Investigators: Brucker and Mitra (UNH & Fordham)
- Purpose: To explore the association between disability and poverty among working age adults using
  - the official poverty rate
  - the new Supplemental poverty rate
  - two multidimensional measures of poverty:
    - Income, past year employment, health insurance coverage, educational attainment, food security
    - Past year employment, educational attainment, political participation, social connectedness, computer/Internet access.
- Data: 2010 and 2011 Current Population Surveys



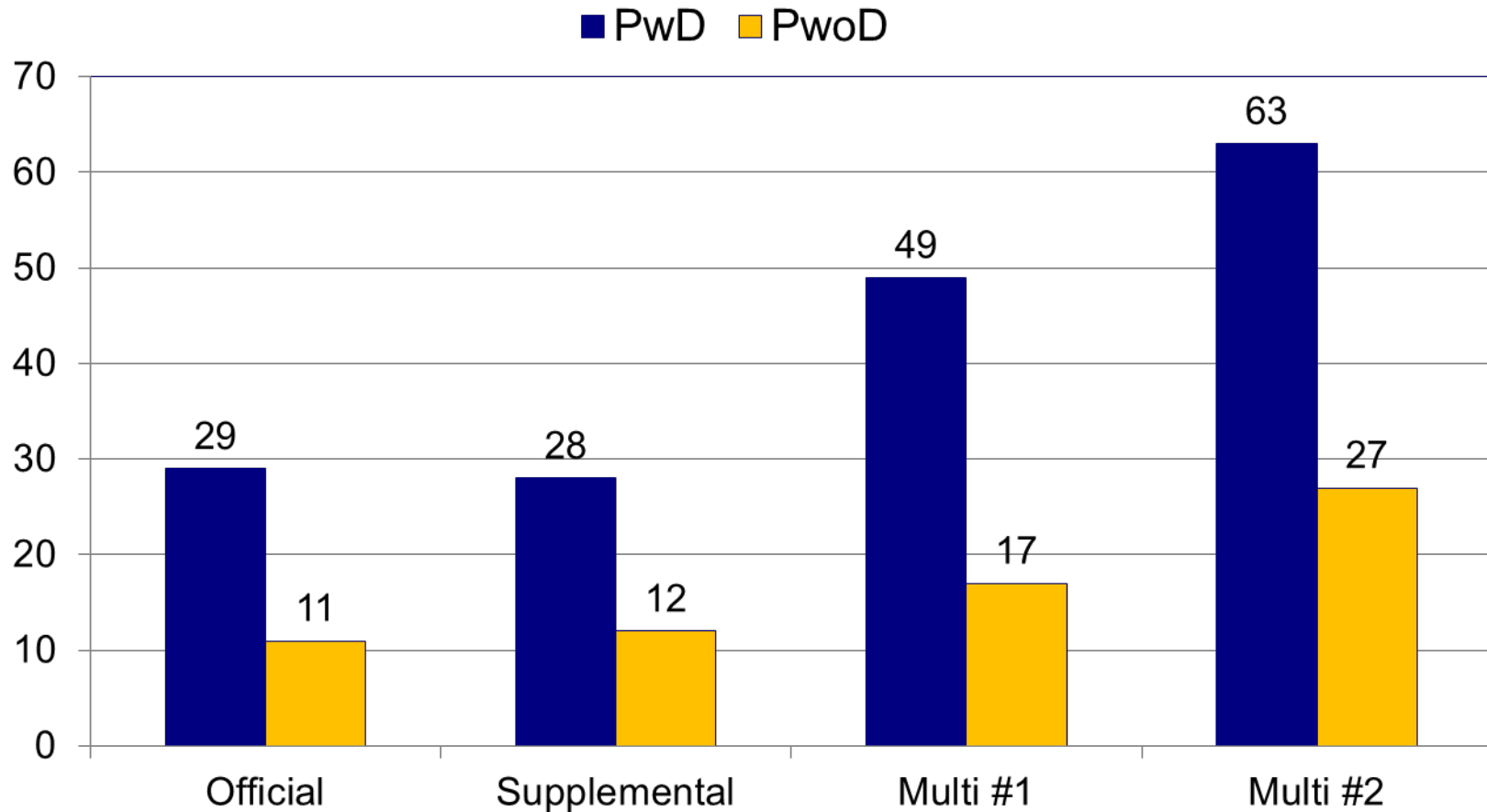
## R2e: Alternative Measures of Poverty

- Findings:
  - The poverty gap between people with and without disabilities exists, regardless of how poverty is measured.
  - The poverty gap is smaller when using the new Supplemental measure.
  - The poverty gap is larger when using the multidimensional poverty.



# R2e: Alternative Measures of Poverty

Poverty rate among working-age civilians,  
by disability status and poverty measure





# DM3: Policy Brief Series



# The SSDI Trust Fund: New Solutions to an Old Problem

- Investigators: Stapleton and Wittenburg (MPR)
- Purpose:
  - Examine the pending fiscal issues facing the Social Security DI Trust Fund.
  - Potential for a work-support policy designed to keep more workers with disabilities in the labor force and off the SSDI rolls.
- Findings:
  - Earnings Support Insurance - Temporary program that would provide cash and employment supports funded by payroll taxes.



# The SSDI Trust Fund: New Solutions to an Old Problem

- Findings (Continued):
  - Universal Short-Term Private Disability Insurance - Required short-term insurance provided by private insurers and funded through mandated employer and employee premiums.
  - Experience Rating - New formula used to determine the allocation of SSDI payroll taxes to employers, based on SSDI use by former employees.
  - Evidence basis needed to test options.





# Fiscal Austerity and the Transition to a 21<sup>st</sup> Century Disability Policy: A Road Map

- Investigators: Mann and Stapleton (MPR)
- Purpose:
  - Provide an overview of America's current disability support system.
  - Purpose an idea for structural reform.
  - Encourage the development of an evidence base that leads to structural reform.
- Findings:
  - The current system is fragmented, inefficient, and uses total inability to work as the criteria for benefit receipt.



# Fiscal Austerity and the Transition to a 21<sup>st</sup> Century Disability Policy: A Road Map

- Findings (Continued):
  - One idea for a better system
    - Consolidate support determinations and delivery under a single entity
    - Provide customized supports to beneficiaries
    - Focus on developing remaining work capacity and getting people back to work when possible
    - Enact financing reforms that compliment other objectives
  - Any interventions that are implemented should be evidence based
    - Testing promising ideas should start as soon as possible



# Back to Work: Recent SSA Employment Demonstrations for People with Disabilities

- Investigators: Mann and Wittenburg (MPR)
- Purpose: Summarize results from four recent SSA employment demonstrations.
- Data: Literature
- Findings:
  - Each demonstration used or is using a rigorous, randomized design to evaluate impacts.
  - Preliminary findings show mixed results:
    - Modest improvements in employment,
    - Larger impacts on more targeted interventions/groups,
    - No substantial reductions in SSA caseload sizes.



# Incremental Policy Changes: Early Work Experience

- Investigators: Morris and Goodman (Syracuse)
- Purpose: To examine legislation, policy and programs that influence employment among transition-age youth with disabilities and suggest opportunities for incremental policy change.
- Data: Literature review, legislative analysis
- Findings:
  - Modify performance report requirements for state education and vocational rehabilitation agencies around work experience participation reporting.



# Incremental Policy Changes: Early Work Experience

- Findings (Continued):
  - Issue joint guidance from US Departments of Education and Labor to state agencies to align policies and resources to support integrated work experiences.
  - Issue guidance from SSA to field offices and all SSI and DI beneficiaries between the ages of 14 and 18 to encourage work experience in community settings.
  - Adopt Transitioning towards Excellence in Achievement and Mobility (TEAM) legislation introduced in 2011 by Congress to strengthen ability of education and VR agencies to provide work-related services for students in high school.



# Knowledge Translation

- Training: Annual Research to Policy Roundtable
  - 2011: 100 participants in-person and 150 on-line.
  - This year is looking to be about the same.
- Technical Assistance:
  - Stapleton testimony to House Ways and Means Committee.
  - Burkhauser presentation to the Social Security Advisory Board.
  - Houtenville presentation to the Social Security Advisory Board (forthcoming).
  - Brucker participation in the Maine State VR Council.