

For release 10:00 a.m. (EDT) Wednesday, April 24, 2013

USDL-13-0729

Technical information: (202) 691-6378 • [cpsinfo@bls.gov](mailto:cpsinfo@bls.gov) • [www.bls.gov/cps](http://www.bls.gov/cps)  
Media contact: (202) 691-5902 • [PressOffice@bls.gov](mailto:PressOffice@bls.gov)

**PERSONS WITH A DISABILITY: BARRIERS TO EMPLOYMENT, TYPES OF ASSISTANCE,  
AND OTHER LABOR-RELATED ISSUES — MAY 2012**

In May 2012, half of all persons with a disability who were not working reported some type of barrier to employment, the U.S. Bureau of Labor Statistics reported today. Lack of education or training, lack of transportation, the need for special features at the job, and a person's own disability were among the barriers reported. Among persons with a disability who were employed, over half had some difficulty completing their work duties because of their disability.

These findings were obtained from a supplement to the May 2012 Current Population Survey (CPS). The supplement was sponsored by the U.S. Department of Labor's Office of Disability Employment Policy. The CPS is a monthly survey of about 60,000 households that obtains information on national employment and unemployment for the civilian noninstitutional population age 16 and over, including information on persons with a disability. The May 2012 supplement 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. For more information, see the Technical Note.

**Selected Characteristics of Persons with a Disability**

In May 2012, about 28.3 million men and women 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 May 2012, 45.4 percent of persons with a disability were age 65 and over, compared with 13.4 percent of those with no disability. Women were somewhat more likely to have a disability than men, partly reflecting the greater life expectancy of women. In terms of educational attainment, 15.1 percent of persons age 25 and over with a disability had a bachelor's degree or higher, compared with 33.4 percent for persons with no disability. (See table 1.)

About 18.2 percent of persons with a disability were employed in May 2012, well below the employment-population ratio of 64.3 percent for persons with no disability. In part, this reflects the older age profile of the group 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**

Half of those with a disability who were not employed in May 2012 (that is, persons who were either unemployed or not in the labor force) reported at least one barrier to employment. When asked to

identify barriers they had encountered, most reported that their own disability was a barrier to employment (80.5 percent). Other barriers cited included lack of education or training (14.1 percent), lack of transportation (11.7 percent), and the need for special features at the job (10.3 percent). (See tables 2 and 3.)

A greater proportion of persons ages 16 to 64 reported a barrier to employment than those age 65 and over (70.8 percent and 29.8 percent, respectively), perhaps reflecting the fact that older workers are, in general, less likely to participate in the labor force. Among persons with a disability age 25 and over, 38.6 percent of persons with a college degree who were not employed reported a barrier to employment, compared with 52.9 percent of those with less than a high school diploma.

### **Prior Work Experience**

Among persons with a disability who were not in the labor force in May 2012 (that is, neither employed nor unemployed), 87.7 percent had worked before. This proportion was essentially the same for both men and women. 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.)

The proportion of persons with a disability who were not in the labor force but had prior work experience increased with age. For example, 21.1 percent of 16- to 24-year-olds had worked before, compared with 96.9 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. About 96.9 percent of those age 25 and over with a college degree had worked before, compared with 84.7 percent of those with less than a high school diploma.

### **Career Assistance Programs**

In May 2012, 7.4 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. Career assistance programs include Vocational Rehabilitation Centers, One-Stop Career Centers, and similar 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. About 26.7 percent of persons with a disability who were looking for work in May 2012 reported using a career assistance program, compared with 11.1 percent of employed persons with a disability and 5.9 percent of those not in the labor force.

Persons with a disability ages 16 to 64 were more likely to have used a career assistance program than those age 65 and over (12.0 percent and 2.0 percent, respectively).

### **Financial Assistance Programs**

About 58.4 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, those who were employed were least likely to have received some type of financial assistance within the past year (23.9 percent). About 39.8 percent of persons with a disability who were unemployed received assistance from at least one of the financial assistance programs listed above, compared with 67.0 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. The large majority (92.5 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.

### **Difficulty Completing Work Duties**

In May 2012, just over half of employed persons with a disability reported that their disability caused difficulty in completing their current work duties. About 27.8 percent reported a little difficulty in completing work duties, 21.1 percent reported moderate difficulty, and 7.0 percent reported severe difficulty. About 44.1 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—46.8 percent versus 57.6 percent. Men and women were about equally likely to report difficulty completing work duties due to their disability.

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

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 (12.5 percent and 8.4 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, 14.1 percent of those ages 16 to 64 had requested a change in their current work place, compared with 3.6 percent of those age 65 and over. (See table 8.)

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

Persons with a disability who asked for a change in their current workplace were more likely to have requested physical changes to the workplace than were those with no disability. In contrast, training, policy changes, or changes in communication or information sharing were more commonly requested by employed persons with no disability.

### **Commute**

About 74.6 percent of persons with a disability used their own vehicle for their commute to work. Other commuting methods used much less often by persons with a disability included riding in a friend or

family member's car, taking a bus, walking, and taking the train or subway. Commuting methods among persons with no disability followed a very similar pattern. (See table 10.)

### **Work at Home**

In May 2012, about 24.5 percent of employed persons with a disability did some work at home as part of their job, compared with 20.2 percent of those with no disability. Older workers (age 65 and over) with a disability were more likely to work at home than those ages 16 to 64, while men and women with a disability were equally likely to work at home. (See table 11.)

Persons with a disability who had higher educational attainment were more likely to work at home. For example, among persons with a disability age 25 and over, college graduates were more than 3 times as likely to work at home than those without a high school diploma (48.9 percent and 14.8 percent, respectively).

### **Flexible Work Hours**

Employed persons with a disability were more likely than those with no disability to have flexible work schedules in May 2012 (42.2 percent and 35.0 percent, respectively). These workers reported that they had flexible work hours that allowed them to vary the time they began or ended work. (See table 12.)

Over half (57.3 percent) of workers with a disability age 65 and over had flexible work schedules, compared with 39.4 percent of those between 16 and 64 years of age. 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 college graduates than for persons with less education.

### **Temporary Jobs**

In May 2012, about 5.8 percent of employed persons with a disability held jobs that were temporary, compared with 4.4 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.)

For both persons with and without a disability, the likelihood of holding a temporary job was highest among persons who had not completed high school.

# Technical Note

The data in this release were collected through a supplement to the May 2012 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 May 2012 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 Office of Disability Employment Policy.

Information in this release will be made available to sensory-impaired individuals upon request. Voice phone: (202) 691-5200, Federal Relay Service: (800) 877-8339.

## 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 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 ask 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 Web site at [www.bls.gov/cps/cpsdisability\\_faqs.htm](http://www.bls.gov/cps/cpsdisability_faqs.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 Internet at [www.bls.gov/cps/documentation.htm](http://www.bls.gov/cps/documentation.htm).

## Selected questions and concepts from the May 2012 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. Vocational Rehabilitation Centers
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

- work?
1. Yes
  2. No

**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

**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

### 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.

Additional information on the reliability of data from the CPS and estimating standard errors 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, May 2012**  
 [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.....	242,966	156,024	64.2	143,144	58.9	12,881	8.3	86,941
Men.....	117,177	82,977	70.8	75,931	64.8	7,046	8.5	34,200
Women.....	125,788	73,048	58.1	67,212	53.4	5,835	8.0	52,741
<b>PERSONS WITH A DISABILITY</b>								
Total, 16 years and over.....	28,308	5,919	20.9	5,162	18.2	758	12.8	22,389
Men.....	12,790	3,184	24.9	2,775	21.7	409	12.9	9,606
Women.....	15,518	2,735	17.6	2,387	15.4	348	12.7	12,783
<b>Age</b>								
16 to 64 years.....	15,445	5,030	32.6	4,350	28.2	680	13.5	10,415
16 to 24 years.....	1,429	467	32.7	333	23.3	135	28.8	962
25 to 34 years.....	1,670	715	42.8	599	35.9	116	16.2	955
35 to 44 years.....	2,117	816	38.5	682	32.2	133	16.3	1,301
45 to 54 years.....	4,246	1,347	31.7	1,202	28.3	145	10.8	2,898
55 to 64 years.....	5,984	1,685	28.2	1,533	25.6	151	9.0	4,299
65 years and over.....	12,863	889	6.9	812	6.3	77	8.7	11,974
<b>Educational attainment</b>								
Total, 25 years and over.....	26,879	5,452	20.3	4,829	18.0	623	11.4	21,427
Less than a high school diploma.....	6,411	674	10.5	576	9.0	98	14.5	5,737
High school graduates, no college <sup>1</sup> .....	9,659	1,793	18.6	1,564	16.2	229	12.8	7,866
Some college or associate degree.....	6,742	1,756	26.1	1,547	22.9	209	11.9	4,986
Bachelor's degree and higher <sup>2</sup> .....	4,068	1,229	30.2	1,142	28.1	87	7.1	2,838
<b>PERSONS WITH NO DISABILITY</b>								
Total, 16 years and over.....	214,657	150,105	69.9	137,982	64.3	12,123	8.1	64,552
Men.....	104,387	79,793	76.4	73,156	70.1	6,636	8.3	24,595
Women.....	110,270	70,313	63.8	64,826	58.8	5,487	7.8	39,957
<b>Age</b>								
16 to 64 years.....	185,902	143,610	77.3	131,930	71.0	11,679	8.1	42,292
16 to 24 years.....	37,355	20,904	56.0	17,393	46.6	3,511	16.8	16,451
25 to 34 years.....	39,241	33,042	84.2	30,367	77.4	2,675	8.1	6,198
35 to 44 years.....	37,528	32,208	85.8	30,175	80.4	2,033	6.3	5,319
45 to 54 years.....	39,547	34,294	86.7	32,225	81.5	2,068	6.0	5,254
55 to 64 years.....	32,232	23,162	71.9	21,769	67.5	1,392	6.0	9,070
65 years and over.....	28,755	6,495	22.6	6,052	21.0	444	6.8	22,260
<b>Educational attainment</b>								
Total, 25 years and over.....	177,302	129,201	72.9	120,588	68.0	8,613	6.7	48,101
Less than a high school diploma.....	19,377	11,119	57.4	9,693	50.0	1,425	12.8	8,258
High school graduates, no college <sup>1</sup> .....	51,365	35,033	68.2	32,243	62.8	2,790	8.0	16,332
Some college or associate degree.....	47,407	35,513	74.9	32,851	69.3	2,663	7.5	11,893
Bachelor's degree and higher <sup>2</sup> .....	59,154	47,536	80.4	45,801	77.4	1,735	3.6	11,617

1 Includes persons with a high school diploma or equivalent.

2 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 May 2012 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, May 2012**

[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.....	23,147	11,451	11,296	100.0	49.5	48.8
16 to 64 years.....	11,095	7,860	3,000	100.0	70.8	27.0
65 years and over.....	12,051	3,591	8,296	100.0	29.8	68.8
Men.....	10,015	5,127	4,723	100.0	51.2	47.2
Women.....	13,131	6,324	6,573	100.0	48.2	50.1
Total, 25 years and over.....	22,050	10,731	10,928	100.0	48.7	49.6
Less than a high school diploma.....	5,835	3,086	2,648	100.0	52.9	45.4
High school graduates, no college <sup>2</sup> .....	8,094	3,803	4,144	100.0	47.0	51.2
Some college or associate degree.....	5,195	2,712	2,382	100.0	52.2	45.9
Bachelor's degree and higher <sup>3</sup> .....	2,926	1,130	1,754	100.0	38.6	59.9
Never worked <sup>4</sup> .....	2,820	1,782	986	100.0	63.2	35.0

1 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.

2 Includes persons with a high school diploma or equivalent.

3 Includes persons with bachelor's, master's, professional, and doctoral degrees.

4 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, May 2012**  
 [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.....	11,451	14.1	5.7	11.7	4.2	10.3	7.9	80.5	18.0
16 to 64 years.....	7,860	16.5	7.0	14.3	5.0	12.3	9.7	83.5	15.1
65 years and over.....	3,591	8.6	2.6	5.9	2.6	5.9	4.1	74.1	24.4
Men.....	5,127	14.6	6.7	11.5	4.3	9.9	7.7	81.9	16.7
Women.....	6,324	13.6	4.8	11.8	4.2	10.7	8.1	79.5	19.1
Total, 25 years and over.....	10,731	12.9	5.2	10.4	4.3	9.9	7.5	80.8	18.2
Less than a high school diploma.....	3,086	23.5	7.4	11.9	4.9	9.2	6.2	80.4	19.1
High school graduates, no college <sup>2</sup> .....	3,803	9.0	4.1	9.0	3.1	8.3	6.4	81.9	17.5
Some college or associate degree.....	2,712	10.3	5.3	11.3	5.8	12.5	10.5	80.4	16.7
Bachelor's degree and higher <sup>3</sup> .....	1,130	3.3	2.5	8.8	2.6	11.0	7.7	79.5	21.6
Never worked <sup>4</sup> .....	1,782	19.2	8.0	14.1	3.2	8.0	4.9	75.5	20.5

1 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.

2 Includes persons with a high school diploma or equivalent.

3 Includes persons with bachelor's, master's, professional, and doctoral degrees.

4 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, May 2012**  
 [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.....	22,389	19,631	2,758	100.0	87.7	12.3
Men.....	9,606	8,390	1,216	100.0	87.3	12.7
Women.....	12,783	11,241	1,542	100.0	87.9	12.1
<b>Age</b>						
16 to 64 years.....	10,415	8,029	2,387	100.0	77.1	22.9
16 to 24 years.....	962	203	759	100.0	21.1	78.9
25 to 34 years.....	955	612	342	100.0	64.1	35.9
35 to 44 years.....	1,301	1,034	267	100.0	79.5	20.5
45 to 54 years.....	2,898	2,364	534	100.0	81.6	18.4
55 to 64 years.....	4,299	3,816	484	100.0	88.8	11.2
65 years and over.....	11,974	11,602	371	100.0	96.9	3.1
<b>Educational attainment</b>						
Total, 25 years and over.....	21,427	19,428	1,999	100.0	90.7	9.3
Less than a high school diploma.....	5,737	4,862	875	100.0	84.7	15.3
High school graduates, no college <sup>2</sup> .....	7,866	7,112	754	100.0	90.4	9.6
Some college or associate degree.....	4,986	4,703	283	100.0	94.3	5.7
Bachelor's degree and higher <sup>3</sup> .....	2,838	2,751	87	100.0	96.9	3.1

1 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.

2 Includes persons with a high school diploma or equivalent.

3 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, May 2012**

[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.....	28,308	2,104	7.4
Employed.....	5,162	575	11.1
Unemployed.....	758	202	26.7
Not in the labor force.....	22,389	1,327	5.9
Previously worked.....	19,631	1,145	5.8
Never worked <sup>2</sup> .....	2,758	182	6.6
Total, 16 to 64 years.....	15,445	1,852	12.0
Employed.....	4,350	544	12.5
Unemployed.....	680	193	28.4
Not in the labor force.....	10,415	1,115	10.7
Previously worked.....	8,029	935	11.7
Never worked <sup>2</sup> .....	2,387	180	7.5
Total, 65 years and over.....	12,863	252	2.0
Employed.....	812	32	3.9
Unemployed.....	77	9	11.8
Not in the labor force.....	11,974	212	1.8
Previously worked.....	11,602	210	1.8
Never worked <sup>2</sup> .....	371	2	0.5

1 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.

2 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.

**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, May 2012**  
 [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.....	28,308	16,537	58.4	100.0	6.2	92.5
16 to 64 years.....	15,445	8,306	53.8	100.0	10.2	88.0
65 years and over.....	12,863	8,232	64.0	100.0	2.2	97.0
Employed.....	5,162	1,235	23.9	100.0	11.9	87.8
Usually work full time.....	3,397	506	14.9	100.0	9.4	90.6
Usually work part time.....	1,765	730	41.3	100.0	13.7	85.8
Unemployed.....	758	302	39.8	100.0	11.5	87.3
Not in the labor force.....	22,389	15,000	67.0	100.0	5.6	93.0

<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, May 2012**

[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.....	5,162	100.0	44.1	27.8	21.1	7.0
16 to 64 years.....	4,350	100.0	42.4	28.2	22.2	7.2
65 years and over.....	812	100.0	53.2	26.0	14.9	5.9
Men.....	2,775	100.0	45.6	27.5	19.3	7.6
Women.....	2,387	100.0	42.4	28.2	23.1	6.3

**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, May 2012**

[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.....	143,144	12,300	8.6
16 to 64 years.....	136,280	11,889	8.7
65 years and over.....	6,863	411	6.0
Men.....	75,931	6,054	8.0
Women.....	67,212	6,247	9.3
<b>Persons with a disability</b>			
Total, 16 years and over.....	5,162	643	12.5
16 to 64 years.....	4,350	614	14.1
65 years and over.....	812	29	3.6
Men.....	2,775	294	10.6
Women.....	2,387	349	14.6
<b>Persons with no disability</b>			
Total, 16 years and over.....	137,982	11,658	8.4
16 to 64 years.....	131,930	11,275	8.5
65 years and over.....	6,052	382	6.3
Men.....	73,156	5,760	7.9
Women.....	64,826	5,898	9.1

**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, May 2012**

[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.....	12,300	36.4	13.6	22.8	46.7	16.0	1.3	12.4	13.6	10.8
16 to 64 years.....	11,889	36.2	13.5	22.8	46.9	16.0	1.3	12.5	13.7	10.6
65 years and over.....	411	41.7	16.2	22.8	40.0	15.0	0.8	7.2	9.3	15.3
Men.....	6,054	43.1	15.2	24.9	43.9	17.6	1.7	11.3	14.5	10.6
Women.....	6,247	29.9	12.1	20.8	49.5	14.5	1.0	13.4	12.7	11.0
<b>Persons with a disability</b>										
Total, 16 years and over.....	643	33.0	21.4	13.0	44.9	8.9	0.9	6.5	6.6	14.3
16 to 64 years.....	614	32.9	21.8	13.6	45.4	8.8	0.9	6.8	6.9	13.6
65 years and over.....	29	—	—	—	—	—	—	—	—	—
Men.....	294	40.7	26.7	18.9	39.7	9.4	1.7	5.3	5.2	12.6
Women.....	349	26.5	16.9	8.1	49.3	8.5	0.2	7.4	7.7	15.7
<b>Persons with no disability</b>										
Total, 16 years and over.....	11,658	36.6	13.2	23.3	46.8	16.4	1.4	12.7	14.0	10.6
16 to 64 years.....	11,275	36.4	13.1	23.3	47.0	16.4	1.4	12.9	14.1	10.4
65 years and over.....	382	42.2	16.5	24.6	40.5	15.2	0.9	7.8	10.1	14.3
Men.....	5,760	43.2	14.6	25.2	44.1	18.0	1.7	11.6	15.0	10.5
Women.....	5,898	30.1	11.8	21.5	49.5	14.8	1.0	13.8	13.0	10.7

NOTE: 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, May 2012**  
 [Percent distribution]

Characteristic	Total	Persons with a disability	Persons with no disability
Total employed (in thousands).....	143,144	5,162	137,982
<b>Percent of employed persons by commute method</b>			
Total employed.....	100.0	100.0	100.0
Bus.....	2.7	4.2	2.6
Specialized bus or van service for people with disabilities.....	0.2	2.0	0.1
Train/subway.....	2.5	1.5	2.5
Taxi.....	0.2	0.4	0.2
Own vehicle.....	83.3	74.6	83.6
Passenger in a friend or family member's car.....	2.9	4.8	2.8
Carpool.....	1.5	1.3	1.5
Bicycle.....	0.7	0.9	0.7
Walk.....	2.6	4.1	2.5
Other.....	1.8	2.3	1.8
Work from home.....	3.9	6.2	3.8

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, May 2012**

[Numbers in thousands]

Characteristic	Total employed	Worked at home	
		Number	Percent of total employed
<b>TOTAL</b>			
Total, 16 years and over.....	143,144	29,135	20.4
16 to 64 years.....	136,280	26,868	19.7
65 years and over.....	6,863	2,267	33.0
Men.....	75,931	15,504	20.4
Women.....	67,212	13,631	20.3
Total, 25 years and over.....	125,418	28,292	22.6
Less than a high school diploma.....	10,269	702	6.8
High school graduates, no college <sup>1</sup> .....	33,807	3,610	10.7
Some college or associate degree.....	34,398	6,087	17.7
Bachelor's degree and higher <sup>2</sup> .....	46,943	17,892	38.1
<b>Persons with a disability</b>			
Total, 16 years and over.....	5,162	1,265	24.5
16 to 64 years.....	4,350	943	21.7
65 years and over.....	812	322	39.7
Men.....	2,775	699	25.2
Women.....	2,387	566	23.7
Total, 25 years and over.....	4,829	1,239	25.7
Less than a high school diploma.....	576	85	14.8
High school graduates, no college <sup>1</sup> .....	1,564	211	13.5
Some college or associate degree.....	1,547	385	24.9
Bachelor's degree and higher <sup>2</sup> .....	1,142	559	48.9
<b>Persons with no disability</b>			
Total, 16 years and over.....	137,982	27,870	20.2
16 to 64 years.....	131,930	25,925	19.7
65 years and over.....	6,052	1,945	32.1
Men.....	73,156	14,806	20.2
Women.....	64,826	13,065	20.2
Total, 25 years and over.....	120,588	27,053	22.4
Less than a high school diploma.....	9,693	617	6.4
High school graduates, no college <sup>1</sup> .....	32,243	3,400	10.5
Some college or associate degree.....	32,851	5,703	17.4
Bachelor's degree and higher <sup>2</sup> .....	45,801	17,333	37.8

1 Includes persons with a high school diploma or equivalent.

2 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, May 2012**

[Numbers in thousands]

Characteristic	Total employed	Flexible work hours	
		Number	Percent of total employed
<b>TOTAL</b>			
Total, 16 years and over.....	143,144	50,486	35.3
16 to 64 years.....	136,280	46,950	34.5
65 years and over.....	6,863	3,536	51.5
Men.....	75,931	27,613	36.4
Women.....	67,212	22,873	34.0
Total, 25 years and over.....	125,418	45,317	36.1
Less than a high school diploma.....	10,269	2,546	24.8
High school graduates, no college <sup>1</sup> .....	33,807	9,750	28.8
Some college or associate degree.....	34,398	11,857	34.5
Bachelor's degree and higher <sup>2</sup> .....	46,943	21,164	45.1
<b>Persons with a disability</b>			
Total, 16 years and over.....	5,162	2,181	42.2
16 to 64 years.....	4,350	1,716	39.4
65 years and over.....	812	465	57.3
Men.....	2,775	1,185	42.7
Women.....	2,387	995	41.7
Total, 25 years and over.....	4,829	2,089	43.3
Less than a high school diploma.....	576	229	39.7
High school graduates, no college <sup>1</sup> .....	1,564	572	36.6
Some college or associate degree.....	1,547	689	44.5
Bachelor's degree and higher <sup>2</sup> .....	1,142	600	52.6
<b>Persons with no disability</b>			
Total, 16 years and over.....	137,982	48,306	35.0
16 to 64 years.....	131,930	45,235	34.3
65 years and over.....	6,052	3,071	50.7
Men.....	73,156	26,428	36.1
Women.....	64,826	21,878	33.7
Total, 25 years and over.....	120,588	43,227	35.8
Less than a high school diploma.....	9,693	2,317	23.9
High school graduates, no college <sup>1</sup> .....	32,243	9,178	28.5
Some college or associate degree.....	32,851	11,168	34.0
Bachelor's degree and higher <sup>2</sup> .....	45,801	20,564	44.9

1 Includes persons with a high school diploma or equivalent.

2 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, May 2012**

[Numbers in thousands]

Characteristic	Total employed	Temporary job	
		Number	Percent of total employed
<b>TOTAL</b>			
Total, 16 years and over.....	143,144	6,312	4.4
16 to 64 years.....	136,280	5,948	4.4
65 years and over.....	6,863	365	5.3
Men.....	75,931	3,405	4.5
Women.....	67,212	2,908	4.3
Total, 25 years and over.....	125,418	4,549	3.6
Less than a high school diploma.....	10,269	742	7.2
High school graduates, no college <sup>1</sup> .....	33,807	1,063	3.1
Some college or associate degree.....	34,398	997	2.9
Bachelor's degree and higher <sup>2</sup> .....	46,943	1,747	3.7
<b>Persons with a disability</b>			
Total, 16 years and over.....	5,162	297	5.8
16 to 64 years.....	4,350	250	5.7
65 years and over.....	812	47	5.8
Men.....	2,775	164	5.9
Women.....	2,387	133	5.6
Total, 25 years and over.....	4,829	256	5.3
Less than a high school diploma.....	576	55	9.5
High school graduates, no college <sup>1</sup> .....	1,564	75	4.8
Some college or associate degree.....	1,547	66	4.3
Bachelor's degree and higher <sup>2</sup> .....	1,142	60	5.3
<b>Persons with no disability</b>			
Total, 16 years and over.....	137,982	6,015	4.4
16 to 64 years.....	131,930	5,698	4.3
65 years and over.....	6,052	317	5.2
Men.....	73,156	3,241	4.4
Women.....	64,826	2,775	4.3
Total, 25 years and over.....	120,588	4,293	3.6
Less than a high school diploma.....	9,693	687	7.1
High school graduates, no college <sup>1</sup> .....	32,243	988	3.1
Some college or associate degree.....	32,851	931	2.8
Bachelor's degree and higher <sup>2</sup> .....	45,801	1,687	3.7

1 Includes persons with a high school diploma or equivalent.

2 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.