

DiscoverAbility NJ

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STATE OF NEW JERSEY
DiscoverAbility–Dashboard 2008
Employment of
People with Disabilities



February 2009

DiscoverAbility Dashboard 2008

Employment of People with Disabilities

DiscoverAbility Dashboard 2008 is the first in an annual series of data reports on the employment of people with disabilities in the State of New Jersey. The report includes information on the overall employment and economic status of people with disabilities as well as state administrative data on adults participating in several major employment-related, publicly financed programs that serve individuals with disabilities. It is important to note that this **DiscoverAbility Dashboard 2008** report reflects data on only a select group of state-administered programs.

New Jersey believes that people with disabilities are an integral part of the labor force and should be active and valuable participants in the economic growth and vitality of the state; yet people with disabilities continue to be underrepresented in the New Jersey labor market. There are a number of programs in New Jersey that share a common goal of assisting people with disabilities to get to work.

In 2008, approximately 468,000 New Jerseyans of working age (16-64) reported having a disability, representing a little over 9% of all working-age adults in the state. While the disability prevalence rate in New Jersey is below the U.S. average of 12.6%, it comprises a substantial portion of the potential workforce. The intent of the **DiscoverAbility Dashboard 2008** report is to provide information to the public, policymakers, and interested stakeholders on employment services and employment outcomes of New Jerseyans with disabilities. Employment is generally defined as working at a job for wages or pay. For people with disabilities, employment opportunities exist on a spectrum — from employment in workshops for sub-minimum wages to full-time and part-time competitive employment at all pay levels. For purposes of this report, the term “employment” does not include sub-minimum wage group employment or employment in a workshop setting.

The information and data included in this report are organized into two sections — Employment Participation and Employment Services, and Economic Well-Being — defined as follows:

Employment Participation and Services. This section shows data on the current state of employment participation of working-age adults with disabilities as well as data from public programs where employment is a primary outcome. These include employment outcomes from the New Jersey Division of Vocational Rehabilitation in the New Jersey Department of Labor and Workforce Development and from the New Jersey Commission for the Blind and Visually Impaired in the New Jersey Department of Human Services, which serve exclusively individuals with disabilities, and employment and training services provided to individuals with disabilities who accessed generic workforce development services through One-Stop Career Centers. This section also displays data from major programs in New Jersey whose mission is to prepare people with or without a disability for employment. Services include such activities as job and skill training, job development, job placement, vocational rehabilitation, and counseling. New Jersey believes that residents should have access to quality services and supports so they can best prepare for, secure, and remain in competitive employment. It also includes continued medical benefits provided to working individuals with disabilities through New Jersey’s WorkAbility program.

Economic Well-Being. This section displays data on the current economic status of individuals with disabilities as well as data on their educational attainment. Working-age adults with disabilities in New Jersey are more likely to be unemployed, poor, and have less postsecondary education compared to individuals without disabilities. Economic self-sufficiency through higher income and better education for people with disabilities in New Jersey is an important goal.

This report was developed by the State of New Jersey under the auspices of the *DiscoverAbility* research and data team comprised of representatives of the New Jersey Department of Education, New Jersey Department of Human Services, and New Jersey Department of Labor and Workforce Development.

Employment Participation and Employment Services

Chart 1. Employment Rate of Working-Age Adults (Ages 16-64) in New Jersey by Disability Status, 2004-2007 (Source: American Community Survey/U.S. Census Bureau)

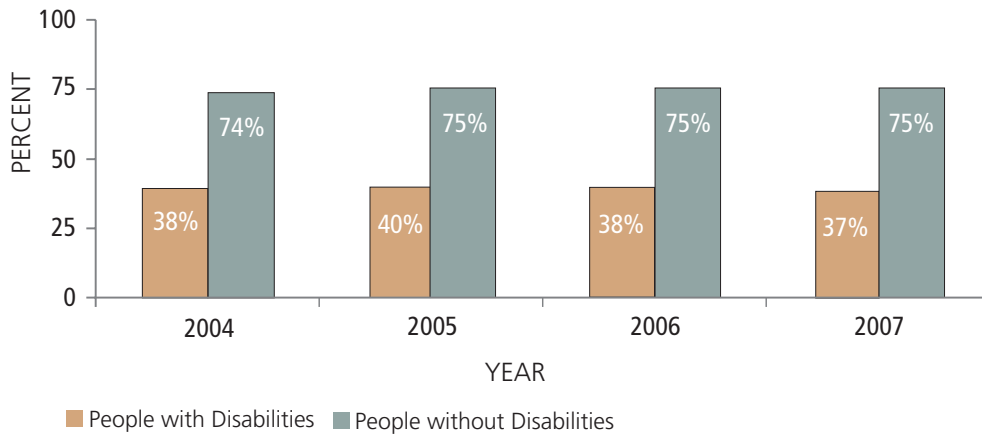
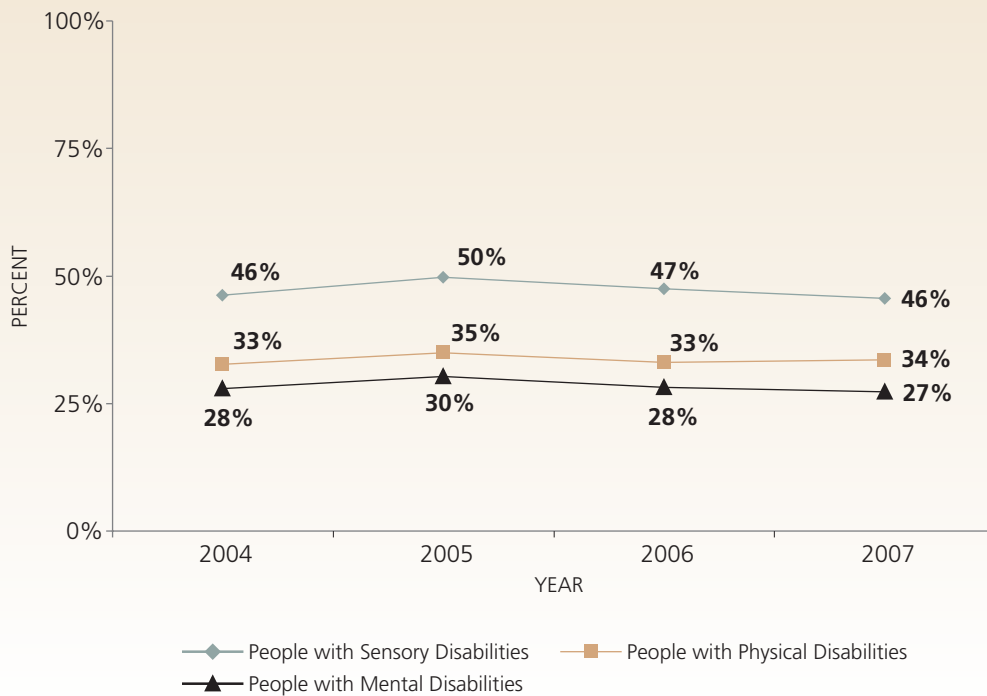


Chart 2. Employment Rate of Working-Age Adults (Ages 16-64) with Disabilities in New Jersey by Type of Disability, 2004-2007 (Source: American Community Survey/U.S. Census Bureau)



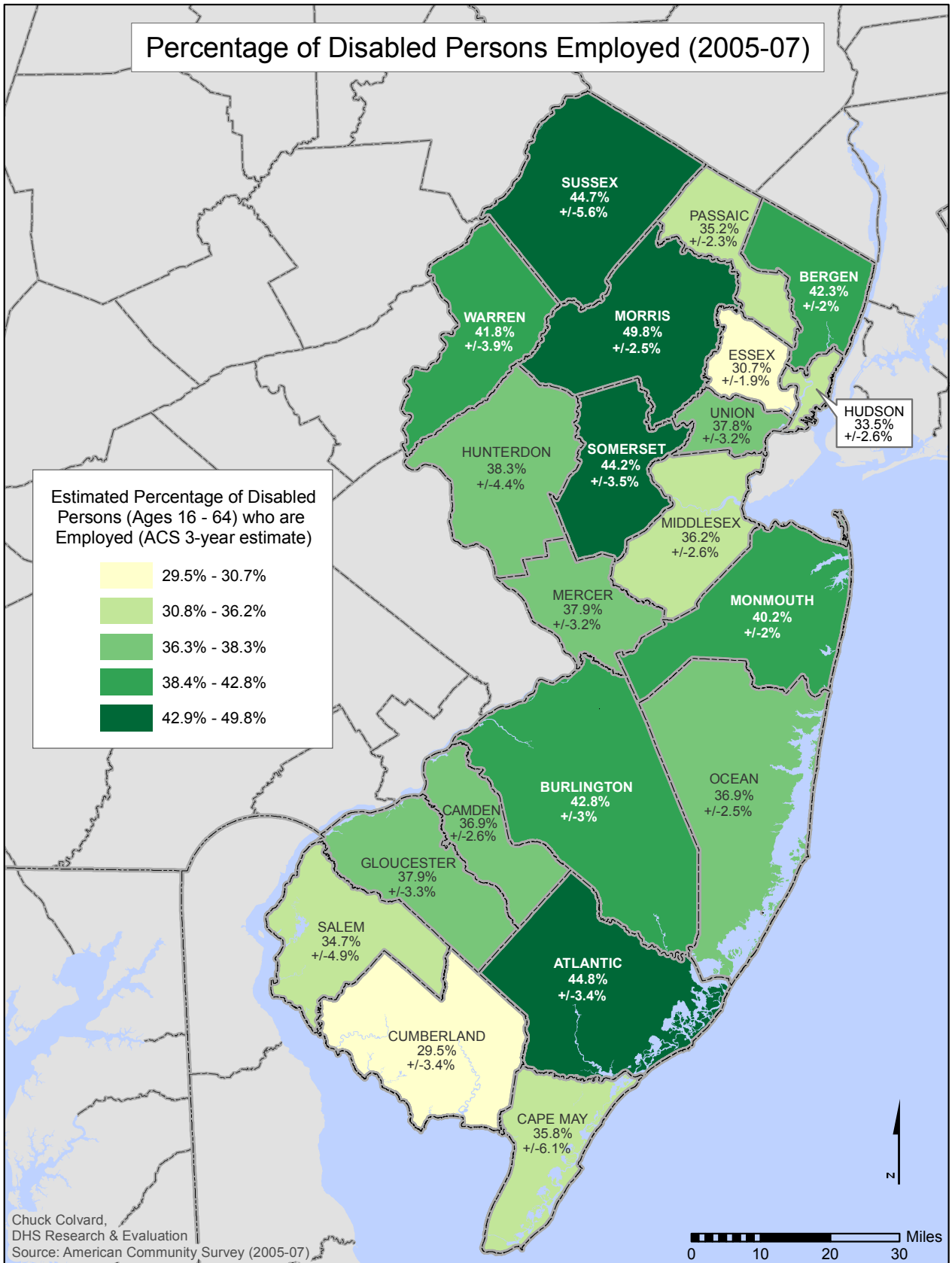


Chart 3. Number of Working-Age Adults (Ages 16-64) with Disabilities Entering Employment through the State of New Jersey's Vocational Rehabilitation System, 2004-2007 (Source: RSA 911)

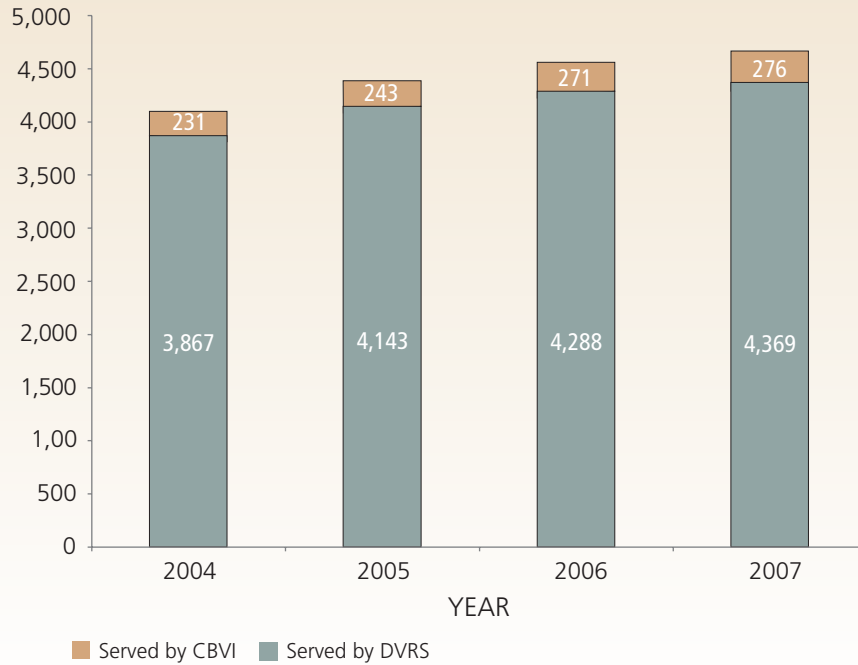


Chart 4. Number of Cases Closed Each Year Compared with the Number Served by the State Division of Vocational Rehabilitation Services and Commission for the Blind and Visually Impaired, 2004-2007 (Source: RSA 911)

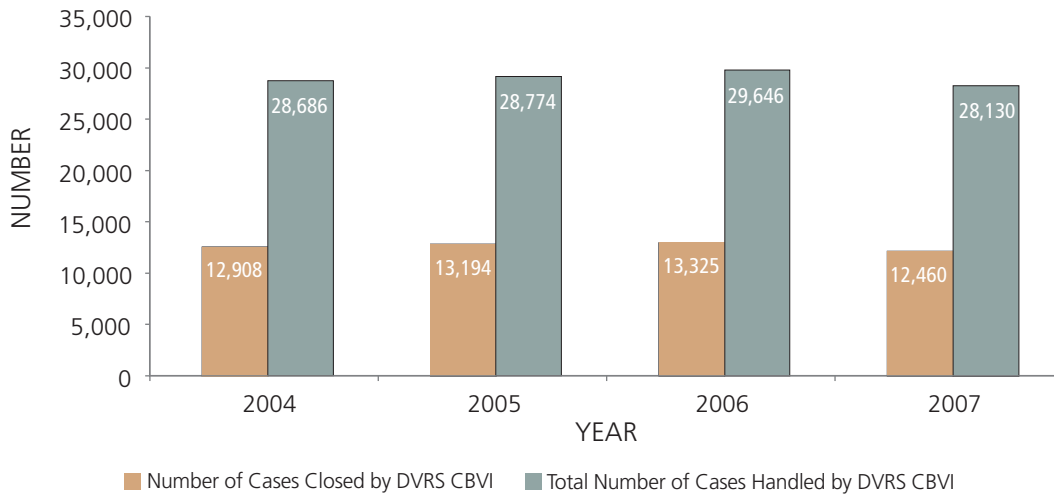
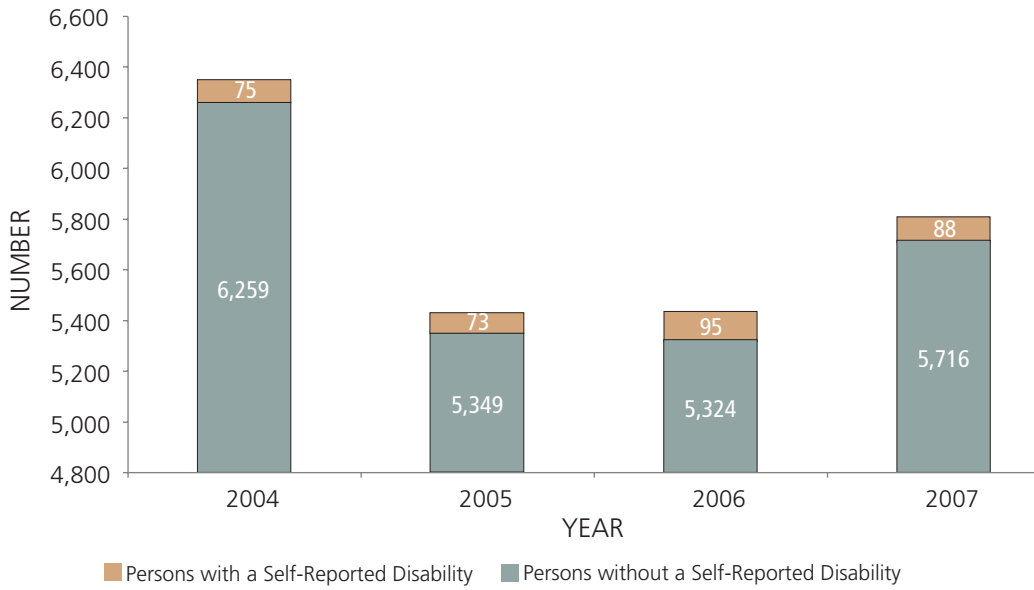


Chart 5. Number of Working-Age Adults (Ages 18+) Entering Employment in the First Quarter After Being Served by New Jersey One-Stop Centers with Workforce Investment Act Funds, 2004-2007 (Source: NJLWD AOSOS data)



Note: The numbers presented in this chart are for the Adult and Dislocated Worker funding streams under the Workforce Investment Act (as opposed to Youth programs) and the bulk of these training dollars is used for occupational skills training in “in-demand” occupations, meaning that the occupations are expected to provide annual job openings that will exceed the supply of trained workers.

Chart 6. Number of Adults (Ages 18+) with and without a Self-Reported Disability Served with WIA Funds Who Exited New Jersey One-Stop Center Services, 2004-2007 (Source: NJLWD AOSOS data)

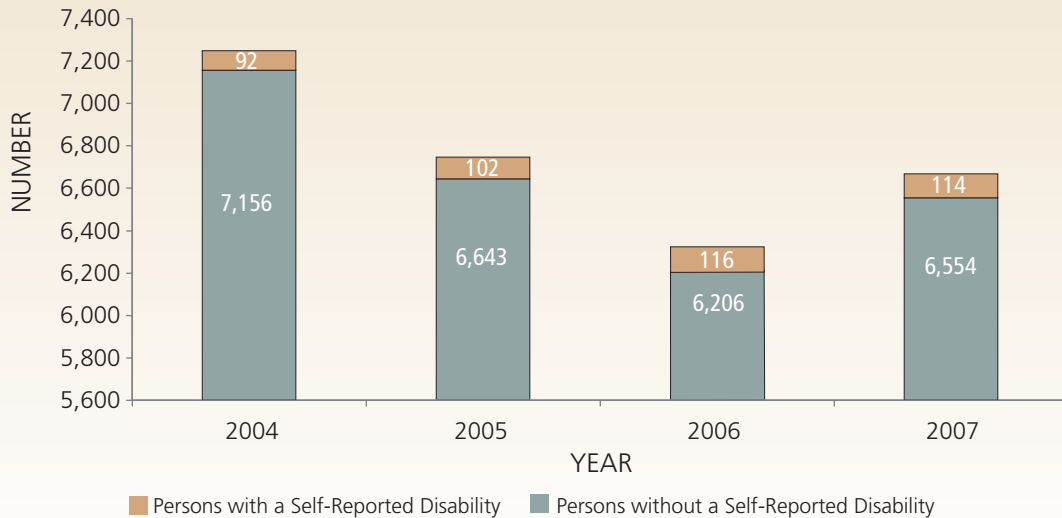


Chart 7. Number of Working-Age Adults (Ages 16+) Entering Employment in the First Quarter After Being Served through the Public Labor Exchange by New Jersey One-Stop Centers, 2004–2007 (Source: NJLWD AOSOS data)

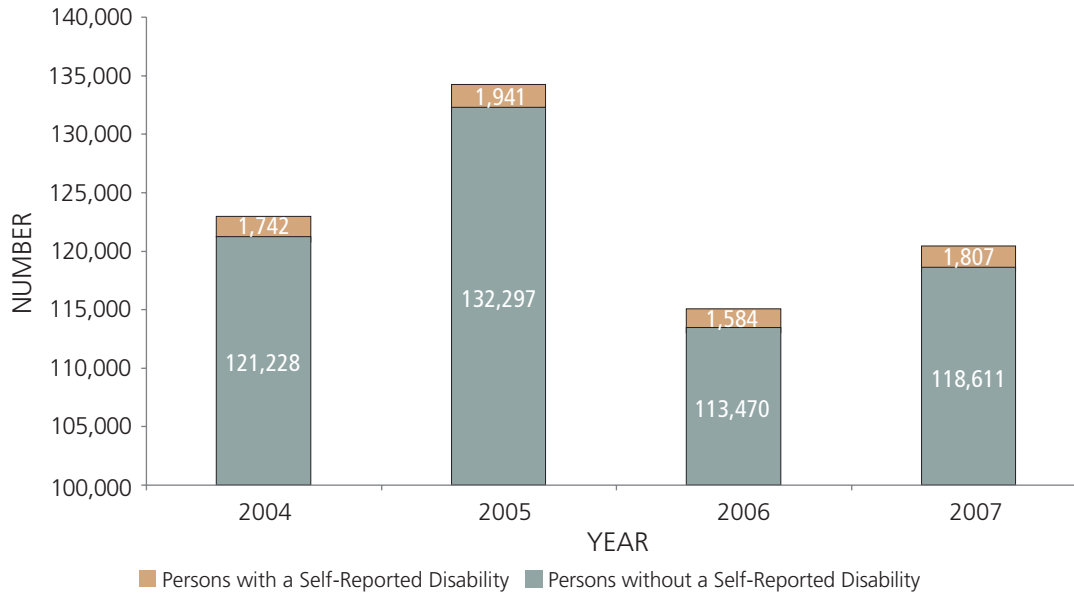


Chart 8. Number of Adults (Ages 16+) with and without a Self-Reported Disability Served through the Public Labor Exchange Who Exited New Jersey One-Stop Center Services, 2004–2007 (Source: NJLWD AOSOS data)



Chart 9. Employment Rate of New Jersey Adult (Ages 18-64) Disability Beneficiaries on Supplemental Security Income, 2004-2007 (Source: SSA)

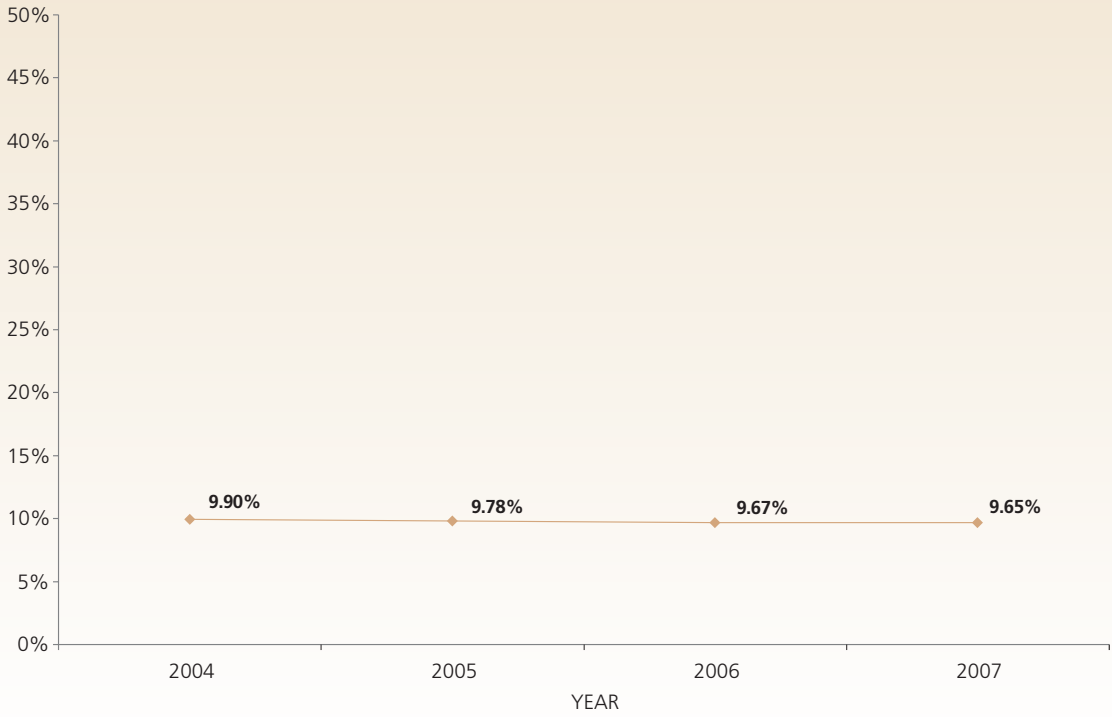
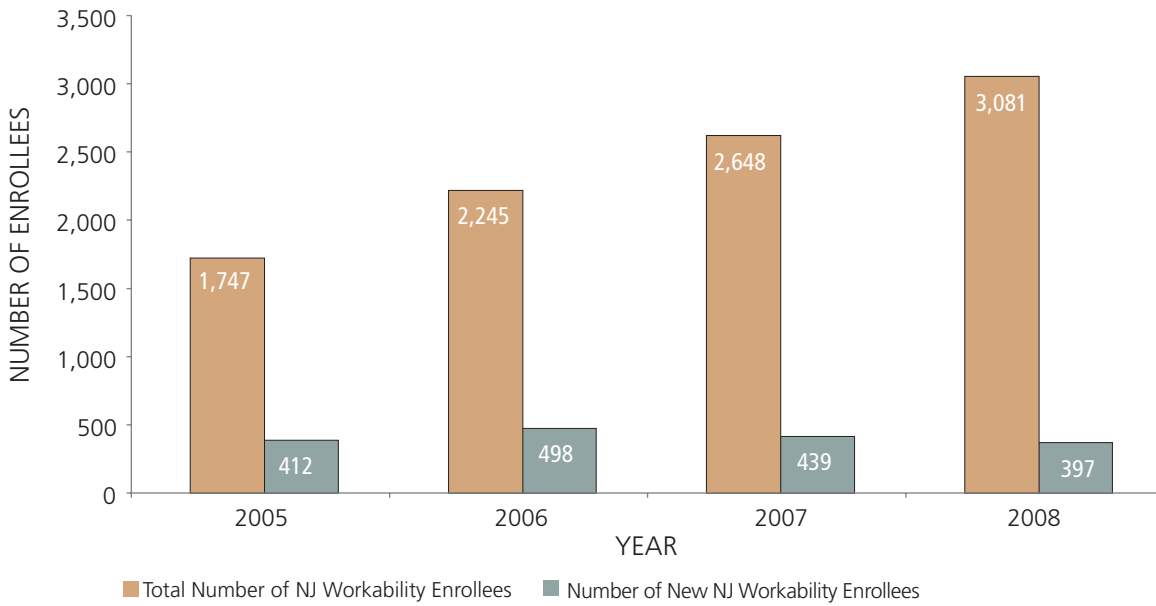


Chart 10. Number of Working-Age Adults (Ages 16-64) Enrolled in the New Jersey Workability Program, 2005-2008 (Source: NJDHS)



Employment Well-Being

Chart 1. Poverty Status of Working-Age Adults (Ages 16-64) in New Jersey by Disability Status, 2004-2007 (Source: American Community Survey/U.S. Census Bureau)

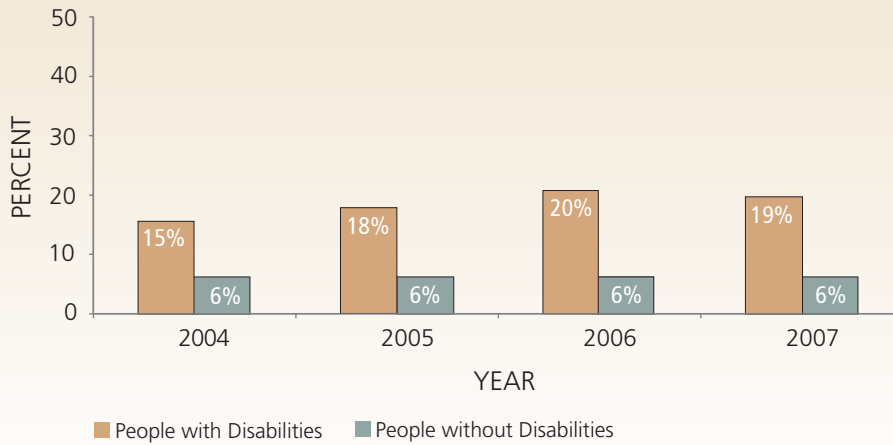


Chart 2. Median Household Income of Working-Age Adults (Ages 16-64) in New Jersey by Disability Status, 2006-2007 (Source: American Community Survey/U.S. Census Bureau)

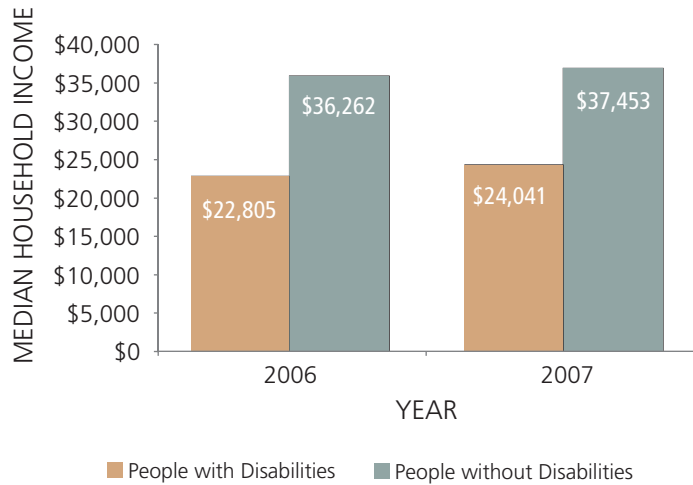


Chart 3. Status of New Jersey Students with Disabilities Who Exited High School During 2005–2006
 (Source: New Jersey Department of Education, Office of Special Education Programs' [NJOSPEP] Post-School Outcome Study reported in NJOSPEP's State Performance Plan [SPP] submitted February 1, 2008)

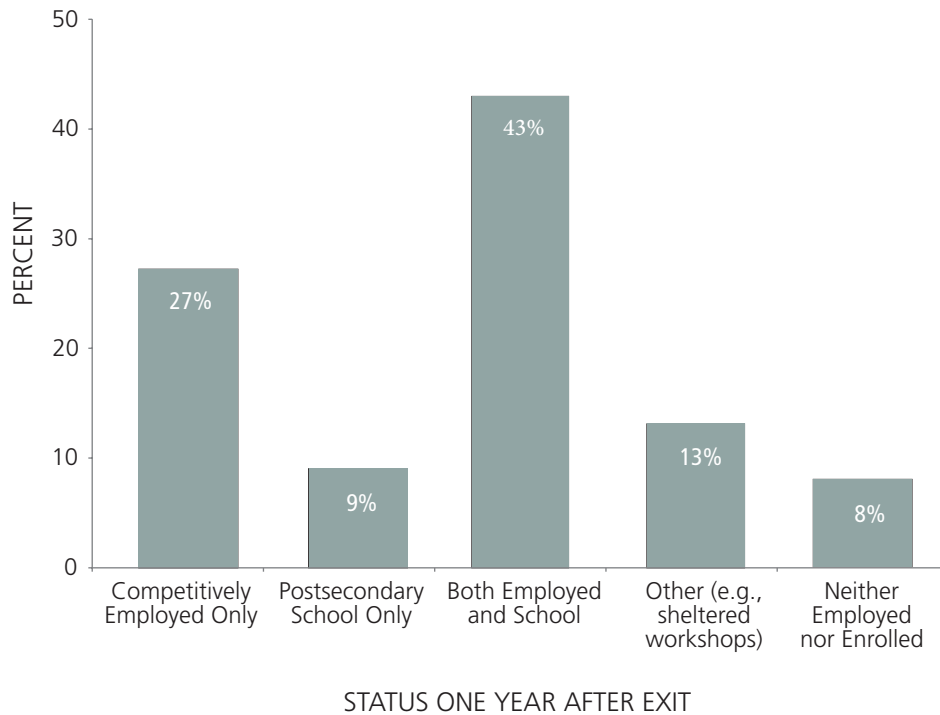
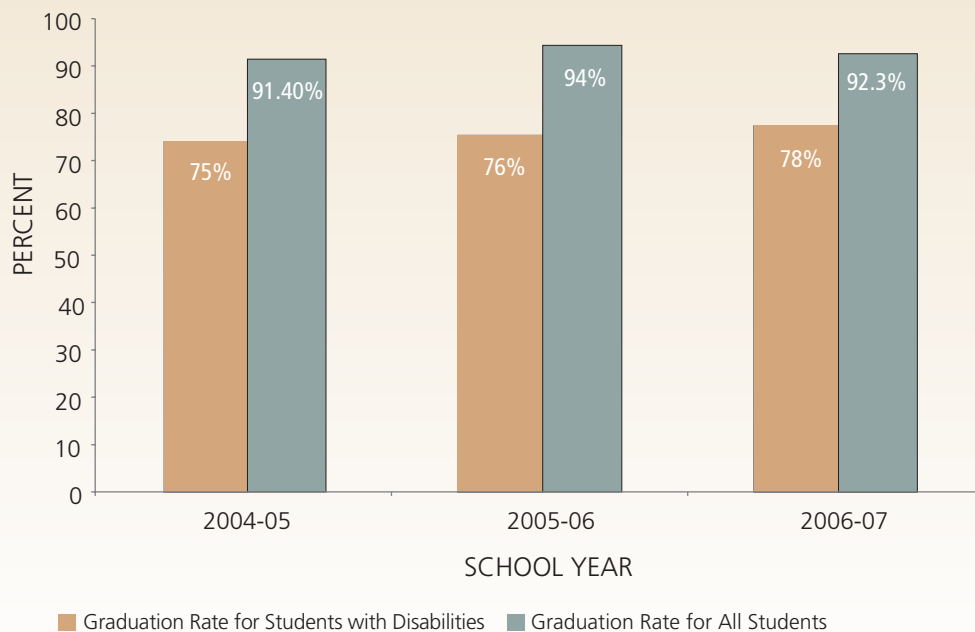


Chart 4. Graduation Rates of New Jersey Students by Disability Status, 2004–2007
 (Source: New Jersey Department of Education)



Source Explanation:

U.S. Census Bureau, American Community Survey. The American Community Survey (ACS) is an annual nationwide survey that provides communities with a look at how they are changing. It is a critical element of the U.S. Census Bureau's reengineered 2010 census. The decennial census has two parts: 1) a short form that counts the population, and 2) a long form that obtains demographic, housing, social, and economic data. For more information: www.census.gov/acs

● Sensory Disability

The data on sensory limitations were derived from answers to Question 15a, which was asked of people five years old and over. Question 15a asked respondents if they had any of the following long-lasting conditions: "Blindness, deafness, severe vision, or hearing impairment." Respondents were instructed to mark "yes" or "no" for each long-lasting condition. Question 15a is labeled as "Sensory Disability."

● Physical Disability

The data on physical limitations were derived from answers to Question 15b, which was asked of people five years old and over. Question 15b asked respondents if they had any of the following long-lasting conditions: "A condition that substantially limits one or more basic physical activities such as walking, climbing stairs, reaching, lifting, or carrying." Respondents were instructed to mark "yes" or "no" for each long-lasting condition. Question 15b is labeled as "Physical Disability."

● Limitations in Cognitive Functioning ("Mental Disability")

The data on cognitive functioning were derived from answers to Question 16a, which was asked of people five years old and over. The question asked respondents if they had a physical, mental, or emotional condition lasting six months or more that made it difficult "learning, remembering, or concentrating." Respondents were instructed to mark "yes" or "no." Question 16a is labeled as "Mental Disability" for some disability data products such as the ACS detailed tables.

United States Department of Education, Rehabilitation Services Administration (RSA) 911 Data. The New Jersey Department of Labor and Workforce Development's Division of Vocational Rehabilitation Services and the New Jersey Department of Human Services' Commission for the Blind and Visually Impaired operate the state's vocational rehabilitation program. The RSA oversees grant programs that help individuals with physical or mental disabilities to

maintain employment. RSA's Title I formula grant program provides funds to state vocational rehabilitation agencies to provide employment-related services to individuals with disabilities, giving priority to individuals who are significantly disabled. RSA 911 is demographic and programmatic data on each person who exited the state vocational rehabilitation data. For more information: www.ed.gov

New Jersey Department of Labor and Workforce Development, 2007 Annual Statistical Review. The New Jersey Department of Labor and Workforce Development's *Annual Statistical Review* contains a variety of workload, financial, and administrative statistics relating to the operating areas of the Department as well as some broad indicators of economic activity.


New Jersey Department of Labor and Workforce Development (NJLWD) AOSOS. NJLWD and its workforce development system partners use the America's One-Stop Operating System (AOSOS) case management and reporting system to track services delivered through New Jersey's network of One-Stop Career Centers. AOSOS includes a dynamic database used to document customers served by various workforce funding streams. Disability status for customers served through the One-Stop System is self-reported.

Social Security Administration (SSA). These data are abstracted from SSA reports on the Supplemental Security Income (SSI) program and the use of work incentives. SSA reports the number of beneficiaries on SSI who are working. For more information: www.statedata.info/about/data_sources.php

New Jersey Workability Data. These data are abstracted from the New Jersey Division of Disability Services (DDS) quarterly progress reports to the Centers for Medicare and Medicaid Services (CMS).

The NJ WorkAbility Program offers full New Jersey Medicaid health coverage to people with disabilities who are working, and whose earnings would otherwise make them ineligible for Medicaid. NJ WorkAbility was created by the federal Ticket to Work/Work Incentives Improvement Act of 1999 and Chapter 116 of PL2000 of New Jersey.

New Jersey Department of Education Data. These data are from the New Jersey Department of Education, Office of Special Education Programs' (NJOSEP) Post School Outcome Study reported in NJOSEP's State Performance Plan (SPP) submitted February 1, 2008.



DiscoverAbility Dashboard 2008 provides data that answers questions on employment and disability in the State of New Jersey, and is produced on an annual basis. It is also available at www.nj.gov/humanservices, www.nj.gov/labor, www.state.nj.us/njded, and www.njsetc.net. The dashboard is an initiative of **DiscoverAbility: New Jersey's Strategic Plan to Create a Comprehensive Employment System for People with Disabilities**, which is funded by a grant from the Centers for Medicare and Medicaid Services, Medicaid Infrastructure Grant CDFA No. 93.768. Copies of this document are available, upon request, in a variety of alternate formats. Additional copies may be requested by contacting: Javier Robles or Colleen Devereux, New Jersey Division of Disability Services (888-285-3036 toll free) or in writing at New Jersey Division of Disability Services, P.O. Box 700, Trenton, NJ 08625-0700.

