

New Hampshire Economic Conditions

October 2014

Disabled Persons in the New Hampshire Labor Force

“Expect. Employ. Empower.” is the theme for the 2014 National Disability Employment Awareness Month. The purpose of this event, held each October, is to build awareness of employment of Americans with disabilities and the positive contributions made by these workers.¹

According to the Current Population Survey (CPS),² from September 2013 to August 2014, New Hampshire had an average of 126,340 residents age 16 and older with a disability,

and 32,500 of those were in the labor force, meaning they were either employed or actively looking for work. These persons represented 3.0 percent of the civilian noninstitutional population age 16 or older. Among disabled persons age 16 and over, the labor force participation rate was 25.7 percent, compared to those with no disability, for whom the labor force participation rate was 74.3 percent. An average of 29,000 disabled residents were employed, and 3,500 were unemployed.

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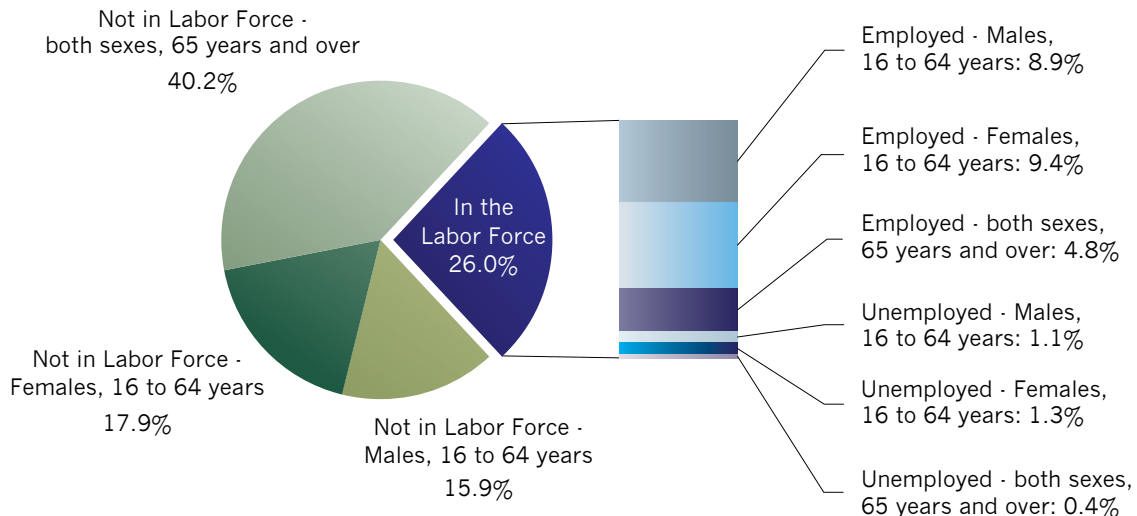
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Labor Force Experience of Disabled Persons Among New Hampshire's Civilian Noninstitutional Population – September 2013 to August 2014



Source: US Census Bureau, unpublished Current Population Survey data (12-month average)

¹. U.S. Department of Labor. Office of Disability Employment Policy. <www.dol.gov/odep/topics/ndeam/index-2014.htm>.

². The Current Population Survey (CPS) is a monthly household survey conducted by the U.S. Census Bureau. These data are unpublished and should be used with caution due to potentially large sampling errors that limit statistical reliability. Data for sub-groups may not add up to totals. The demographic characteristics of disabled persons in New Hampshire's labor force identified use a 12-month average of CPS data from September 2013 to August 2014

Disabled Persons Ages 16 to 64 years in New Hampshire

From September 2013 to August 2014, there was an average of 69,500 disabled residents ages 16 and 64 years. Disabled persons in this age group are most likely to be in the labor force. Among disabled resident in this age group, 22,900 were employed and 3,100 were unemployed. Their unemployment rate was 11.8 percent, and the labor force participation rate was 37.4 percent. Another 43,500 disabled persons in this age group were not in the labor force.

Among disabled residents ages 16 to 64 years, 33,700 were male. An average of 11,200 were employed, and about 1,400 were unemployed. Among disabled males in this age group, the unemployment rate was 11.7 percent, and the labor force participation rate was 37.3 percent.

The number of disabled female residents ages 16 to 64 years was similar to males. There were 35,800 disabled females ages 16 to 64, and an average of 11,700 were employed and 1,700 unemployed. For persons in this group, the unemployment rate was 12.9 percent, and the labor force participation rate was 37.5 percent.

Disabled People Age 65 years and over in New Hampshire

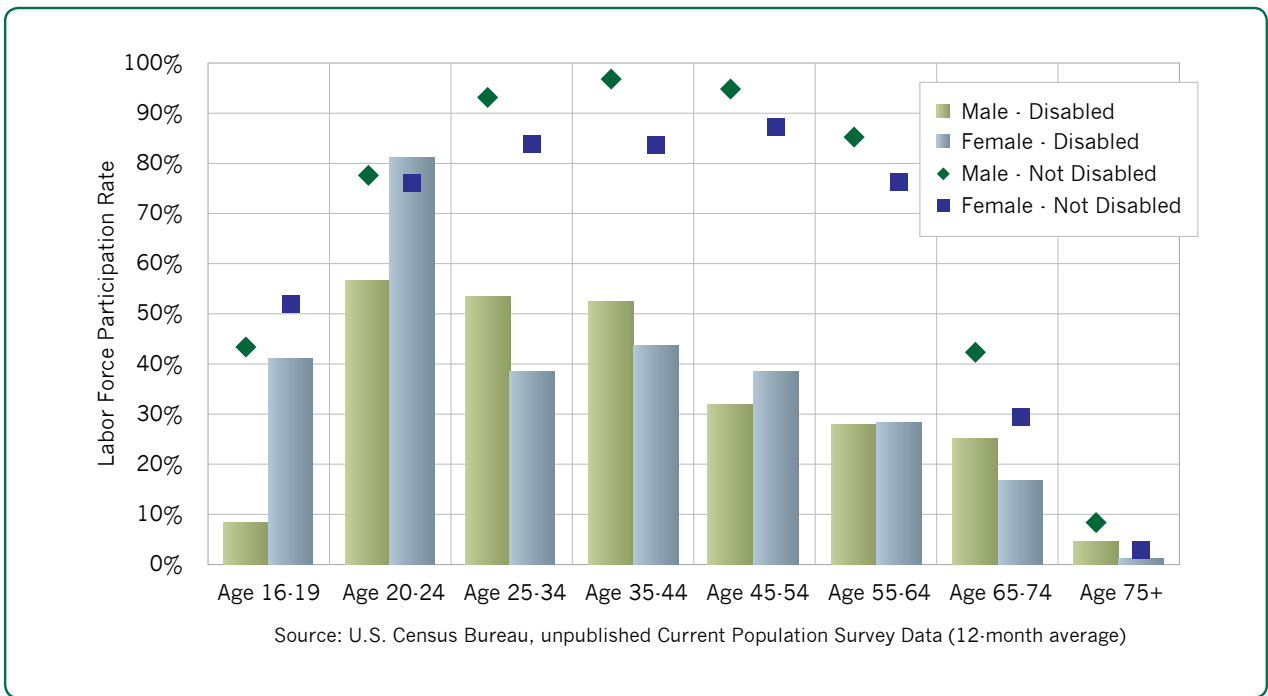
There were approximately 56,800 disabled persons age 65 years and over among New Hampshire's noninstitutional civilian population. About 47,100 disabled persons in this age group were retired or for other reasons, and another 3,200 were not in the labor force because of their disability. The labor force participation rate for this age cohort was 11.5 percent, about one-third of the participation rate for younger disabled persons. About 6,000

disabled persons age 65 and over were employed, and roughly 500 were unemployed.

Labor Force Participation of Disabled Persons by Gender and Age

Labor force participation generally begins after age 16, and continues until individuals choose to retire, usually after age 64. The labor force attachment for disabled persons is not as strong as the attachment for persons without a disability. In this time period, there was a much higher share of disabled females ages 16 to 19 participating in the labor force than disabled males. About 41.0 percent of disabled females age 16 to 19 years participated in the labor force, compared to just 8.3 percent of disabled males in the same age group. The labor force participation rate of disabled females in this age group was nearly

Disabled persons of prime working age (25-64) in New Hampshire have significantly lower labor force participation rates than their non-disabled counterparts



as high as non-disabled males the same age, 43.4 percent, and below that of non-disabled females, which was 52.0 percent. Among disabled females age 20 to 24 years, the labor force participation rate was 81.2 percent, surpassing all similarly aged labor force participants.

The increase in the labor force participation rate from the 16 to 19 years cohort to the 20 to 24 years cohort illustrates the typical transition period for individuals entering the early stages of a career. The share of both male and female non-disabled labor force participants increased in the 25 to 34 years group, and had labor force participation rates similar to the older age groups up to 64 years. Over 85 percent of persons in these age groups participated in the labor force. Labor force participation was much lower for persons age 65 and over, the traditional age for retirement.

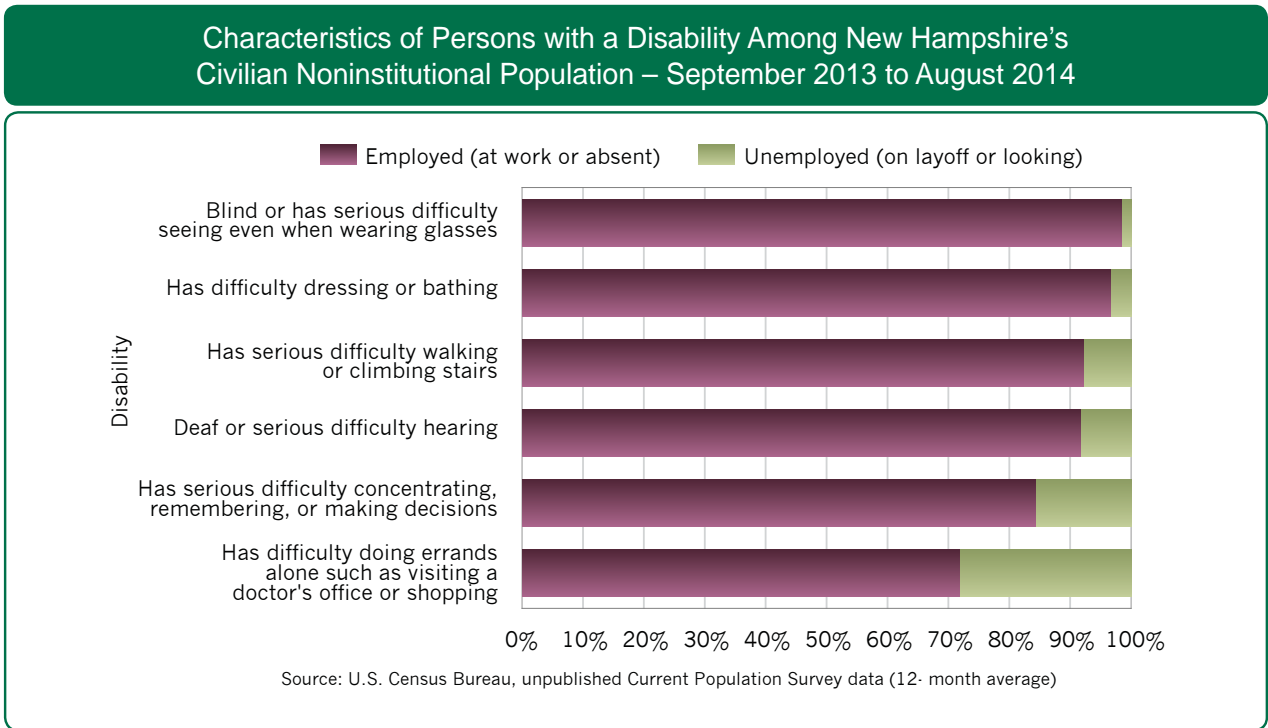
The similarities between disabled labor force participants and non-disabled labor force participants ended after the age 20 to 24 cohort. In the 25 to 34 years and the 35 to 44 years age cohorts, about half of disabled persons were labor force participants. About a third of disabled persons age 45 to 54 participated in the labor force. This dropped to slightly above a quarter of those ages 55 to 64, to almost twenty percent for disabled persons age 65 to 74.

Disability Types

Along with collecting information about persons in the labor force, the Current Population Survey asks questions about the incidence and type of disability. The type of disability had some influence on the employment status of disabled labor force participants. Disabled individuals able to function independently with the use of

assistive devices were more likely to be employed than disabled individuals having difficulty with activities of daily living or requiring the assistance of another person. Among New Hampshire's 32,500 disabled residents participating in the labor force, the largest number, 11,820 persons, indicated they had serious difficulties hearing, and 10,300 persons indicated they had serious difficulties walking or climbing. Roughly 10,100 persons had serious difficulties remembering or thinking. Almost 3,900 persons stated they had serious difficulties doing errands, and about 2,450 persons indicated they had serious difficulties seeing. About 1,200 responded they had problems dressing or bathing.³

Among disabled persons participating in the labor force, the majority were employed. Those indicating their



³ US Census Bureau, unpublished Current Population Survey data (12-month average, September 2013 – August 2014). Persons may have multiple disabilities. The sum of the individual categories is greater than the total number of persons with a disability.

condition was blindness or serious difficulty seeing even when wearing glasses held the largest share of employed persons, 98.6 percent. Those who with difficulty dressing or bathing held next largest share of employed persons, 96.9 percent. Among individuals indicating serious difficulty walking or climbing stairs, 92.4 percent were employed. Among those indicating they were deaf or had serious difficulty hearing, 91.9 percent were employed. About 84.5 percent of persons with serious difficulty concentrating, remembering, or making decisions were employed, while 72.0 percent of those having difficulty doing errands alone, such as visiting a doctor's office or shopping, were employed.

Type of Work Among New Hampshire's Disabled Persons

Using Current Population Survey data, the occupational category of labor force participants can be identified. Among the 32,500 disabled persons in the New Hampshire labor force, 12.9 percent, nearly 4,200 persons, were in Management occupations, and 11.3 percent were in Sales and related occupations. Another 9.9 percent of the disabled labor force, about 3,200 persons, were in Office and administrative support occupations, and 7.1 percent, about 2,300 persons, were in Transportation and material moving occupations.

Less than two percent of the disabled labor force, about 500 persons, were in each of the remaining four occupational groups: Community and social services occupations; Farming, fishing, and forestry occupations; Life, physical, and social service occupations; and Legal occupations.

The goal of National Disability Employment Awareness Month is to raise awareness of the contributions made by disabled persons in the labor force, and to foster disability-friendly work cultures across the country. The theme of "Expect. Employ. Empower." reinforces the idea that a strong workforce is built with the skills and talents contributed by all workers, including those with a disability.

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Share of Disabled in New Hampshire Labor Force by Occupational Group
September 2013 to August 2014

