

State Disability Services 2022 TREND REPORT

EMPLOYMENT TRENDS



People with disabilities have historically faced employment discrimination which persists today. Consequently, many people with disabilities have not worked, or they have worked for subminimum wages in segregated settings. Several federal and state laws have prohibited discrimination and incentivized competitive, integrated employment. These laws have helped improve employment outcomes over time, though opportunity for further improvement remains. The full effects of the Coronavirus pandemic on employment are still being researched.

GLOSSARY

DARS	Department for Aging and Rehabilitative Services
DBVI	Department for the Blind and Vision Impaired
DD	Developmental Disability
VR	Vocational Rehabilitation

KEY

↑	Increase that is desirable
↓	Decrease that is desirable
↑	Increase that is undesirable
↓	Decrease that is undesirable
↑	Increase that is neutral
↓	Decrease that is neutral
↔	Little to no change
N/A	No data available

When interpreting this trend summary, it is important to note that all trends are based on the most recent data available at the time of trend report development. As a result, some indicator trends may be based on data that is older or newer than other indicator data. Data, years for which data was available, and further discussion of each indicator's trends are included on the indicator summary pages in the trend report. Additionally, the trend arrows are based on the percentage change over time. Please note that changes less than one percent are deemed "about the same" and indicated with "1." This threshold does not indicate statistical significance, so it is possible that fluctuations greater or less than one percent were due to random chance.

More information on how the trend summary was determined is included in the Data Sources & Limitations section. Additionally, because the list of indicators for this trend report is extensive, not every indicator is discussed in this trend summary. For more information on indicators not discussed, as well as their data sources, please see the associated indicator summary pages in the full trend report.

QUALITY

Employment outcomes have generally improved in recent years for Virginians with disabilities, but opportunity for further improvements remain. Fewer establishments have been certified to pay less than a minimum wage, and an increasing percentage of workers with disabilities are being employed in competitive, integrated settings. However, people with disabilities continue to be employed at a substantially lower rate than Virginians without disabilities.

QUALITY INDICATOR	1 YEAR TREND	4 YEAR TREND	8 YEAR TREND
Employment Rate	↔	↑	↑
Gap in Employment Rates Based on Disability Status	↑	↓	↓
Workplaces Paying Subminimum Wage	↑	↓	↓
Employment Service Recipients Paid Minimum Wage or Greater	↔	↑	N/A
Employment Service Recipients in Supported Employment	↑	↑	N/A
Employment Service Recipients Working Full-time	↑	↑	N/A
DD Service Recipients Who Chose or Helped Choose Job	↑	↓	N/A
DARS VR Service Recipients Employed 12 Months After Case Closure	N/A	N/A	N/A
DBVI VR Service Recipients Employed 12 Months After Case Closure	N/A	N/A	N/A

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SATISFACTION

Data on job satisfaction among Virginians with disabilities is limited. Most Virginians with developmental disabilities report liking their current job, but this data is based on a small sample size. Most, though not all, Virginians also reported being satisfied with various aspects of their vocational rehabilitation service provider staff, but this data does not speak to satisfaction with service outcomes.

SATISFACTION INDICATOR	1 YEAR TREND	4 YEAR TREND	8 YEAR TREND
DD Service Recipients Who Like Current Job	↑	↑	N/A
VR Service Recipients Who Reported DARS Counselors Did What They Promised	↑	↔	N/A
VR Service Recipients Who Reported DBVI Staff Were Sensitive to Their Needs	↓	↑	N/A
Average Satisfaction Score for DBVI VR Service Recipients	↓	↔	N/A

ACCESSIBILITY

Fewer Virginians accessing vocational rehabilitation (VR) services have reported that long-term unemployment is a barrier to obtaining employment in recent years. Still, more than 40% of DARS VR consumers and more than 50% of DBVI VR consumers reported low income and long-term unemployment as barriers. In addition, DARS has been unable to keep up with demand for vocational rehabilitation services, which limits the ability of Virginians with disabilities to get jobs.

ACCESSIBILITY INDICATOR	1 YEAR TREND	4 YEAR TREND	8 YEAR TREND
DARS Service Recipients Reporting Low Income as Employment Barrier	↓	↓	N/A
DARS Service Recipients Reporting Long-Term Unemployment as Employment Barrier	↓	↓	N/A
DBVI Service Recipients Reporting Low Income as Employment Barrier	↓	N/A	N/A
DBVI Service Recipients Reporting Long-Term Unemployment as Employment Barrier	↓	N/A	N/A
People on the DARS Waiting List at the End of the State Fiscal Year	↓	↑	↓

The Virginia Board for People with Disabilities hopes this report helps policymakers, advocates, and the general public easily track performance over time and identify areas for improvement across the disability services system.

For more information on Project Living Well and to view the full report, please visit the Board's website:

www.vaboard.org/projectlivingwell.htm

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