

Educational and Employment Experiences of People with a Disability

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Joint Congress Disability Committee Seminar

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Decent Work for People with Disabilities – where to next?

Tower Hotel, Waterford



Background

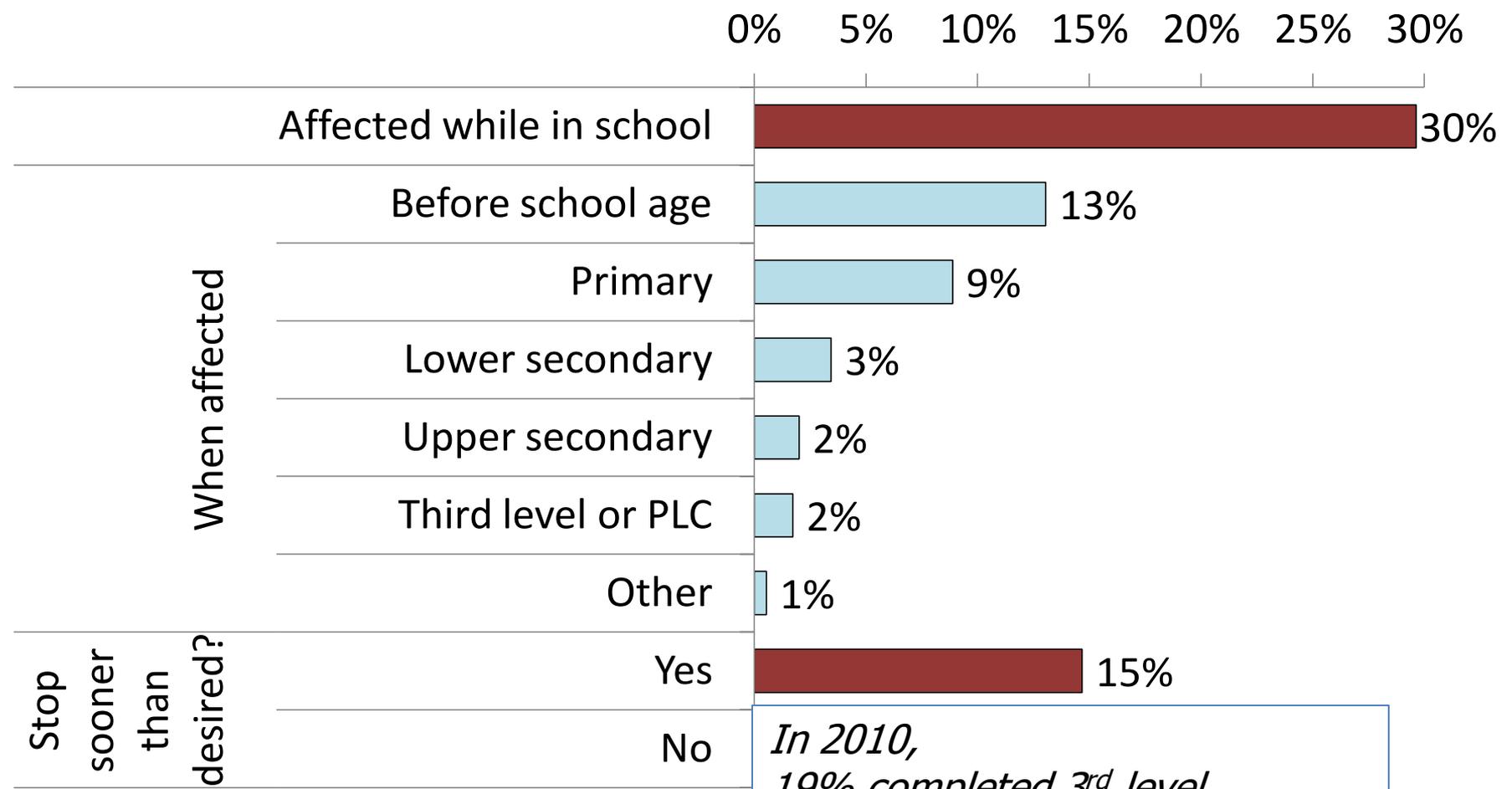
- People with a disability have a higher risk of poverty & social exclusion (Gannon & Nolan, 2005; Watson & Nolan, 2011);
 - Income poverty rate for people with a disability was 27% higher than average across the 2004-2013 period.
- One of the main reasons for this is their lower levels of participation in the labour market (Gannon & Nolan, 2004);
- This research draws on the National Disability Survey to examine barriers to employment of working-age people with a disability.
 - Large scale national survey of people with a disability, 2006
 - Unique in depth of information provided on background, limitations, age of onset, educational and employment experiences, use of and need for services and devices
 - Over 7,000 working-age people with a disability (age 18 to 64)

Outline



- Education
 - Affected while in school
 - Leaving sooner than desired
 - Level of education completed
- Employment
 - Current situation – at work or interested in work
 - Employment history – never worked or had to leave job because of disability
- Facilitators
 - Impact of access to supports and aids on participation in employment

Early Onset Disability and impact on education



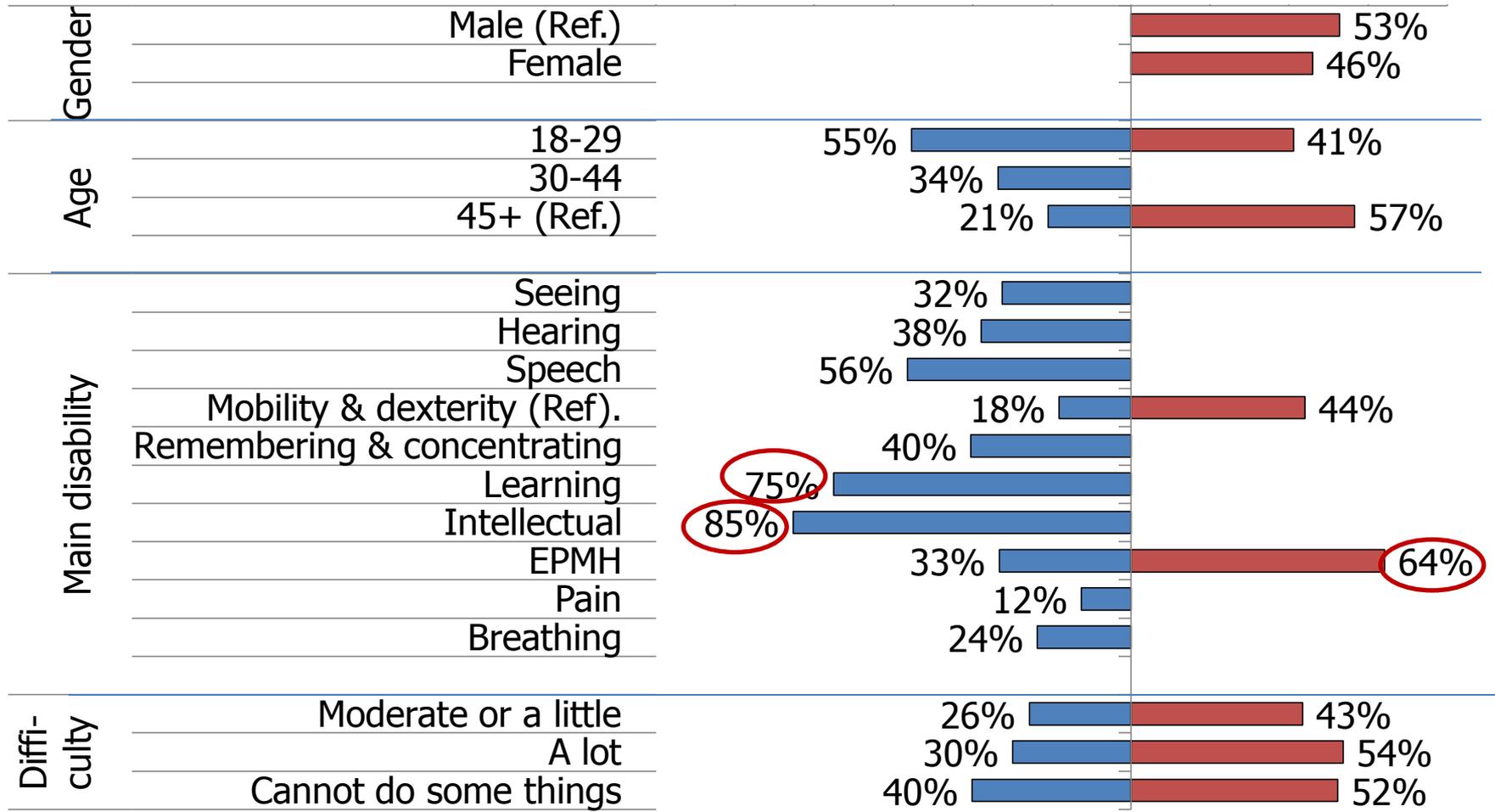
*In 2010,
19% completed 3rd level
29% completed higher 2nd level
50% completed less*

Working-age people with a disability (18-64)



Impact of Disability on Education (Adjusted %)

■ Affected, school years ■ Left sooner than desired



Note: EPMH = Emotional, psychological and mental health disability.



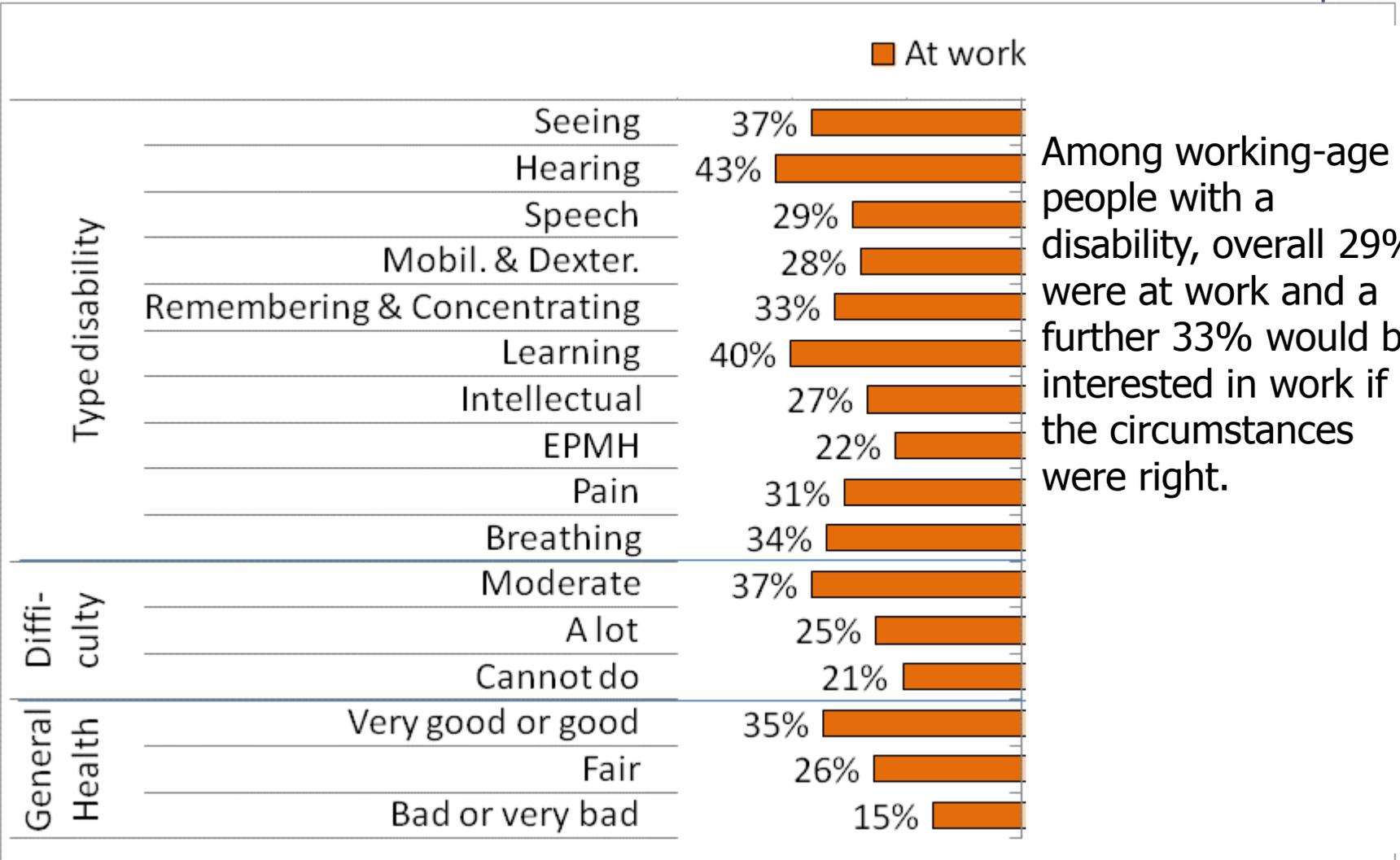
Completing Upper 2nd or 3rd Level Education (selected odds ratios vs. leaving before Leaving Cert.)

	Higher 2nd Level	Third Level
Female vs Male	1.4	1.4
Age 18-29 vs. 45+	4.5	2.2
Age 30-34 vs. 45+	2.4	1.8
Speech vs. mobility & dex.	0.2	0.0
Rememb. etc. vs. mobility & dex.	---	0.8
Learning vs. mobility & dex.	0.6	0.5
Intellectual vs. mobility & dex.	0.4	0.2
A lot of difficulty vs. moderate	0.7	0.4
'Cannot do' vs. moderate	0.6	0.4
Affected in school years vs. Later	0.8	

Odds ratio greater than 1 indicates 'more likely'

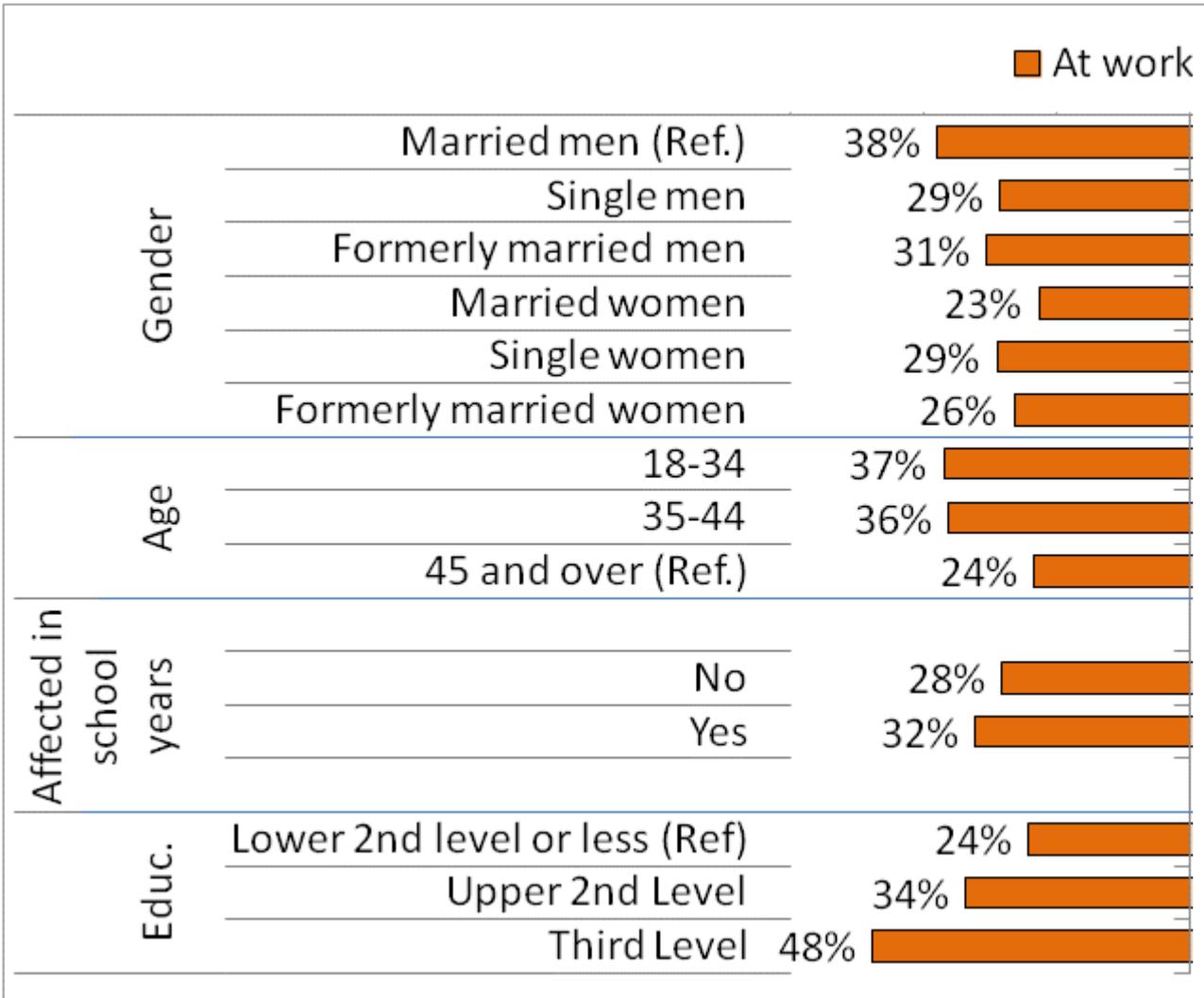
Odds ratio less than 1 indicates 'less likely'

Adjusted % at work or interested in work 1



Among working-age people with a disability, overall 29% were at work and a further 33% would be interested in work if the circumstances were right.

Adjusted % at work or interested in work 2



Work History 1: Adjusted % who never worked and who left work because of disability



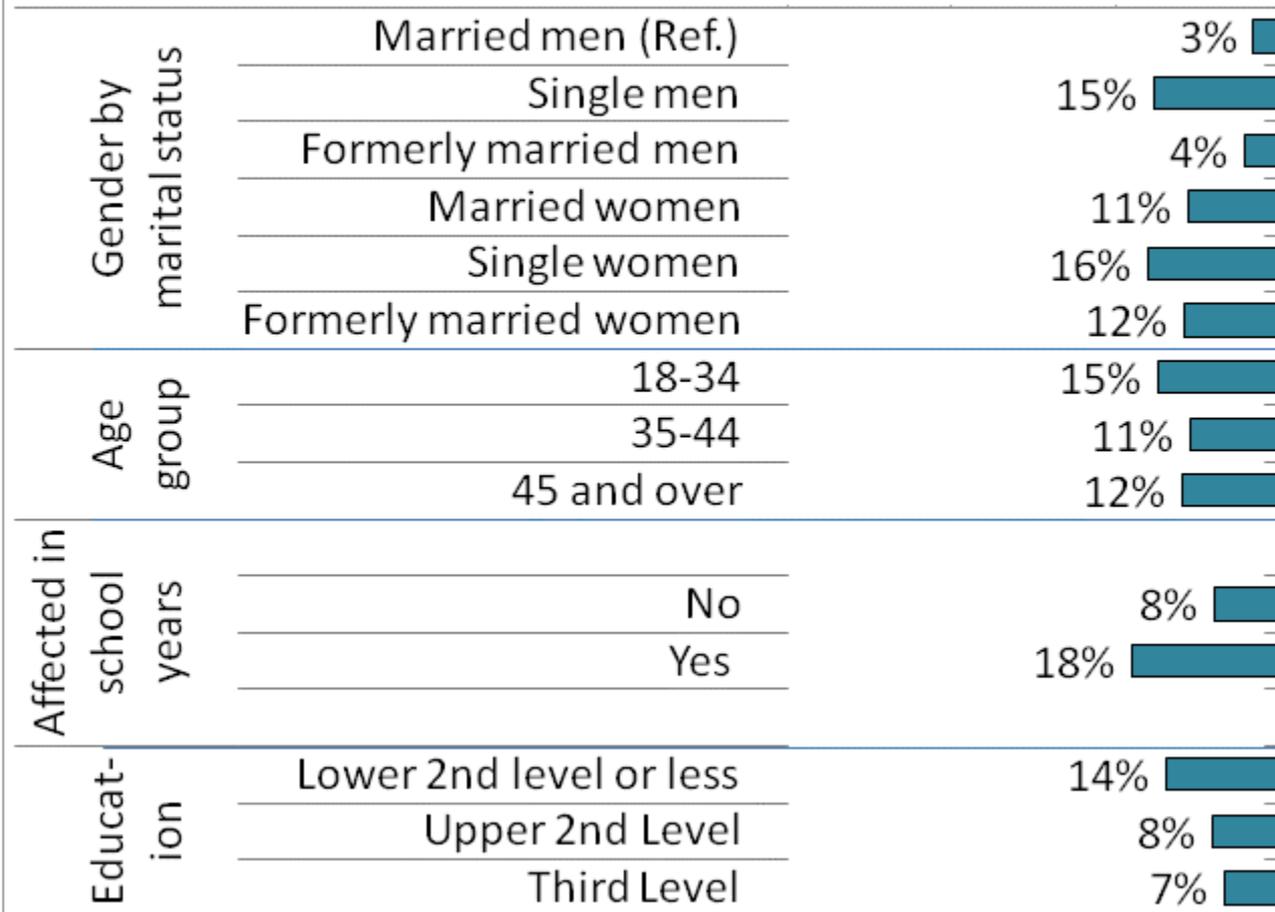
■ Never worked □ Left because of disability



Work History 2: Adjusted % who never worked and who left work because of disability



■ Never worked ■ Left because of disability

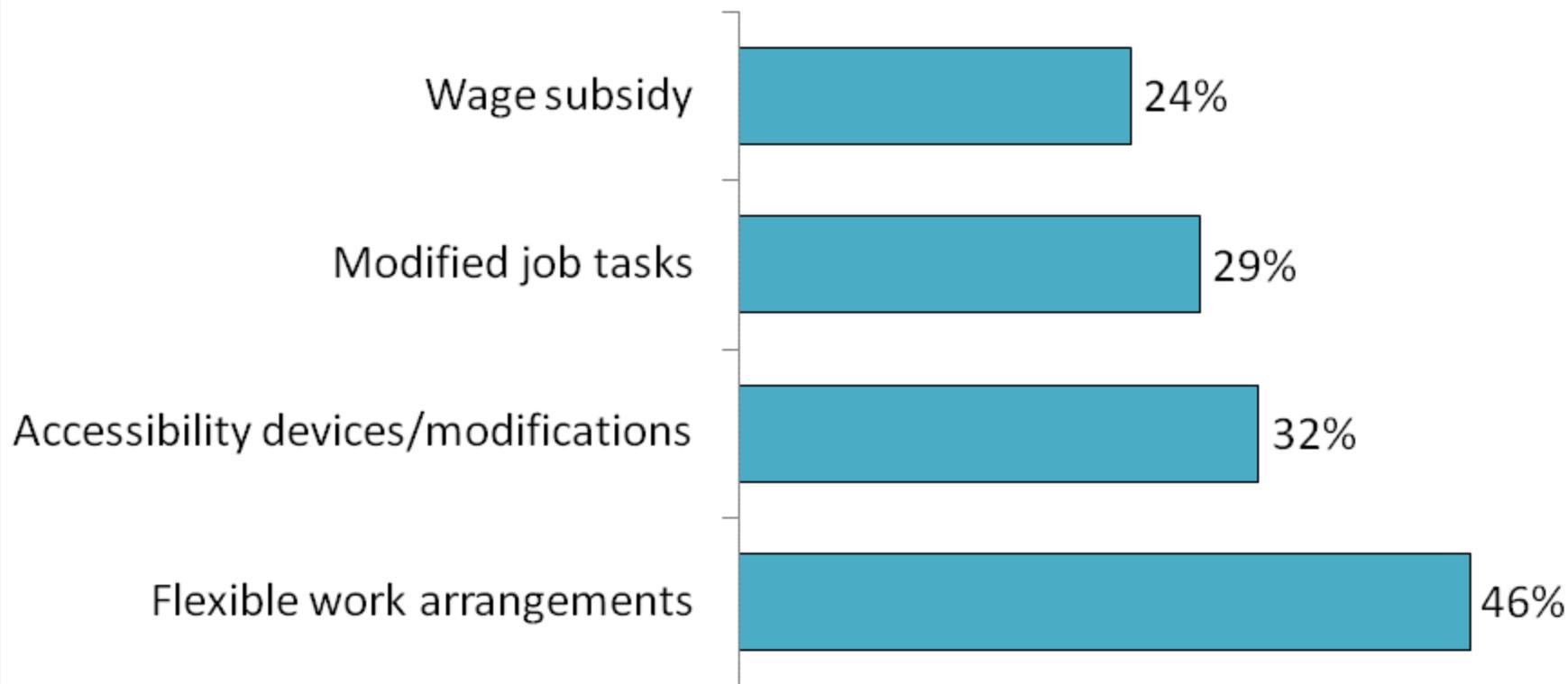


Facilitators for employment

- Among those at work or who would be interested in work, what is (would be) needed in order to enable them to work?
- Also, disability-specific services and devices
 - Those services / devices actually used
 - Those person would need but does not have 'unmet need'

Needed in order to be able to work

**Of those at work or interested in work % who
(would) need**



Other Services and Devices

- Services and devices specific to types of disability
 - e.g. Physiotherapy or mobility aids for mobility & dexterity disability; counselling for EPMH disability; psychological services for intellectual disability
- People with some kinds of disability who are unable to access these services or aids are less likely to be at work
 - Pattern is found for mobility & dexterity and pain disability
 - ... but not for people with EPMH or intellectual disability.

Conclusions - working age people with a disability

- 30% affected by disability in school years and 15% left sooner than they would have liked because of disability
- Strong interest in employment, especially among younger people with a disability and among those whose disability began in adulthood
 - 29% currently employed
 - 33% would be interested in a job if circumstances were right
 - 56% had worked in the past
- Flexible working arrangements would be important, also accessibility modifications, modified job tasks, wage subsidy
- Access to services and devices may also enable people with a disability to work – pain and mobility & dexterity disability

Policy Implications

- Two kinds of issues: getting started in employment and retention in employment
- Getting start in labour market is a particular issue for young people and those with intellectual or learning disability
- Retention in employment is a particular issue for people whose disability has a later onset
- Strategies include
 - Maximising educational attainment
 - Help in getting the first job
 - Facilitating retention in employment (role of employers important)
 - Training and retraining
 - Flexible working conditions
 - Income support