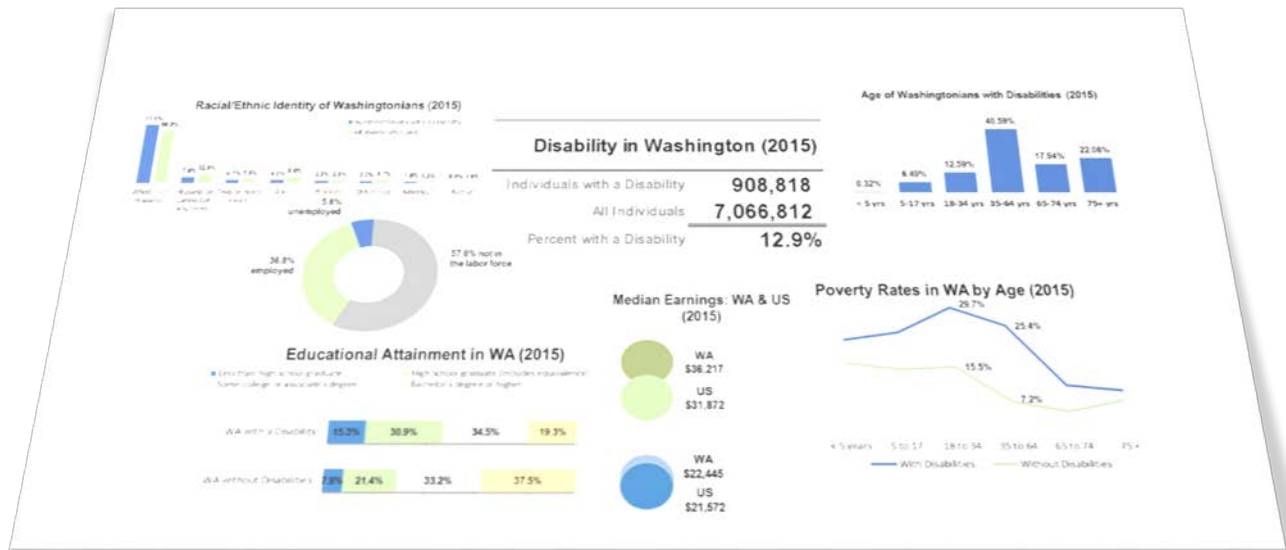


Washington State Division of Vocational Rehabilitation



Disability & DVR Statistics Report

July 2017

Disability & DVR Statistics Report

Introduction

The Disability & DVR Statistics Report studies demographic, economic, and vocational rehabilitation service data to assess the complex factors affecting employment for Washingtonians with disabilities. Washington State Division of Vocational Rehabilitation service data are compared to extant data from the US Census Bureau's American Community Survey and Current Population Survey and the Social Security Administration. These comparisons provide insight on a range of topics including, but not limited to, the extent of disability in Washington State, demographic and economic characteristics of people living with disabilities, differences between the populations of Washingtonians with and without disabilities, and potential service gaps for communities of individuals with disabilities.

This report is one of a series of assessments conducted by the Division of Vocational Rehabilitation (DVR) and the Washington State Rehabilitation Council as part of the Comprehensive Statewide Needs Assessment (CSNA). Required by the Rehabilitation Act of 1973, as amended by the Workforce Innovation and Opportunity Act of 2014, the CSNA is foundational to both the DVR State Plan and the Division's understanding of its customers, their communities, and their service needs. While this report is not intended to be exhaustive, these data describe social, economic, and customer service factors that profoundly influence disability employment issues in Washington State.

Executive Summary

Washingtonians with Disabilities

American Community Survey (ACS) data for 2015 show that 908,818 individuals with disabilities reside in Washington State, representing 12.9% of the State's population. Between 2011 and 2015, the population of people with disabilities grew faster than the State's overall population, 8.2% compared to 5.2%. This trend also holds for the working age population (ages 16-64 years) and is not a reflection of aging of the population.

Washingtonians with disabilities are 50.5% male and 49.5% female, similar to the State's overall population. 51.8% of working age individuals with disabilities are male. The majority (53%) of individuals with disabilities are between the ages of 18 and 64, the prime working years. People aged 65 to 74, who are increasingly in the workforce, represent another 18% of Washingtonians with disabilities.

Disability is reported at a higher rate for White Not Hispanic individuals, who comprise 69.8% of the State's population and 77.5% of Washingtonians with disabilities. For most minority groups, representation in the population of people with disabilities is similar to or less than their share of the overall population, except for individuals who are American Indian or Alaska Native. 19% of people who identify as American Indian or Alaska Native report having a disability.

Washingtonians with disabilities experience very high rates of poverty, relative to people without disabilities. An estimated 19.5% of people with disabilities have incomes below 100% of poverty level and 43% below 200% of poverty. The comparable rates for people without disabilities are 10% and 23%. Poverty rates for people with disabilities are at their highest during the working years and the disparity between people with and without disabilities is greatest for this age group.

Factors that contribute to disproportionate poverty in the disability community include lower labor force participation, differences in workers' occupations, and differences in educational attainment levels compared to people without disabilities. Most working age individuals with disabilities (56.6%) are not in the labor force. Workers with disabilities are more likely to be employed part-time and in service occupations, compared to workers without disabilities. Individuals with disabilities are less likely to have completed high school or obtained a Bachelor's or higher degree compared to those without disabilities. In addition to disability-related barriers, the most common barriers to seeking employment include lack of education and training, lack of transportation, and the need for job accommodations.

Washingtonians with disabilities are employed at less than half the rate of people without disabilities. Individuals with disabilities represent 10.9% of Washington's working age population but only 6% of the State's approximately 3.4 million labor force. An estimated 36.8% of working age individuals with disabilities are employed, compared to 76.4% of people without disabilities.

Although people with and without disabilities work in the same types of industries, occupations and job classes differ significantly. Individuals with disabilities are less frequently employed in management and professional jobs and more frequently in service positions. Employees with disabilities are also more likely to work for non-profit and government agencies or to be self-employed.

Median annual earnings for people with disabilities are \$22,445, the equivalent of about \$10.75/hour for full-time employment. They earn 62% of the median earnings (\$36,217) of Washingtonians without disabilities. Women with disabilities earn 63% of their male counterparts, with an annual earnings gap of \$10,573.

Customers Served by DVR

A comparison of DVR case record data for federal fiscal year 2016 and ACS data found that DVR served the equivalent of 4.4% of individuals with disabilities in the labor force or 33.7% of those who are unemployed.

Females were somewhat underserved, as they represented 46.6% of DVR's service population and 48.2% of working age people with disabilities. The DVR service population represented the diversity of Washingtonians with disabilities, with 73.7% identifying as White Not Hispanic and 26.3% Any Minority. All minority groups, except those of Two or More races, were represented at rates that exceed the statewide disability population. However, ACS and DVR categories for race and ethnicity are not strictly comparable¹

DVR services were targeted predominantly to working age individuals. Customers age 18-34 were served at about twice their rate in the statewide population of people with disabilities, whereas those age 55-64 were served at less than half their rate in the population. DVR serves very few individuals under 18 and over 64 years of age.

Veterans were infrequently served by DVR, which may be attributable to factors such as availability of assistance from the Veterans Administration, lack of knowledge of DVR services, and failures to report veteran status. Veterans make up 11% of working age Washingtonians with disabilities but only 1.1% of DVR customers.

¹ DVR data include individuals who identify as more than one race (other than White Not Hispanic) in each racial category; ACS racial categories include individuals who identify as one race only. Additionally, ACS data include all age groups, whereas DVR services target working age individuals.

SSI and SSDI beneficiaries represented 43% of DVR customers at application and 52% at case closure. 36% of all Washingtonians with disabilities receive SSI and/or SSDI. The increase in participation from application to case closure is likely related to benefits counseling provided to DVR customers.

County and regional comparisons of ACS population data and DVR service data show that services were provided in proportion to the population of working age individuals with disabilities in most areas. Some rural parts of the State and urban communities in Southwest Washington were underserved. The largest gap between the proportion of working age individuals with disabilities and percentage of DVR customers was found in Pierce and Clark counties. These two counties are home to 19.9% of Washingtonians with disabilities, but only 13.4% of DVR's closed cases in FFY 16.

Earnings data for customers whose cases closed in FFY 16 were not available at the time of this report and will be addressed in the next update.

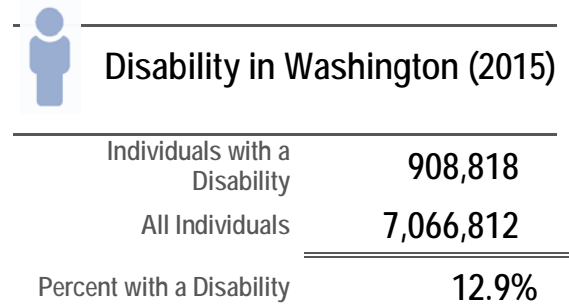
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Washingtonians Living with Disabilities

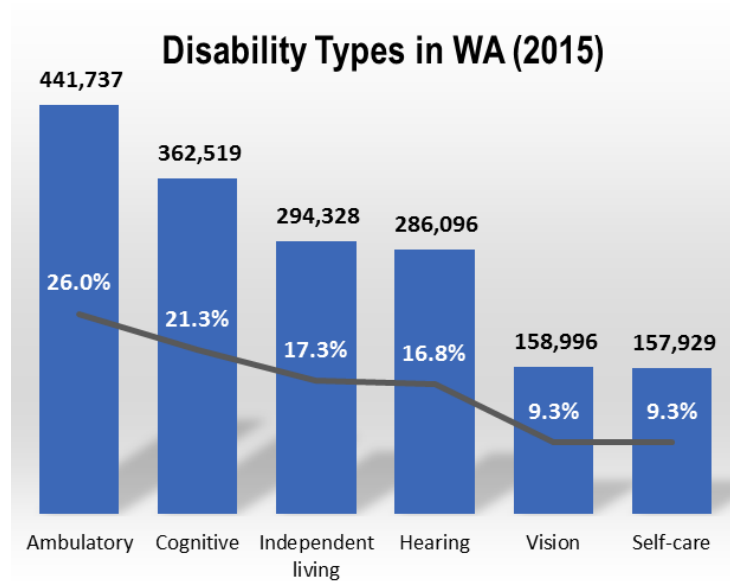
General Population Estimates

The 2015 American Community Survey (ACS) reports 908,818 individuals with disabilities living in Washington State. Individuals with disabilities represent 12.9% of the State's population, approximately one out of every eight people.



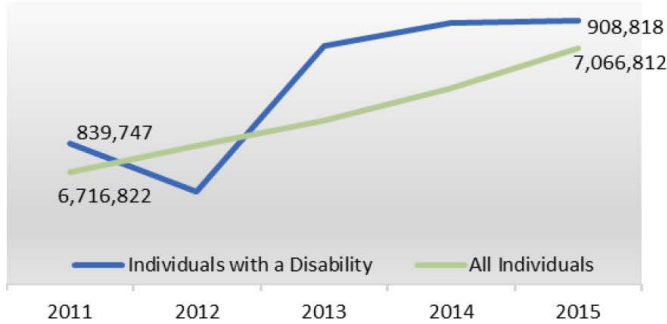
People with disabilities report the following types of disabilities:

- 441,737 individuals, 26% of all individuals with disabilities, have an ambulatory difficulty;
- 362,519 individuals, 21.3%, have a cognitive difficulty;
- 294,328 individuals, 17.3%, have an independent living difficulty;
- 286,096 individuals, 16.8%, have a hearing difficulty;
- 158,996 individuals, 9.3%, have a vision difficulty; and
- 157,929 individuals, 9.3%, have a self-care difficulty.

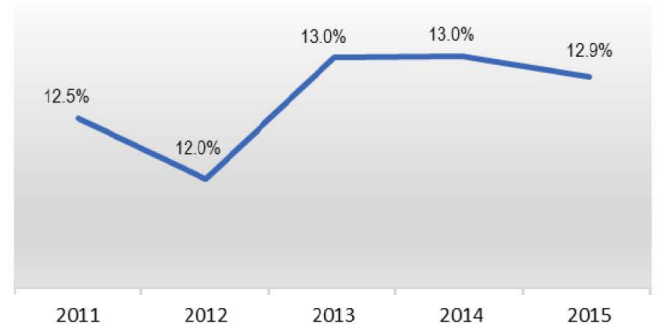


Between 2011 and 2015, the estimated number of Washingtonians with disabilities increased from 839,747 to 908,818. The rate of disability in the State’s population also grew from 12.5% to 12.9%.

WA Population Changes (2011-2015)



Prevalence of Disability in WA (2011-2015)



Annual ACS surveys for 2011-2015 show that the population of people with disabilities has grown faster than Washington’s population in general. The number of people with disabilities increased by 8.2% during that period, exceeding the State’s growth rate of 5.2%. The population of working age individuals increased by 5.6% for people with disabilities and 3.3% overall.

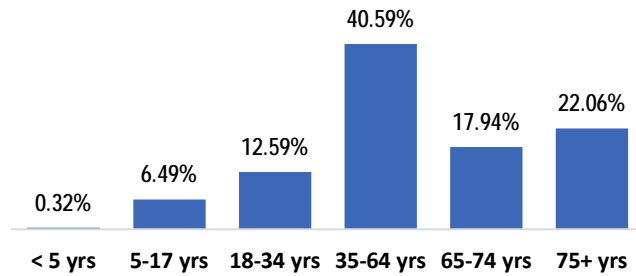
	Population Changes in Washington 2011-2015	
	All ages	Working age (16-64 years)
Individuals with a Disability	8.2% ↑	5.6% ↑
All Individuals	5.2% ↑	3.3% ↑

Demographic Characteristics

Sex and Age

Washingtonians with disabilities are 50.5% male and 49.5% female. More than half (53%) of people with disabilities are between the ages of 18 and 64, the prime working years. People aged 65 to 74, who are increasingly in the work force, represent another 18% of Washingtonians with disabilities. Approximately 7% of those with disabilities are under 18 years of age. The prevalence of disability increases with age of the population and a majority of individuals 75 years and older have a disability.

Age of Washingtonians with Disabilities (2015)



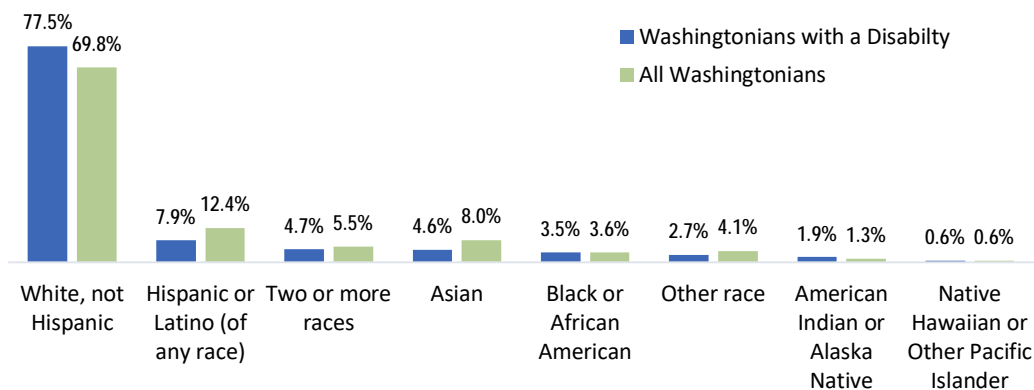
Race and Ethnicity

ACS data indicate that 77.5% of Washingtonians with disabilities identify as White Not Hispanic and 22.5% as minorities. 7.9% report Hispanic ethnicity; 4.6% Asian; 3.5% Black or African American; 1.9% American Indian or Alaska Native; and .6% Native Hawaiian or other Pacific Islander. 4.7% identify as Two or more and 2.7% as Other.

Disability is reported at a higher rate for White, Not Hispanic individuals, who represent 77.5% of people with disabilities while comprising 69.8% of the State’s population. For most minority groups, disability is similar to or less prevalent than their share of the population, except for people who identify as American Indian or Alaska Natives. American Indian or Alaska Native individuals make up a small percentage of Washingtonians with disabilities (1.9%), but are much more prevalent in the population of people with disabilities than in the State’s general population (1.3%). 19% of people who identify as American Indian or Alaska Native report having a disability.

For Asian and Hispanic populations, rates of disability are about 3-4 percent lower than their rates in the overall population. 12.4% of Washington’s population identifies as Hispanic, whereas 7.9% of people with disabilities are Hispanic. Individuals who identify as Asian represent 8.0% of the State’s population overall and 4.6% of people with disabilities.

Racial/Ethnic Identity of Washingtonians (2015)




Demographic information is also reviewed in the **Service Needs and Customers Served by DVR in FFY 16** section of this report, which compares sex, age, and racial/ethnic characteristics of Washingtonians with disabilities to those of DVR customers.

Demographic data for individuals with disabilities in Washington and the United States show minor differences in the prevalence of disability by sex, age, and race/ethnicity. A comparison table of WA and US demographics is available in Appendix 2.

Participation in the Labor Force


Individuals between the ages of 16 and 64 years are predominant in the labor force and individuals with disabilities of this “working age” range are the primary customers and potential customers of DVR services.

483,334 individuals with disabilities are between the ages of 16 and 64 years, representing 10.9% of Washington’s working age population. 53.2% of people with disabilities are of working age, compared to 62.8% of Washington’s population overall.



	All Ages	Working Age (16-64 years)	Percent Working Age
Individuals with a Disability	908,818	483,334	53.2%
All Individuals	7,066,812	4,440,161	62.8%
Percent with a Disability	12.9%	10.9%	

Washingtonians with disabilities represent 6% of the State’s approximately 3.4 million labor force of working age individuals.



	number in the labor force	percent in the labor force
With a Disability	204,889	6.0%
With no Disability	3,196,132	94.0%
TOTAL	3,401,021	100.0%

204,889 of working age individuals with a disability, or 42.4%, are reported to be in the labor force in 2015. Of those in the labor force, 177,921 (36.8%) are employed and 26,968 (5.6%) unemployed.



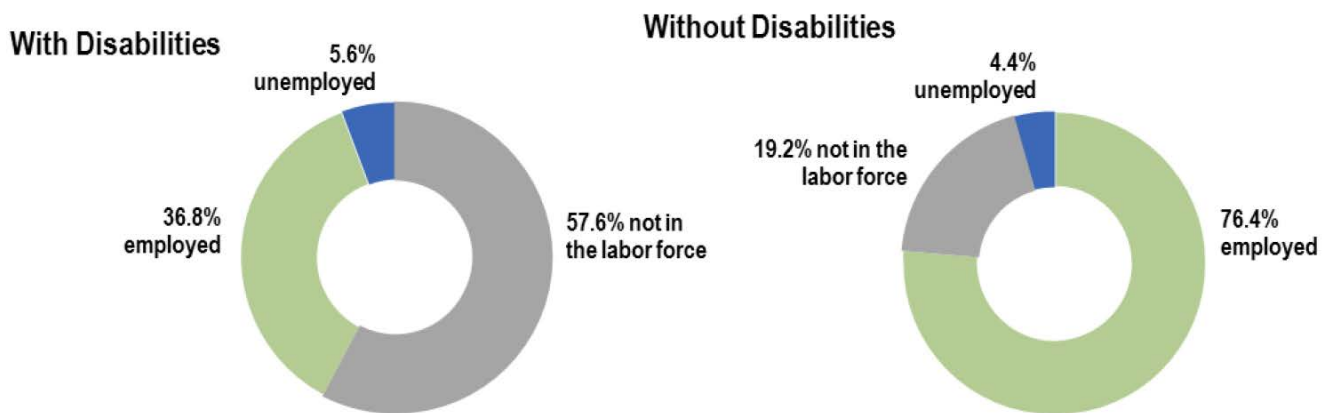
Employment Status of Working Age Washingtonians (2015)

	With Disabilities		Without Disabilities	
	Number	Percent	Number	Percent
In the Labor Force	204,889	42.4%	3,196,132	80.8%
Employed	177,921	36.8%	3,022,973	76.4%
Unemployed	26,968	5.6%	173,159	4.4%
Not in the Labor Force	278,445	57.6%	760,695	19.2%
TOTAL	483,334	100.0%	3,956,827	100.0%

Washingtonians with disabilities are employed at less than half the rate of those without disabilities. ACS data show an estimated 36.8% of working age individuals with disabilities are employed, compared to 76.4% of people without disabilities. An additional 26,968 (5.6%) individuals are unemployed but in the labor force. This rate is 1.2% higher than the unemployment rate for people without disabilities (4.4%).

The majority of working age individuals with disabilities, 56.6%, are not in the labor force.² This significantly contrasts with the 19.2% of working age individuals without disabilities. According to the U.S. Bureau of Labor Statistics, more than 70% of individuals with disabilities who are unemployed or out of the labor force report some type of barrier to employment. In addition to their disability, the most common barriers to employment include lack of education and training, lack of transportation, and the need for job accommodations.³

Difference in Employment Rates for Washingtonians (2015)



² Not in the Labor Force refers to individuals who are not working or actively seeking work. This category consists mainly of students, homemakers, seasonal workers interviewed in an off season who were not looking for work, and people doing only incidental unpaid family work.

³ "Persons with a Disability: Barriers to Employment, Types of Assistance, and Other Labor-Related Issues, supplement to the May 2012 Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics, May 2012.

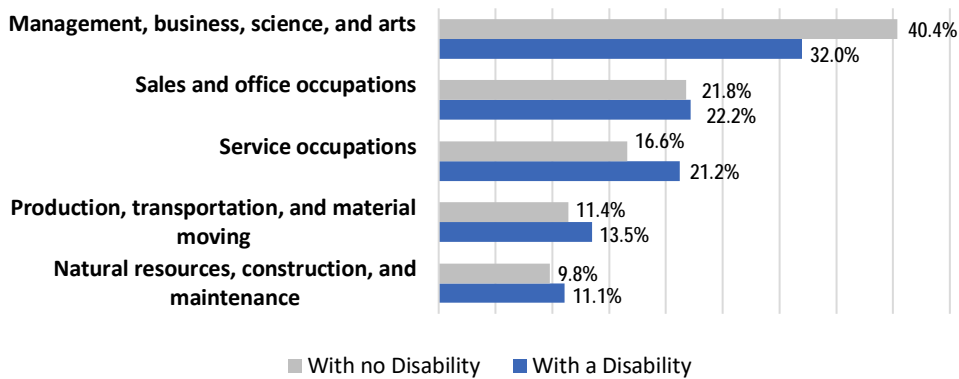
Types and Places of Employment

ACS data show that employees with and without disabilities work in the same types of industries. However, meaningful differences are seen in the occupations of employees with and without disabilities.

Washingtonians with disabilities work at lower rates in management and professional positions and higher rates in service jobs. 32% of employees with disabilities work in management, business, science and arts positions, compared to 40.4% of employees without disabilities. 21.2% of people with disabilities are employed in service occupations, whereas 16.6% of workers without disabilities work in service positions.

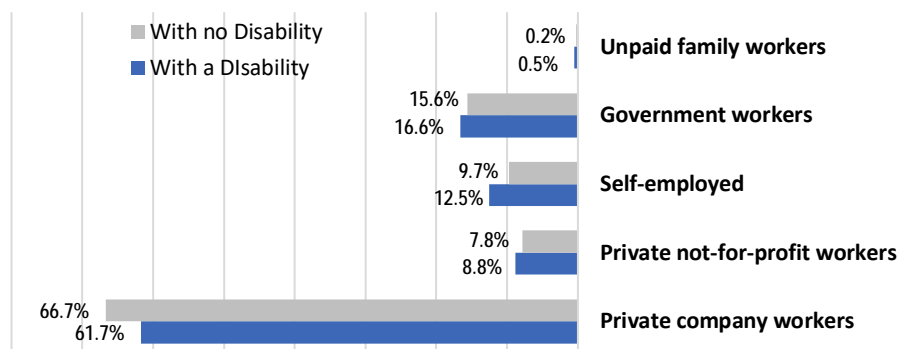
People with disabilities work more frequently in natural resources, construction and maintenance occupations than people without disabilities (11.1% compared to 9.8%) as well as production, transportation and material moving occupations (13.5% compared to 11.4%). Rates of employment in sales and office occupations are similar for individuals with and without disabilities, at 22.2% and 21.8%, respectively.

Occupations of WA Employees (2015)



Washingtonians with disabilities are more likely to work for non-profit and government agencies or be self-employed than workers without disabilities. 61.7% of employed people with disabilities work for private companies, compared to 66.7% of people without disabilities. Employment in the public and non-profit sectors are 16.6% and 8.8% for individuals with disabilities, compared to 15.6% and 7.8%, respectively, for people without disabilities. Self-employment rates are 12.5% for people with disabilities and 9.7% for people without disabilities.

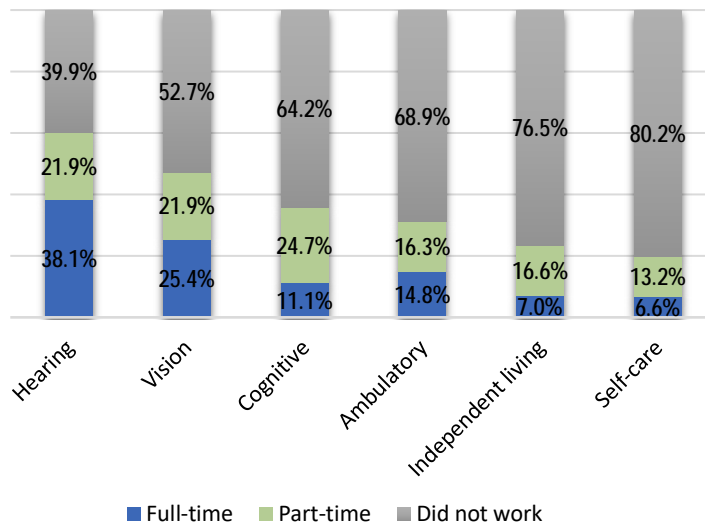
Class of Worker of WA Employees (2015)



The disparities in types of occupation and class of worker are likely to result in lower earnings for workers with disabilities; for example, service occupations typically pay less than management and professional occupations.

For people reporting a specific type of disability, data indicate that employment rates are higher for individuals with hearing and vision disabilities than other types of disabilities. Individuals with cognitive, ambulatory, self-care, and independent living disabilities¹⁴ are more frequently employed part-time than full-time.

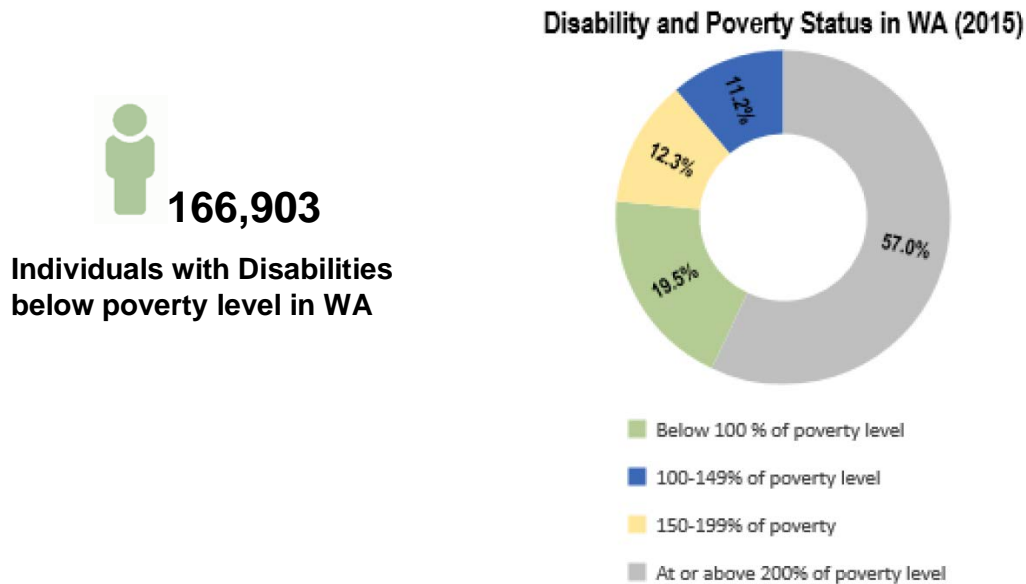
Employment Status of Washingtonians by Disability Type (2015)



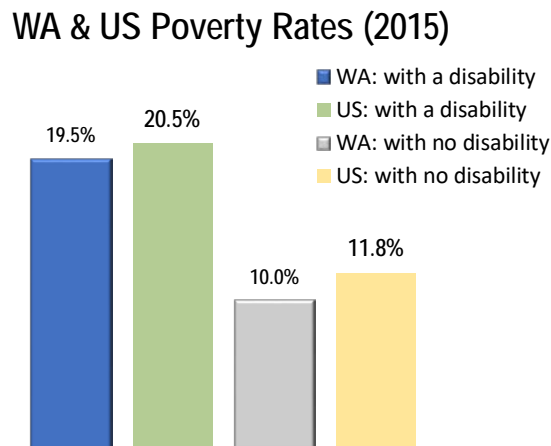
Poverty

2015 ACS data show an estimated 166,903 Washingtonians with disabilities have incomes below the poverty line.⁴ People with disabilities comprise 26% of the 636,654 Washingtonians living in poverty.

The poverty rate for individuals with disabilities is 19.5%, nearly twice the rate for people without disabilities; 10% of the State's population have incomes below poverty level.

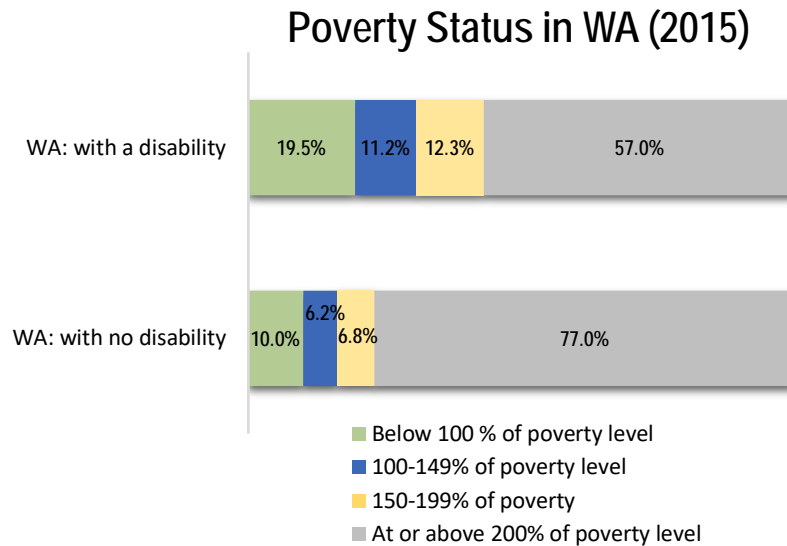


Washington's poverty rate is 1% less than the national rate of 20.5% for people with disabilities and 1.8% below the national rate of 11.8% for people without a disability.

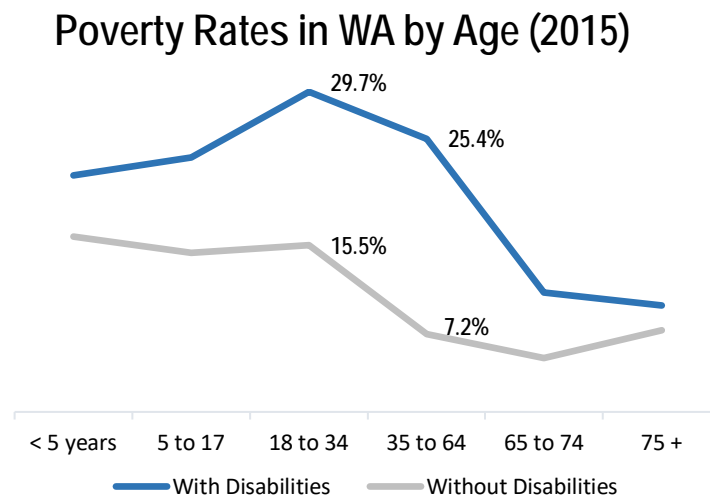


⁴ ACS Poverty rates are reported for the population age 16 and over for whom poverty status is determined. Poverty level income in 2015 was \$12,331 for a single person under 65 years and \$18,871 for a family of three. ("Income and Poverty in the United States: 2015", United States Census Bureau, September 2016)

Nearly one-third of Washingtonians with disabilities (30.7%) have incomes below 150% of poverty level, compared to 16.2% of people without disabilities. An estimated 43% of people with disabilities and 23% of people without disabilities have income below 200% of poverty.⁵



For Washingtonians without disabilities, poverty is high for children and young adults but declines with age, dropping most sharply after age 34. Poverty rates for people with disabilities are at their highest during the working years. The disparity between people with and without disabilities is greatest for working age individuals. For the age group 35 to 64, 25.4% of people with disabilities and 7.2% of people without disabilities live in poverty. For ages 18 to 34, poverty affects 29.7% of Washingtonians with disabilities, compared to 15.5% of those without disabilities. Declining poverty rates after age 64 are likely attributable to the effect of retirement income.



⁵ Estimated rates of 150-199% of poverty are based on national poverty rates published in "Income and Poverty in the United States: 2015," U.S. Department of Commerce, Economics and Statistics Administration, September 2016.

Earnings

Median earnings for people with disabilities are \$22,445 in Washington in 2015, the equivalent of \$10.75/hour for full-time employment. Earnings are about four percent higher than the national median of \$21,572 for people with disabilities but only 62% of the \$36,217 median earnings of Washingtonians without disabilities.

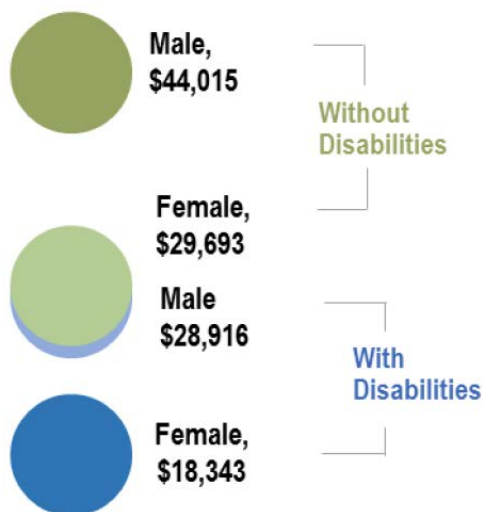
Females with disabilities earn 63% of their male counterparts in Washington, with an annual earnings gap of \$10,573. Median earnings for Washingtonians with disabilities were \$18,343 and \$28,916 for women and men, respectively.

Nationally, the ratio of female to male median earnings is 68.5% for women with disabilities and 70.2% for women without disabilities.

Median Earnings: WA & US (2015)



Median Earnings by Sex: WA (2015)

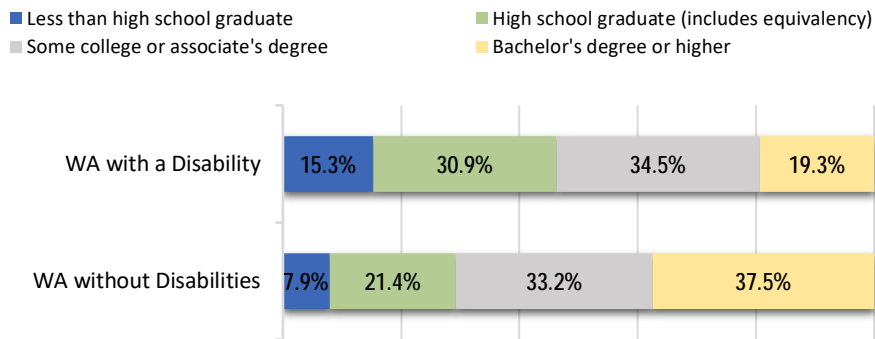


Education

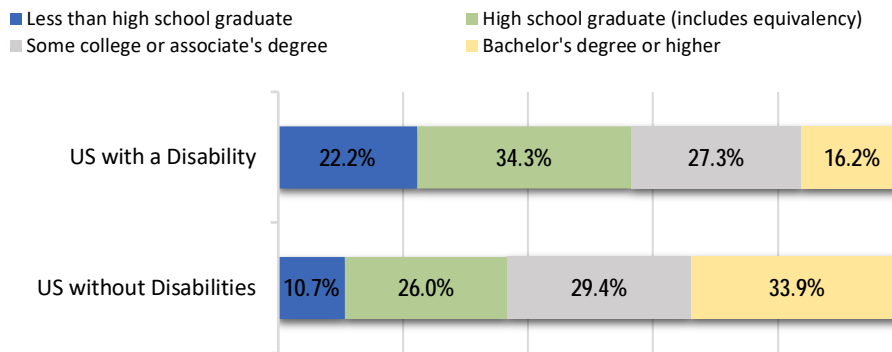
Washingtonians with disabilities are less likely to have completed high school (15.3% versus to 7.9%) or to obtain a bachelors or higher degree (19.3% versus to 37.5%), compared to people without disabilities. Rates of college attendance or attaining an associate’s degree are similar for individuals with and without disabilities.

Washingtonians with disabilities have higher rates of educational attainment than people with disabilities in the US overall. In Washington, 34.5% of people with disabilities have completed some college or an associate’s degree and 19.3% have a bachelor’s degree or higher. Nationally, 27.3% of individuals with disabilities complete some college or an associate’s degree and 16.2% obtain a bachelor’s degree or higher. The rate of high school graduation is also higher for Washingtonians with disabilities, with 15.3% of individuals having less than a high school education compared to 22.2% nationally.

Educational Attainment in WA (2015)



Educational Attainment in the US (2015)



Service Needs and Customers Served by DVR in FFY 16

The following analysis of DVR services is based on case data for 9,057 cases for which eligibility was determined and case closure occurred during federal fiscal year 2016 (FFY 16), the period from October 1, 2015 through September 30, 2016. Based on ACS estimates, DVR served the equivalent of 4.4% of working age Washingtonians with disabilities in the labor force and 33.7% of those who are unemployed.

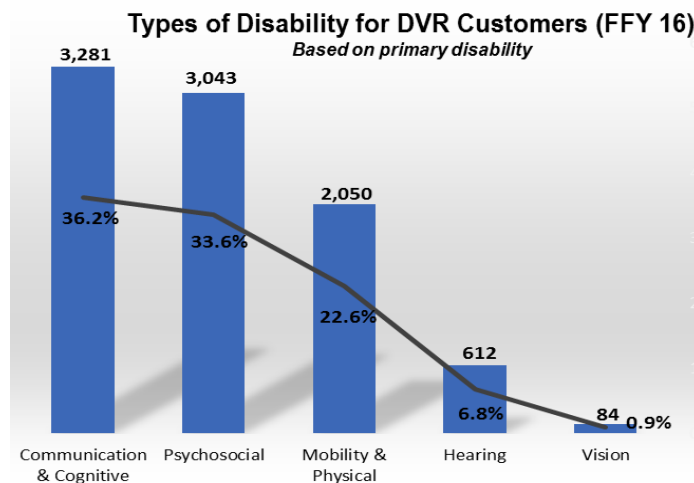
At the time of application, 77.1% of DVR customers are unemployed, including the 10.5% of applicants who are students. 13.2% are working either in competitive, supported or self-employment. The employment status of 9.8% of applicants is identified as “Other”.

Employment Status of DVR Applicants (FFY 16)

Employment Status	Number of Applicants	Percent of Applicants
Competitive Employment	1,003	11.1%
Supported Employment	125	1.4%
Self-Employment	65	0.7%
Total Employed	1,193	13.2%
Not Employed	6,024	66.5%
Not Employed: Student	955	10.5%
Total Unemployed	6,979	77.1%
Other	885	9.8%
TOTAL	9,057	

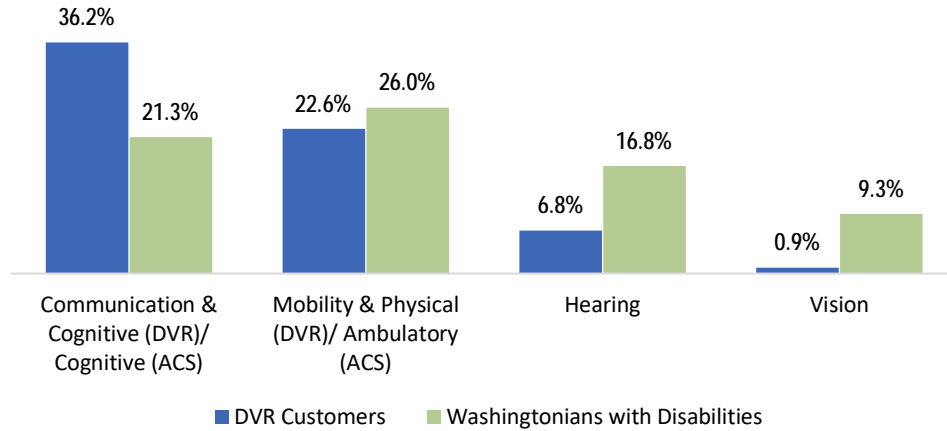
Type of Disability and DVR Services

DVR identifies disability type according to 18 categories. For the purposes of this report, data were combined into 5 categories to approximate ACS categories, as best as possible. The percentage of FFY 16 DVR customers with each type of disability are as follows: 36.2% Communication or Cognitive; 33.6% Psychosocial; 22.6% Mobility or Physical; 6.8% Hearing and .9% Vision.



Although DVR categories for types of disabilities are not strictly comparable with the ACS categories, the following chart provides an approximate comparison.

Disability Types of DVR Customers and Washingtonians with Disabilities

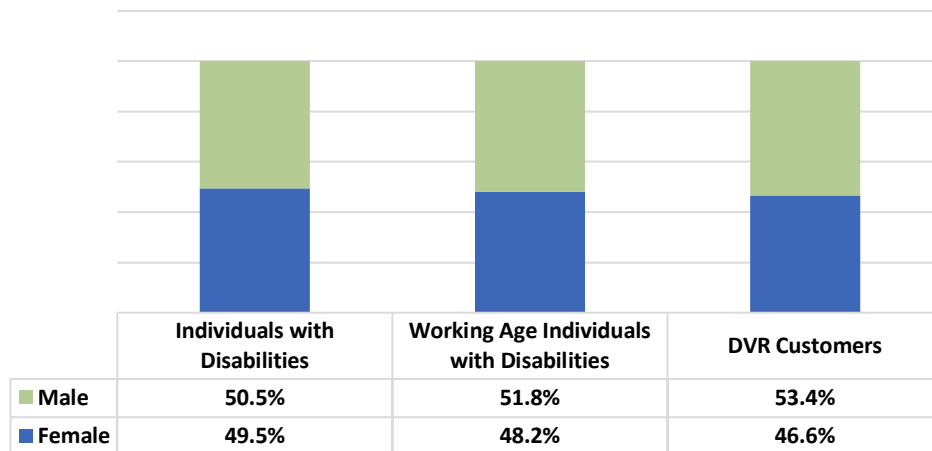


Disability and DVR Services by Sex

Washingtonians with disabilities are nearly equally female and male, with 449,434 females (49.5%) and 459,384 males (50.5%). Males are a somewhat larger percentage of working age individuals with disabilities, at 51.8% compared to 48.2% female.

DVR cases were closed for 4,404 females and 5,053 males in FFY 16. The service population was 46.9% female and 53.4% male, indicating that women were underserved in comparison to their prevalence in the population.

Disability and DVR Services by Sex



Disability and DVR Services by Age

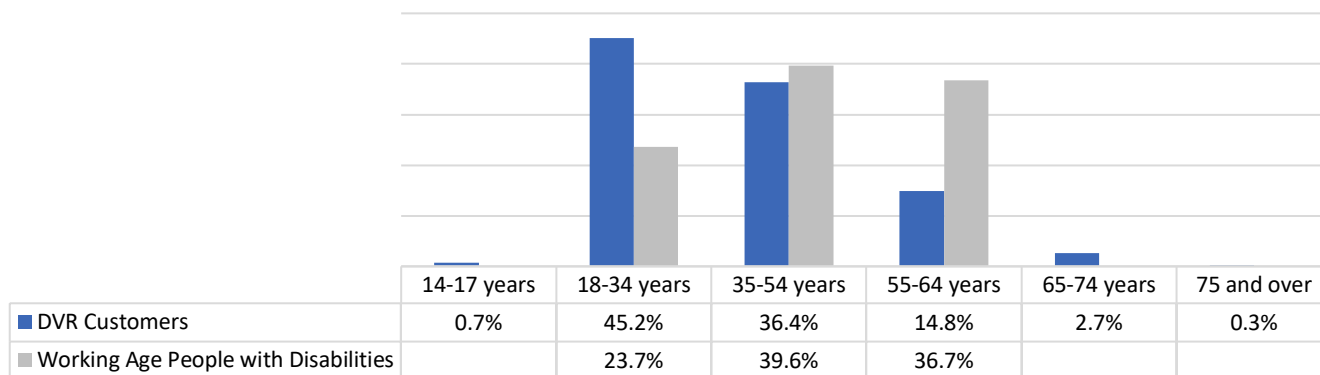
DVR service data show that DVR customers are predominantly between the ages of 16 and 64, which are considered the prime working years. During FFY 16, 96.4% of DVR’s closed cases were for individuals between the ages of 16 and 64. 45.2% of customers were 18-34 years of age; 36.4% were 35-43; and 14.8% were 55-64.⁶

Of the 483,334 working age individuals with disabilities:

- 23.7% are between the ages of 18 and 34;
- 39.6% are between 35 and 54 years
- 36.7% are between 55 and 64 years

DVR customers are younger than the working age population overall, with more than 80% of customers in the 18-54 age range. Individuals age 55 and above are not served in proportion to their prevalence in the population.

Disability and DVR Services by Age

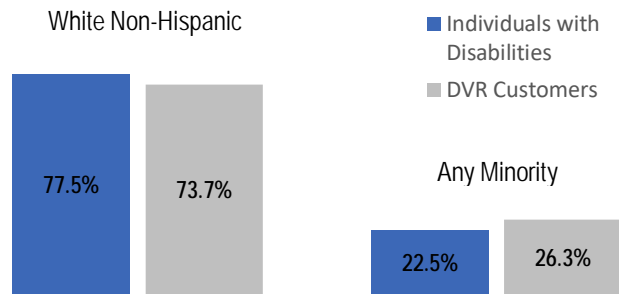


⁶ Customer age as of 9/30/2016 was used for this analysis.

Disability and DVR Services by Race and Ethnicity

A comparison of the racial and ethnic identities of Washingtonians with disabilities and DVR customers in FFY 16 shows that DVR served a population that represents the diversity of people with disabilities. 77.5% of Washingtonians with disabilities and 73.2% of DVR customers identify as White, Non-Hispanic. People who identify as a minority race or ethnicity represent 22.5% of individuals with disabilities and 26.3% of DVR customers.⁷

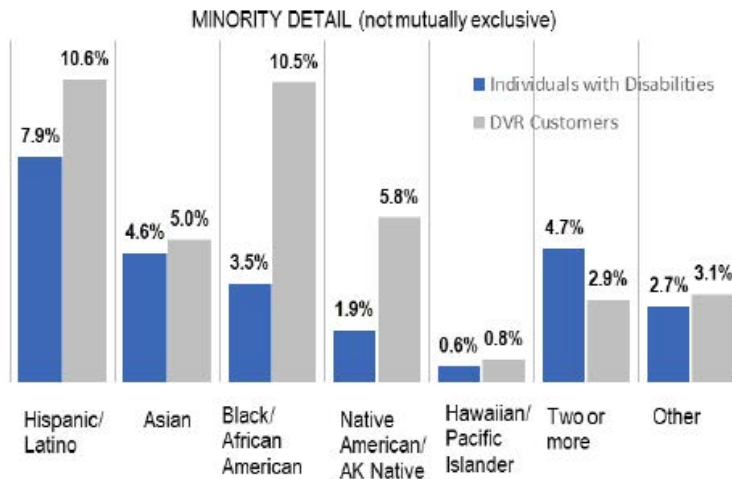
Disability and DVR Customers by Race/Ethnicity



The overall percentage of minority customers in FFY 16 exceeded their share of the State’s population of people with disabilities by 3.8%. Each minority group was well-represented in DVR’s service population.

DVR case service data for cases closed in FFY 16 show that 10.6% identified as Hispanic (compared to 7.9% of individuals with disabilities statewide); 10.6% identified as Black/African American (compared to 3.5% statewide); 5.8% identified as Native American/Alaska Native (compared to 1.9% statewide); 5.0% identified as Asian (compared to 4.6% statewide); .8% identified as Hawaiian/Pacific Islander (compared to .6% statewide); 2.9% identified as Two or More (compared to 4.7% statewide); and 3.1% identified as Other (compared to 2.7% statewide).

Disability and DVR Customers by Race/Ethnicity



⁷ ACS and DVR data for race and ethnicity are not strictly comparable. DVR data include individuals who identify as more than one race (other than White Not Hispanic) in each racial category; ACS racial categories include individuals who identify as one race only. Additionally, ACS data include all age groups, whereas DVR services target working age individuals.

Disability and DVR Services by Veteran Status

ACS data indicate that 152,765 veterans with disabilities reside in Washington, representing 16.8% of Washingtonians with disabilities. 53,247 veterans with disabilities are of working age, 11% of the State's working age population of people with disabilities. The poverty rate for veterans with disabilities is 9.1%, less than half the 19.5% statewide rate for people with disabilities. This statistic suggests that veterans with disabilities are working or receiving income assistance above the poverty line more frequently than other individuals with disabilities.

Veterans are a very small percentage of DVR's service population, which may be due to preference for using the services available from the Veterans Administration or lack of knowledge about DVR programs. Only 99 individuals with a closed DVR case in FFY 16 identified as veterans, 1.1% of closed cases.

SSI/SSDI Recipients and DVR Services

In Washington, an estimated 36% of working age people with disabilities receive income support from the Social Security Administration.

113,763 individuals, or 25%, receive monthly SSDI payments, Social Security benefits provided to workers who become disabled. Working age people with disabilities in Washington received an average SSDI payment of about \$1,300 per month in 2016.

20% of working age Washingtonians with disabilities, or 97,535 individuals, receive SSI benefits. The monthly payment provided by this federal assistance program for low-income aged, blind or disabled persons averaged \$586 in 2016. An estimated 36,057 people, 7% of working age individuals with disabilities, receive both SSI and SSDI.⁸

In addition to employment-related services, DVR customers receive benefits counseling to provide guidance on programs for which they may be eligible. In comparison to the overall population of working age Washingtonians with disabilities, SSI and SSDI recipient rates for DVR customers are higher for SSI and similar for SSDI at application and higher for both at case closure: 24% at application and 32% at closure for SSI and 23% at application and 30% at case closure for SSDI. For both SSI and SSDI, 43% of DVR customers are receiving benefits at application and 52% at case closure.

SSI & SSDI Recipients Age 18-64 in Washington State						
	Number of recipients	Percent of people with disabilities	DVR number of recipients at application	Percent of DVR cases at application	DVR number of recipients at closure	Percent of DVR cases at closure
SSI	97,535	20%	2,142	24%	2,932	32%
SSDI	113,763	24%	2,078	23%	2,736	30%
Both	36,057	7%	289	3%	925	10%
Total	175,241	36%	3,931	43%	4,743	52%

⁸ Estimate based on the national percent of SSI recipients that also receive SSDI, excluding SSI recipients age 65 and older. "Washington Congressional Statistics, Social Security Administration, December 2016.

Disability and Geographic Location of DVR Services

The table below compares the number and percent of people with disabilities in each county with the number and percent of DVR cases closed in FFY 2016.⁹ The 19 counties for which data are available represent 90.6% of working age individuals with disabilities in the State.

County	DSHS/DVR Locations	Number of Working Age Individuals with Disabilities	Percent of Working Age Individuals with Disabilities	Number of DSHS/DVR FFY 16 Case Closures	Percent of DSHS/DVR FFY 16 Case Closures
Washington	All	483,334	100.0%	9,057	100.0%
Benton	Kennewick	13,218	2.7%	251	2.8%
Chelan	Wenatchee	5,040	1.0%	127	1.4%
Clallam	Port Angeles	7,028	1.5%	116	1.3%
Clark	Vancouver	31,661	6.6%	398	4.4%
Cowlitz	Kelso	9,170	1.9%	145	1.6%
Franklin	Kennewick	4,822	1.0%	77	0.9%
Grant	Moses Lake	6,481	1.3%	131	1.4%
Grays Harbor	Aberdeen	7,336	1.5%	85	0.9%
Island	Mt. Vernon	6,054	1.3%	61	0.7%
King	Kent, Bellevue, Redmond, SeaTac, Seattle Mercer, Seattle North	101,760	21.1%	2,353	26.0%
Kitsap	Silverdale	20,860	4.3%	458	5.1%
Lewis	Centralia	7,200	1.5%	168	1.9%
Pierce	Puyallup, Tacoma	64,395	13.3%	816	9.0%
Skagit	Mt. Vernon	8,825	1.8%	171	1.9%
Snohomish	Arlington, Everett,	52,940	11.0%	939	10.4%
Spokane	Spokane	40,388	8.4%	781	8.6%
Thurston	Tumwater	19,360	4.0%	422	4.7%
Whatcom	Bellingham	16,403	3.4%	408	4.5%
Yakima	Yakima, Sunnyside	14,774	3.1%	494	5.5%
All Other	Clarkston, Colville, Omak, Port Townsend, Shelton, Walla Walla	45,619	9.4%	656	7.2%

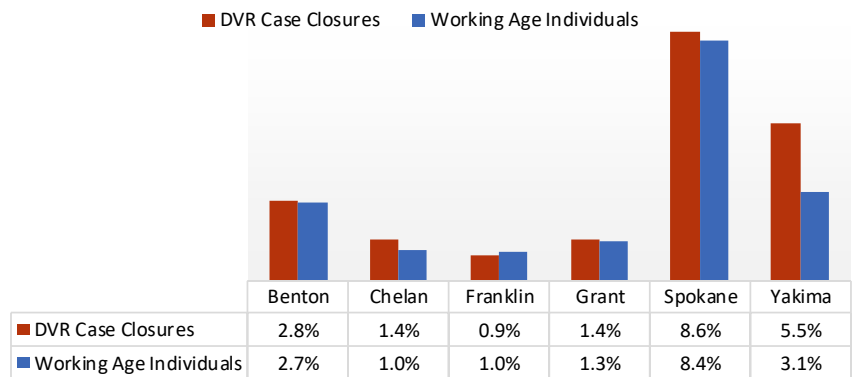
⁹ Based on ACS estimates of individuals with disabilities and DVR data for cases determined eligible for services and closed between October 1, 2015 and September 30, 2016. ACS data are limited to counties with a population of 65,000 or more.

County and regional comparisons show that DVR services are provided in proportion to the population of working age individuals with disabilities in most areas. Some rural areas and urban communities in Southwest Washington are underserved. Pierce and Clark counties have the largest gap between the proportion of working age individuals with disabilities and percentage of DVR customers served in those counties. These two counties are home to 19.9% of Washingtonians with disabilities, but only 13.4% of DVR's closed cases in FFY 16.

In Area 1, which covers all of the Eastern Washington counties, DVR customers were generally served at or above the expected rate, based on the percentage of working age people with disabilities.

AREA 1	Number of DVR FFY 16 Case Closures	Percent of DVR FFY 16 Case Closures
Total	2,320	25.94%
Adams	9	0.1%
Asotin	53	0.6%
Benton	251	2.8%
Chelan	127	1.4%
Columbia	4	0.0%
Douglas	45	0.5%
Ferry	8	0.1%
Franklin	77	0.9%
Garfield	5	0.1%
Grant	131	1.5%
Kittitas	32	0.3%
Lincoln	3	0.0%
Okanogan	75	0.9%
Pend Oreille	15	0.2%
Spokane	781	8.8%
Stevens	58	0.7%
Walla Walla	122	1.4%
Whitman	30	0.3%
Yakima	494	5.3%

DVR Area 1: Percent of Working Age Individuals with Disabilities and DVR Case Closures



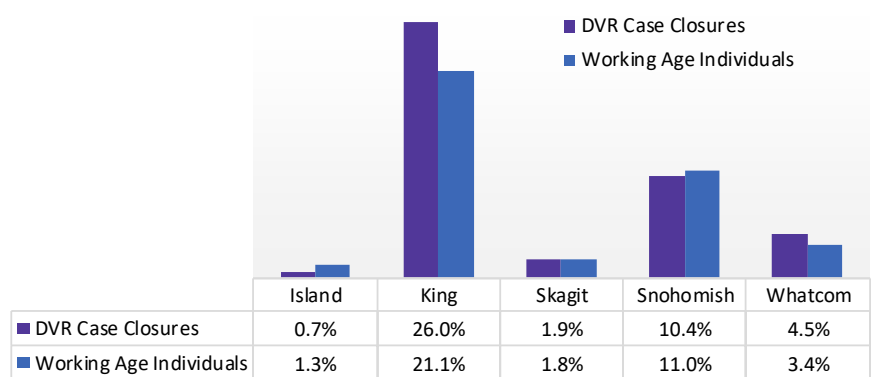
In Area 2, which covers western Washington from Seattle to the north, DVR service was disproportionately low in Snohomish and Island counties. Snohomish County is home to 11% of working age individuals with disabilities and served 10.4% of DVR customers. Island County served .7% of DVR customers, compared to its population of 1.3% of people with disabilities. King and Whatcom counties served a larger percentage of DVR customers than expected.¹⁰

¹⁰ Parts of King County are served in Area 2 and parts in Area 3. Data are reported for the entire county in both regions.

DVR Area 2: Percent of Working Age Individuals with Disabilities and DVR Case Closures

AREA 2	Number of DVR FFY 16 Case Closures	Percent of DVR FFY 16 Case Closures
Total	2,991	33.13%
Island	61	0.7%
King	1,406	15.5%
San Juan	6	0.1%
Skagit	171	1.9%
Snohomish	939	10.4%
Whatcom	408	4.5%

Note: Includes all of King County case closures

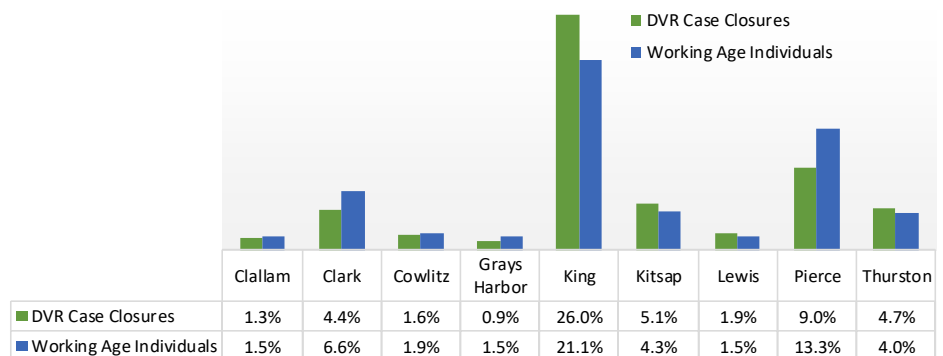


Area 3, which covers western WA south of Seattle, has the greatest disparities between percentage of working age population with disabilities and DVR cases closed. Five of the nine counties in the region had disproportionately low rates of closed cases. The largest service gaps are seen in Pierce and Clark Counties. 13.3% of working age individuals with disabilities live in Pierce County but only 9% of closed DVR cases were in that county. Clark County has 6.6% of the State's workers with disabilities and closed 4.4% of DVR cases in FFY 16.

AREA 3	Number of DVR FFY 16 Case Closures	Percent of DVR FFY 16 Case Closures
Total	3,746	40.92%
Clallam	116	1.3%
Clark	398	4.4%
Cowlitz	145	1.6%
Grays Harbor	85	0.9%
Jefferson	84	1.0%
King	947	10.4%
Kitsap	458	5.0%
Klickitat	4	0.1%
Lewis	168	1.9%
Mason	74	0.8%
Pacific	24	0.3%
Pierce	816	8.8%
Skamania	2	0.0%
Thurston	422	4.5%
Wahkiakum	3	0.0%

Note: Includes all of King County case closures

DVR Area 3: Percent of Working Age Individuals with Disabilities and DVR Case Closures



Discussion

American Community Survey (ACS) data indicate 12.9% of Washington's population has a disability, nearly one in eight individuals. From 2011-2015, the population of people with disabilities in Washington grew at a faster rate than the overall population. This trend may indicate that DVR's customer population is growing at a higher rate than Washington's population overall; both this trend and its implications warrant further study.

Washingtonians with disabilities are employed at less than half the rate of people without disabilities and more than half of working age individuals with disabilities are out of the labor force. Consequently, people with disabilities experience very high rates of poverty, representing 26% of Washingtonians living below poverty level. Poverty rates for people with disabilities are highest during the working years and the disparity between people with and without disabilities is greatest for this age group.

Employees with disabilities are less likely to work in management and professional occupations and more likely to work in service positions, compared to employees without disabilities. They are also more likely to work for non-profit and government agencies or to be self-employed. Individuals with disabilities are less likely to have completed high school or obtained a bachelor's or higher degree compared to those without disabilities, which restricts job opportunities. These education and workforce dynamics, which create barriers to gainful employment and advancement, are reflected in earnings disparities. Median annual earnings of \$22,445 for individuals with disabilities are 62% of the median earnings for Washingtonians without disabilities and equate to about \$10.75/hour for full-time employment.

During federal fiscal year 2016 (FFY 16), DVR closed 9,057 cases for which eligibility was determined. These 9,057 cases were equivalent to 1.8% of all working age individuals with disabilities, 4.4% of labor force participants with disabilities, and 33.6% of unemployed individuals with disabilities in Washington. DVR's target population is primarily unemployed individuals with disabilities and those who are not in the labor force. However, DVR services are also available to assist with job retention and career advancement; in FFY 16, 13.2% of DVR customers were employed at the time of application.

Compared to the statewide population of individuals with disabilities, DVR overserves individuals age 18-34 years (45.2% to 23.7%) and significantly underserves individuals age 55-64 years (14.8% to 36.7%). The employment service needs of individuals outside of the working age population are largely unmet by DVR; individuals over 65 years with a disability, students with disabilities, and youth with disabilities are underserved populations. While DVR will increase the numbers of students and youth with disabilities who receive services, primarily through the continued expansion of its transition program, strategies must be identified to address employment needs of older individuals with disabilities.

County ACS and FFY 16 DVR service data show that services were provided in proportion to the population of working age individuals with disabilities in most areas. However, DVR continues to underserve rural counties and Southwest Washington. This 2017 assessment corroborates findings of the 2014 Comprehensive Statewide Needs Assessment and the Statewide Assessment section of the 2016 – 2020 DVR State Plan that identified service delivery gaps rural counties as well as Pierce, Clark, Cowlitz, and Grays Harbor counties.

Washingtonians with disabilities are disproportionately affected by poverty, low earnings, and under-participation in the labor force. DVR and its workforce development partners must align efforts and resources to promote higher earnings, broader occupational opportunities, and greater quality of life for Washingtonians living with disabilities

Appendix 1: Data Sources & Definitions

Primary Data Sources

The following data sources were reviewed and provide the basis for this report. Supplemental data sources are referenced in footnotes to the report.

- United States Census Bureau 2015 American Community Survey (ACS) 1-Year estimates, available for areas of population 65,000 and over. ACS 1-Year data for 2011-2015 were analyzed for trends.
- United States Social Security Administration (SSA) 2016 statistics on SSI and SSDI recipients.
- DVR service data for cases open at any time during 2015 and 2016 and closed during federal fiscal year 2016 (FFY 16), October 1, 2015 through September 30, 2016.

American Community Survey 2015 Subject Definitions

Disability

- Ambulatory difficulty: having serious difficulty walking or climbing stairs.
- Cognitive difficulty: because of a physical, mental or emotional condition, having difficulty remembering, concentrating or making decision.
- Hearing difficulty: deaf or having serious difficulty hearing.
- Independent living difficulty: because of a physical, mental or emotional condition, having difficulty doing errands alone such as visiting a doctor's office or shopping.
- Self-care difficulty: having difficulty bathing or dressing.
- Vision difficulty: blind or having serious difficulty seeing, even when wearing glasses.

Labor Force

- Employed: All civilians 16 years old and over who either (1) were "at work," that, is those who did any work at all during the reference week as paid employees, worked in their own business or profession, worked on their own farm, or worked 15 hours or more as unpaid workers on a family farm or in a family business; or (2) were "with a job but not a work," that is, those who did not work during the reference week but had jobs or businesses from which they were temporarily absent due to illness, bad weather, industrial dispute, vacation, or other personal reasons. Excluded from the employed are people who only activity consisted of work around the house or unpaid volunteer work for religious, charitable, and similar organizations; also excluded are all institutionalized people and people on active duty in the United States Armed Forces.
- Unemployed: All civilians 16 years old and over are classified as unemployed if they (1) were neither "at work" not "with a job but not at work" during the reference week, and (2) were actively looking for work during the last 4 weeks, and (3) were available to start a job. Also included as unemployed are civilians who did not work at all during the reference week, were waiting to be called back to a job from which they had been laid off, and were available for work except for temporary illness.
- Civilian labor force: the sum of the employed and unemployed. In other words, the labor force is the number of people who are either working or actively seeking work.
- Labor force: All people classified in the civilian labor force plus members of the U.S. Army Forces.
- Not in the Labor Force: All people 16 years old and over who are not classified as members of the labor force. This category consists mainly of students, homemakers, seasonal workers interviewed in an off season who were not looking for work, institutionalized people, and people doing only incidental unpaid family work (less than 15 hours during the reference week).

Poverty

- **Poverty Status:** The total number of people below the poverty level is the sum of people in families and the number of unrelated individuals with incomes in the last 12 months below the poverty threshold. Poverty status is determined by comparing annual income to a set of dollar values, called poverty thresholds, that vary by family size, number of children, and the age of the householder. If a family's before-tax income is less than the dollar value of their threshold, then that family and every individual in it are considered to be in poverty. For people not living in families, poverty status is determined by comparing the individual's income to his or her poverty threshold.
- **Individuals for Whom Poverty Status is Determined:** Poverty status was determined for all people except institutionalized people, people in military group quarters, people in college dormitories, and unrelated individuals under 15 years old. These groups were excluded from the numerator and denominator when calculating poverty rates.

Median Earnings

- The median divides the income distribution into two equal parts: one-half of the cases falling below the median income and one-half above the median. Median earnings is restricted to individuals 16 years and over with earnings and is computed on the basis of a standard distribution.

Appendix 2: Data Tables

Prevalence of Disability in WA & US				
2015 American Community Survey 1-Year Estimates, Tables S1810, B18101, S21007				
DEMOGRAPHICS	WASHINGTON		UNITED STATES	
	NUMBER	PERCENT	NUMBER	PERCENT
ALL INDIVIDUALS	908,818	12.9%	39,906,328	12.6%
Sex				
Female	449,434	12.6%	20,597,992	12.7%
Under 5 years	1,803	0.8%	66,348	0.7%
5 to 17 years	22,160	3.9%	1,070,194	4.1%
18 to 34 years	51,594	6.3%	2,008,907	5.5%
35 to 64 years	181,265	13.0%	8,193,887	12.9%
65 to 74 years	77,284	24.0%	3,496,061	24.0%
75 years and over	115,328	51.1%	5,762,595	51.1%
Male	459,384	13.1%	19,308,336	12.5%
Under 5 years	1,113	0.5%	82,261	0.8%
5 to 17 years	36,865	6.2%	1,814,985	6.6%
18 to 34 years	62,828	7.5%	2,424,458	6.6%
35 to 64 years	187,647	13.6%	7,784,294	13.0%
65 to 74 years	85,801	28.8%	3,421,784	26.9%
75 years and over	85,130	50.2%	3,780,554	48.0%
Age				
Under 5 years	2,916	0.7%	148,609	0.8%
5 to 17 years	59,025	5.1%	2,885,179	5.4%
18 to 34 years	114,422	6.9%	4,433,365	6.0%
35 to 64 years	368,912	13.3%	15,978,181	13.0%
65 to 74 years	163,085	26.3%	6,917,845	25.4%
75 years and over	200,458	50.7%	9,543,149	49.8%
Race and Hispanic or Latino Origin				
White, not Hispanic or Latino	704,543	14.3%	27,133,942	13.9%
Black or African American	31,690	12.5%	5,535,472	14.0%
American Indian and Alaska Native	16,929	19.0%	424,498	16.8%
Native Hawaiian and Other Pacific Islander	5,376	11.7%	57,707	10.6%
Asian	41,361	7.3%	1,186,206	6.9%
Hispanic or Latino (of any race)	71,971	8.2%	4,889,426	8.8%
Other race	24,935	8.7%	1,222,230	8.0%
Two or more races	42,733	11.0%	1,067,344	10.9%
Disability Type				
With a vision difficulty	158,996	2.5%	7,333,805	2.6%
With a hearing difficulty	286,096	4.4%	11,267,453	3.9%
With an ambulatory difficulty	441,737	6.7%	20,919,916	7.0%
With a cognitive difficulty	362,519	5.6%	15,115,121	5.2%
With a self-care difficulty	157,929	2.5%	7,973,571	2.8%
With an independent living difficulty	294,328	6.0%	14,184,742	6.4%
Veteran	152,765	28.8%	5,336,277	28.9%

Individuals With and Without Disabilities in WA State
 2015 American Community Survey 1-Year Estimates, Tables S1810, B18101, S21007

DEMOGRAPHICS	WITH DISABILITIES		WITHOUT DISABILITIES		ALL	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
ALL INDIVIDUALS	908,818	12.9%	6,157,994	87.1%	7,066,812	100.0%
Sex						
Female	449,434	49.5%	3,107,492	50.5%	3,556,926	50.3%
Under 18 years	23,963	5.3%	763,668	24.6%	787,631	22.1%
18 to 64 years	232,859	51.8%	1,988,036	64.0%	2,220,895	62.4%
65 and over	192,612	42.9%	355,788	11.4%	548,400	15.4%
Male	459,384	50.5%	3,050,502	49.5%	3,509,886	49.7%
Under 18 years	37,978	8.3%	784,953	25.7%	822,931	23.4%
18 to 64 years	250,475	54.5%	1,968,791	64.5%	2,219,266	63.2%
65 and over	170,931	37.2%	296,758	9.7%	467,689	13.3%
Age						
Under 5 years	2,916	0.3%	441,755	7.2%	444,671	6.3%
5 to 17 years	59,025	6.5%	1,106,866	18.0%	1,165,891	16.5%
18 to 34 years	114,422	12.6%	1,551,165	25.2%	1,665,587	23.6%
35 to 64 years	368,912	40.6%	2,405,662	39.1%	2,774,574	39.3%
65 to 74 years	163,085	17.9%	457,482	7.4%	620,567	8.8%
75 years and over	200,458	22.1%	195,064	3.2%	395,522	5.6%
Race and Hispanic or Latino Origin						
White, not Hispanic or Latino	704,543	77.5%	4,225,592	68.6%	4,930,135	69.8%
Black or African American	31,690	3.5%	221,097	3.6%	252,787	3.6%
American Indian and Alaska Native	16,929	1.9%	72,210	1.2%	89,139	1.3%
Native Hawaiian and Other Pacific Islander	5,376	0.6%	40,476	0.7%	45,852	0.6%
Asian	41,361	4.6%	522,053	8.5%	563,414	8.0%
Hispanic or Latino (of any race)	71,971	7.9%	801,431	13.0%	873,402	12.4%
Other race	24,935	2.7%	262,813	4.3%	287,748	4.1%
Two or more races	42,733	4.7%	347,461	5.6%	390,194	5.5%
Disability Type						
With a vision difficulty	158,996	17.5%	NA	NA	158,996	17.5%
With a hearing difficulty	286,096	31.5%	NA	NA	286,096	31.5%
With an ambulatory difficulty	441,737	48.6%	NA	NA	441,737	48.6%
With a cognitive difficulty	362,519	39.9%	NA	NA	362,519	39.9%
With a self-care difficulty	157,929	17.4%	NA	NA	157,929	17.4%
With an independent living difficulty	294,328	32.4%	NA	NA	294,328	32.4%
Veteran	152,765	16.8%	377,166	6.1%	529,931	7.5%

Individuals With and Without Disabilities in WA & US

2015 American Community Survey 1-Year Estimates, Tables S1811 & B18140

EMPLOYMENT AND EARNINGS	WASHINGTON		UNITED STATES	
	WITH DISABILITIES	WITHOUT DISABILITIES	WITH DISABILITIES	WITHOUT DISABILITIES
INDIVIDUALS AGE 16 AND OVER	858,016	4,780,947	37,352,924	213,914,299
Employment Status				
Employed	24.1%	66.7%	22.8%	66.4%
Not in Labor Force	72.5%	29.4%	73.9%	29.5%
Employed Age 16 and Over	207,191	3,190,451	8,500,062	142,020,348
Class of Worker				
Private for-profit wage and salary workers	65.8%	70.6%	67.8%	72.6%
Employee of private company workers	61.7%	66.7%	64.3%	69.1%
Self-employed in own incorporated business workers	4.1%	3.9%	3.6%	3.5%
Private not-for-profit wage and salary workers	8.8%	7.8%	9.3%	7.9%
Local government workers	5.8%	6.5%	6.6%	6.6%
State government workers	7.2%	6.1%	5.0%	4.5%
Federal government workers	3.6%	3.0%	3.0%	2.4%
Self-employed in own not incorporated business workers	8.4%	5.8%	8.0%	5.8%
Unpaid family workers	0.5%	0.2%	0.3%	0.2%
Occupation				
Management, business, science, and arts	32.0%	40.4%	28.9%	37.6%
Sales and office occupations	22.2%	21.8%	24.1%	23.6%
Service occupations	21.2%	16.6%	21.7%	17.7%
Production, transportation, and material moving	13.5%	11.4%	15.9%	12.1%
Natural resources, construction, and maintenance	11.1%	9.8%	9.5%	9.0%
Industry				
Agriculture, forestry, fishing and hunting, and mining	2.6%	2.7%	2.2%	1.9%
Arts, entertainment, & recreation, accommodation & food services	9.2%	9.3%	9.6%	9.8%
Construction	6.8%	6.5%	6.2%	6.4%
Educational services, health care & social assistance	20.6%	21.4%	22.6%	22.9%
Finance & insurance, real estate & rental and leasing	5.1%	5.4%	5.4%	6.6%
Information	2.1%	2.2%	1.8%	2.1%
Manufacturing	10.5%	10.3%	10.3%	10.3%
Other services (except public administration)	5.9%	4.6%	5.9%	4.8%
Professional, scientific, & management, administrative & waste management services	11.9%	12.5%	10.5%	11.3%
Public administration	5.3%	5.1%	4.9%	4.5%
Retail trade	12.4%	11.7%	13.0%	11.4%
Transportation & warehousing, utilities	5.0%	5.5%	5.2%	5.1%
Wholesale trade	2.5%	2.9%	2.4%	2.7%
Commuting to Work				
Workers Age 16 and Over	196,519	3,128,881	8,037,254	139,272,492
Car, truck, or van - carpooled	10.7%	9.8%	11.6%	8.9%
Car, truck, or van - drove alone	67.9%	72.7%	70.9%	77.0%
Public transportation (excluding taxicab)	7.8%	6.2%	5.7%	5.2%
Taxicab, motorcycle, bicycle, or other means	2.3%	2.2%	2.7%	1.8%
Walked	4.1%	3.5%	3.4%	2.7%
Worked at home	7.1%	5.6%	5.6%	4.5%

Individuals With and Without Disabilities in WA & US

2015 American Community Survey 1-Year Estimates, Tables S1811 & B18140

EMPLOYMENT AND EARNINGS	WASHINGTON		UNITED STATES	
	WITH DISABILITIES	WITHOUT DISABILITIES	WITH DISABILITIES	WITHOUT DISABILITIES
Educational Attainment				
Age 25 and Over	801,640	4,005,878	35,053,215	177,333,607
Less than high school graduate	15.3%	7.9%	22.2%	10.7%
High school graduate (includes equivalency)	30.9%	21.4%	34.3%	26.0%
Bachelor's degree or higher	19.3%	37.5%	16.2%	33.9%
Some college or associate's degree	34.5%	33.2%	27.3%	29.4%
Earnings in Past 12 Months				
Age 16 and over with earnings	255,014	3,512,441	10,309,654	155,190,773
\$1 to \$4,999 or loss	18.3%	9.5%	17.5%	9.7%
\$15,000 to \$24,999	15.7%	13.4%	15.7%	15.0%
\$25,000 to \$34,999	10.9%	12.6%	11.9%	13.2%
\$35,000 to \$49,999	11.8%	14.7%	12.2%	15.1%
\$5,000 to \$14,999	18.8%	12.6%	21.5%	15.0%
\$50,000 to \$74,999	12.3%	16.5%	11.4%	15.5%
\$75,000 or more	12.3%	20.6%	9.9%	16.6%
Median Earnings				
Median Earnings	\$ 22,445	\$ 36,217	\$ 21,572	\$ 31,872
Male	\$ 28,916	\$ 44,015	\$ 25,836	\$ 38,194
Female	\$ 18,343	\$ 29,693	\$ 17,730	\$ 26,810
Poverty Status in Past 12 Months				
Age 16 and over for whom poverty status is determined	855,911	4,746,223	37,237,648	211,369,930
Below 100 % of the poverty level	19.5%	10.0%	20.5%	11.8%
100 to 150 % of the poverty level	11.2%	6.2%	13.1%	7.7%
At or above 150% of the poverty level	69.3%	83.8%	66.4%	80.5%