

Employment Barriers Among Latinos with Disabilities

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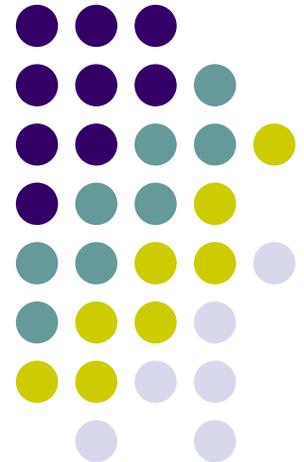
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Disability Rates

- 18.3% of Whites have a disability
- 20.9% of Latinos have a disability

US Bureau of the Census, 2005

By 2050, Latinos projected to
make up 24.4% of the US population

US Bureau of the Census, 2004

Employment Rates



- 79.7% individuals without and 37.7% with disabilities are employed
- 40% Whites (non-Hispanic), 37% Whites (Hispanic), and 30% Blacks (Hispanic) with disabilities are employed

*Rehabilitation Research and Training Center
on Disability Demographics and Statistics (2007)*

Vocational Rehabilitation Outcomes



- Latino VR clients have poorer employment outcomes than White VR clients

Hayward & Schmidt-Davis, 2003

Latinos...

- were more likely to remain in a referral/applicant status
- were more often ineligible for services
- received less academic training

Giles, 1992



Purpose of the Study

- Explore the employment barriers, using focus groups, among
 - 45 Latinos with disabilities
 - residing in a large mid-west city
 - of working-age (18-64)
 - employed or actively seeking employment

Participants



- 30 male; 15 female
- 51% had a monthly income of under \$1000
- 40% had only a high school diploma
22% had less than a high school education
- 84% had a previous employment history
11% were employed at the time of the focus group

Participants



<u>Type of Disability</u>	<u>n</u>	<u>%</u>
Physical (mobility)	21	46.6%
Intellectual/Developmental	8	17.8%
Multiple	7	15.6%
Sensory	6	13.3%
Physical (medical)	2	4.4%
Psychiatric	1	2.2%

Focus Group Questions



Factors affecting their ability to get a job...

- level of formal education
- vocational training
- accessibility of the home
- transportation
- family members
- child care
- difficulties with the English language

Employment Barriers



- lack of or unreliable transportation (36%)
- difficulties with speaking the English language (24%)
- lack of formal education (24%)
- negative employer attitudes toward workers with disabilities (24%)
- negative employer attitudes toward Latinos (11%)

Undocumented workers...



- limited job opportunities (“word-of-mouth”)
 - dangerous positions, short-term, no insurance coverage
- competition for jobs among Latino workers
 - undocumented workers will work for less pay
 - undocumented workers reduce job opportunities
- unable to receive VR services
- difficulties with the English language



Conclusion

- Employment challenges are more pronounced for Latinos with disabilities
- Research related to undocumented workers with disabilities is sparse
- More research needs to focus on their unique needs