

# **Employment Barriers Among Latinos with Disabilities**

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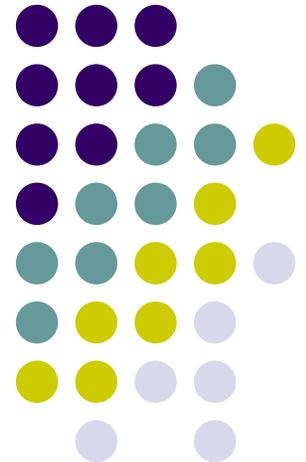
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# Disability Rates

- 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