Critical Research Questions for Improving the Full Integration of Persons with Disabilities in the Workforce

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Washington, DC

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MATHEMATICA
Policy Research, Inc.
All people with impairments or chronic illnesses who are limited in age-appropriate activities

- Working-age adults
- Youth

and

- Beneficiaries of disability insurance programs, particularly SSDI and SSI
Understanding Beneficiaries

- Go beyond simple counts and demographics
- Examine the 4 Es:
  - Employment
  - Experience
  - Education
  - Expectations
Why Would They Change Their Lives?

- Leaving the rolls is a major life change
- Where do beneficiaries turn for guidance and information?
- What criteria are important in their decisions?
- How can policies help them to understand or improve their options?
Why Did They Apply for Benefits?

- What options did they see at the time of application?

- Why do some people with similar impairments choose not to apply?

- How can public policy effectively provide other options?
Understanding Employers

- What do they look for in an employee?
- How do they make hiring and retention decisions?
- What interventions would increase employer willingness and ability to hire/retain workers with disabilities?
Methodology Matters

- Identify valid comparison groups

- Consistently measure outcomes for treatment and comparison groups

- Study enough people to produce clear findings

- Study people long enough to observe outcomes of interest
Effect on Employment Rates (STETS Demonstration)

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<tr>
<th>Site</th>
<th>Treatment Group</th>
<th>Control Group</th>
<th>Difference</th>
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<td>New York</td>
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<td>St. Paul</td>
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Ave. Monthly Earnings for TETD Demonstration Participants and Nonparticipants
SSA Employment Program Paradoxes

1. The programs promote employment for people who have gone to great lengths to prove they cannot work.

2. To promote equity, programs must be very large, but may actually serve only a few beneficiaries.
Citations
