

### 3. Employment

Many adults consider employment a central component of their lives (Levinson and Palmer 2005). Employment has been linked to a range of positive outcomes, including economic independence and enhanced self-esteem (Fabian 1992; Lehman et al. 2002; Polak and Warner 1996).

As youth with disabilities leave high school, many have increased opportunities and expectations for employment, and their work experiences can begin to resemble more closely those of adults. Although some youth go on to postsecondary education or training and do not work, and others both work and go to school, for some youth with disabilities and youth in the general population, the early years after high school are a time to begin to engage in employment as a means of support. This chapter examines the employment status and experiences of youth with disabilities who had been out of high school up to 4 years, including

- employment status;
- number and duration of jobs;
- types of jobs;
- hours worked per week;
- wages and benefits;
- job accommodations;
- perceptions of working conditions;
- job leaving; and
- job search activities.

Findings are reported for youth with disabilities as a whole and for those who differed in their primary disability classification while in secondary school and in selected demographic characteristics, when differences were significant.

#### Employment Status

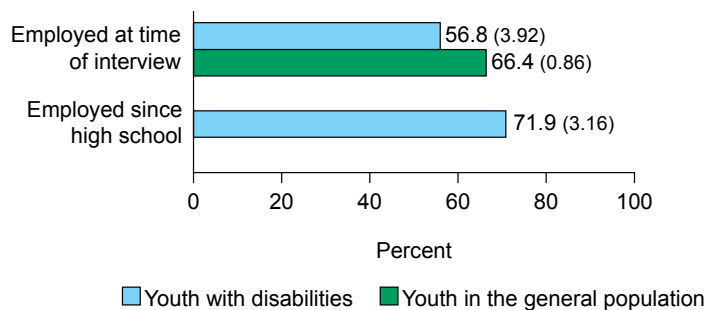
At the time of the 2005 Wave 3 interview, 57 percent of youth with disabilities who had left high school were employed for pay outside the home (figure 15). Sixty-six percent of similarly aged youth (17 to 21 years old) in the general population were employed outside the home. A larger majority of youth with disabilities (72 percent) had been employed at some point since leaving high school than were working at the time of the interview.<sup>1</sup> The difference in the

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<sup>1</sup> Respondents were asked whether youth had “worked for pay outside the home” in the past 2 years and, if so, whether youth were currently employed; they were not asked whether youth had been employed since leaving high school. An employed-since-high-school variable was derived from three items: if the youth had been employed in the past 2 years, were currently employed, and when they had left school. Out-of-high school youth who were employed at the time of the Wave 3 interview were considered to have ever been employed since high school. For youth who were not currently employed but had been recently or in a prior wave, knowing the length of time since leaving high school was essential to avoid including youth whose employment had occurred during high school. A job held by youth in the past 2 years who had been out of high school 2 or more years was in the appropriate time frame. For youth who had been out of high school in Wave 2 and had not been employed in Wave 3 or were missing the Wave 3 employment item, the Wave 2 response for the youth being currently

percentages of youth with disabilities employed since leaving high school (72 percent) and employed at the time of the interview (57 percent) indicates fluctuation in their employment status during the period since leaving school. About 15 percent of out-of-high school youth with disabilities had been employed after leaving high school but were unemployed at the time of the interview.

Figure 15. Paid employment outside the home of out-of-high school youth with disabilities and youth in the general population



NOTE: Standard errors are in parentheses. NLTS2 percentages are weighted population estimates based on samples of approximately 1,990 youth for employed at the time of the interview and 2,400 youth for employed since high school. General population comparison data not available for employed since high school.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005; U.S. Department of Labor, Bureau of Labor Statistics, National Longitudinal Survey of Youth 1997 (NLSY97), round 5 youth questionnaire, 2001. Data are for 17- to 21-year-olds.

### ***Disability Differences in Employment Status***

The early post-high school employment experiences of youth with disabilities varied with their primary disability classification. The percentages of youth who were employed at the time of the interview ranged from 27 percent to 68 percent (table 16). Youth with other health impairments or learning disabilities were more likely to be employed at the time of the interview (68 percent and 64 percent, respectively) than youth with orthopedic impairments, mental retardation, or emotional disturbance (27 percent to 42 percent;  $p < .001$  compared with youth with orthopedic impairments or mental retardation,  $p < .01$  compared with youth with emotional disturbance). Youth with speech/language impairments were more likely to be employed at the time of the interview than youth with orthopedic impairments or mental retardation (58 percent vs. 27 percent;  $p < .001$  for youth with orthopedic impairments and 58 percent vs. 31 percent,  $p < .01$  for youth with mental retardation); differences also were noted between youth with hearing impairments and those with orthopedic impairments (54 percent vs. 27 percent,  $p < .01$ ).

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employed in Wave 2 was used. If youth were in school in Wave 2 and had been out of high school for 2 or more years in Wave 3, the Wave 3 response regarding employment in the past 2 years was used. If youth had been out of high school for less than 2 years in Wave 3, employment since high school was based solely on youth currently having a paid job. For unemployed youth who had a paid job within the last 2 years but had been out of high school less than 2 years, we could not determine whether that employment was when they were attending high school or after leaving school; we could use only current employment with certainty. Therefore, there is the potential for the percentage of youth ever employed since high school to be underestimated.

Table 16. Paid employment outside the home of out-of-high school youth, by disability category

Employment status	Learning disability	Speech/language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment	Autism	Traumatic brain injury	Multiple disabilities	Deaf-blindness
Percentage reported to have been:	Percent											
Employed at time of interview	63.6 (5.64)	57.5 (6.15)	31.0 (6.05)	42.3 (5.98)	53.9 (7.27)	42.7 (8.95)	27.3 (6.04)	67.8 (5.45)	46.9 (10.18)	43.4 (12.63)	48.8 (11.04)	‡
Employed since high school	77.2 (4.40)	72.8 (5.03)	51.8 (5.99)	63.4 (5.20)	65.5 (6.33)	59.9 (8.50)	39.5 (5.98)	79.9 (4.29)	66.4 (8.83)	62.5 (10.90)	50.4 (9.48)	50.5 (11.40)

‡ Responses for items with fewer than 30 respondents are not reported.

NOTE: Standard errors are in parentheses. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 2,130 to 2,620 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

The percentage of youth who had been employed at some time since leaving high school ranged from 40 percent of youth with orthopedic impairments to about twice that percentage (80 percent) for youth with other health impairments. Youth with learning disabilities, speech/language impairments, or other health impairments (73 percent to 80 percent) all were more likely to have had a job at some time since high school than youth with orthopedic impairments or mental retardation (40 percent and 52 percent, respectively,  $p < .001$  for all comparisons, except  $p < .01$  comparing youth with speech/language impairments and those with mental retardation). Youth with other health impairments also were more likely than those with multiple disabilities to have been employed since high school (80 percent vs. 50 percent,  $p < .01$ ). Youth with emotional disturbances also were more likely than youth with orthopedic impairments to have been employed since high school (63 percent vs. 40 percent,  $p < .01$ ).

### **Differences in Employment Status by High School-Leaving Characteristics**

Differences in the employment status between youth with disabilities who had completed high school and those who had not were not significant in the early post-high school years. At the time of the interview, 61 percent of completers and 41 percent of noncompleters were employed; and 75 percent of completers and 63 percent of noncompleters had been employed at some point since leaving high school (table 17).

Table 17. Paid employment outside the home of out-of-high school youth, by secondary-school-leaving status and years since leaving high school

Employment status	Completers	Non-completers	Less than	1 up to	2 up to
			1 year	2 years	4 years
			Percent		
Percentage reported to have been:					
Employed at time of interview	61.0 (4.34)	40.7 (9.91)	58.2 (6.80)	49.2 (6.65)	61.8 (6.66)
Employed since high school	75.2 (3.47)	63.3 (8.02)	71.9 (5.35)	62.4 (6.24)	78.0 (4.84)

NOTE: Standard errors are in parentheses. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 2,130 to 2,620 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

### Demographic Differences in Employment Status

Table 18 shows the percentages of youth with disabilities employed at the time of the interview and since leaving high school by household income, race/ethnicity, and gender. No significant differences in employment status were noted for youth with disabilities related to their household income (ranging from 48 percent to 63 percent) or gender (62 percent for males and 46 percent for females) at the time of the interview. Although no differences were noted by gender for employment over the time since leaving high school, the differences for youth related to household income were significant. Youth from households earning more than \$50,000 were more likely than youth from households earning \$25,000 or less to have held a job over the time since leaving high school (81 percent vs. 61 percent,  $p < .01$ ). Differences both at the time of the interview and over the time since leaving high school were noted for White and African American youth. At the time of the interview, 63 percent of White youth were employed, compared with 35 percent of African American youth ( $p < .01$ ). The percentages of these youth who had been employed since leaving high school also differed significantly, with 80 percent of White youth having been employed since high school compared with 47 percent of African American youth ( $p < .001$ ).

Table 18. Paid employment outside the home of out-of-high school youth, by household income, race/ethnicity, and gender

Employment status	\$25,000 or less	\$25,001 to \$50,000	More than \$50,000	Race/Ethnicity			Male	Female
				White	African American	Hispanic		
				Percent				
Percentage reported to have been:								
Employed at time of interview	47.8 (6.73)	63.2 (7.99)	56.3 (6.17)	62.6 (4.77)	35.2 (7.90)	53.8 (12.24)	62.2 (4.84)	45.7 (6.36)
Employed since high school	61.3 (5.86)	71.2 (6.54)	80.5 (4.41)	79.7 (3.49)	47.2 (7.33)	68.4 (10.45)	75.2 (3.81)	65.0 (5.49)

NOTE: Standard errors are in parentheses. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 2,130 to 2,620 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

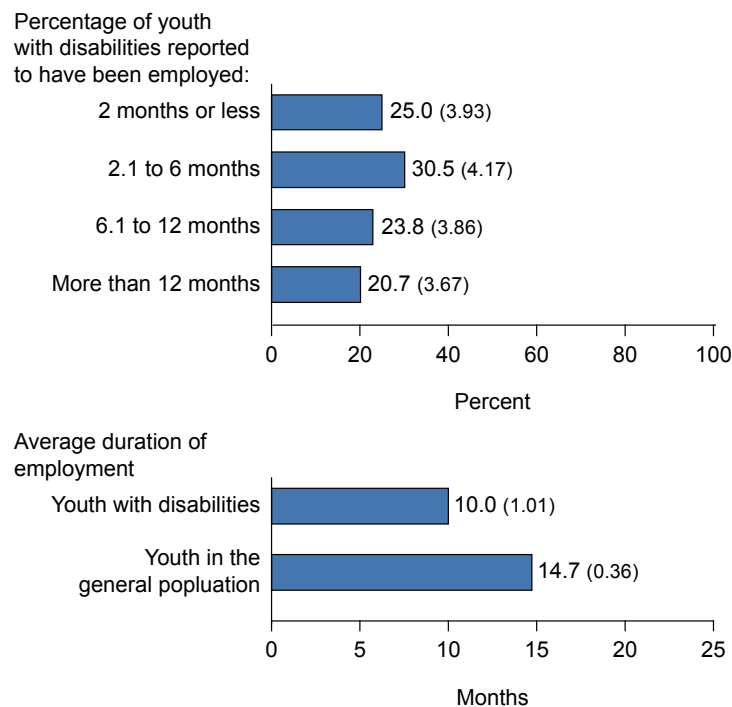
## Job Characteristics

To gain a fuller understanding of the characteristics of youth with disabilities' early post-high school employment, analyses in this section focused on youth who were employed at the time of the interview or had been employed after leaving high school.<sup>2</sup> Because several job characteristics items were not asked of those who had been out of high school for less than one year, findings are reported for those who had been out of high school from 1 to 4 years.

### Number and Duration of Jobs

The majority of youth with disabilities (56 percent) who had been employed had held their job for 6 months or less<sup>3</sup> (figure 16). On average, youth with disabilities out of high school 1 to 4 years had held two to three jobs, with a job lasting an average of 10 months. This compares with an average job duration of 15 months for youth in the general population ( $p < .001$ ).

Figure 16. Duration of jobs of youth with disabilities out of high school 1 to 4 years and youth in the general population



NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples of approximately 1,420 youth for duration of employment.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005; U.S. Department of Labor, Bureau of Labor Statistics, National Longitudinal Survey of Youth 1997 (NLSY97), round 5 youth questionnaire, 2001. Data are for 17- to 21-year-olds.

<sup>2</sup> Respondents were asked whether youth had had a paid job outside of the home within the past 2 years and, if so, whether they were currently employed. For those who were currently employed, questions were asked about the current job; for those who were not currently employed, questions were asked about the youth's most recent job within the 2-year time frame. For reporting purposes, employment items were combined to reflect either the youth's current (at the time of the interview) or most recent job.

<sup>3</sup> Respondents were asked, "How long have you (has YOUTH) had this job?"

## Disability Differences in Number and Duration of Jobs

The average number of jobs youth in different disability categories had held during the 1 to 4 years they had been out of high school ranged from 1.6 to 3.4 jobs (table 19). Youth with emotional disturbances, learning disabilities, or other health impairments had held more jobs, on average (3.4, 2.9, and 2.8 jobs, respectively), than youth with orthopedic impairments (1.6 jobs,  $p < .01$  for comparison with youth with emotional disturbances and  $p < .001$  for comparisons with youth with learning disabilities and youth with other health impairments). Youth with learning disabilities also had held more jobs than youth with mental retardation (2.9 jobs vs. 2.1 jobs,  $p < .001$ ). Youth with other health impairments also held more jobs (an average of 2.8 jobs) than youth with autism, visual impairments and hearing impairments (1.7 jobs to 2.0 jobs,  $p < .01$  for all comparisons).

Job duration ranged from 8 months to 16 months. Although there were significant differences in the number of jobs held by youth in different disability categories there were no significant differences in the duration of jobs held.

Table 19. Number of jobs and duration of employment of youth out of high school 1 to 4 years, by disability category

Number of jobs and duration	Learning disability	Speech/language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment	Autism	Traumatic brain injury	Multiple disabilities	Deaf-blindness
Average number of jobs held since high school	2.9 (0.33)	2.7 (0.30)	2.1 (0.21)	3.4 (0.62)	2.0 (0.22)	1.9 (0.27)	1.6 (0.19)	2.8 (0.19)	1.7 (0.29)	2.1 (0.32)	3.4 (0.87)	‡
Average duration of job (months) <sup>1</sup>	9.9 (1.29)	12.4 (2.00)	11.7 (2.21)	7.6 (1.64)	10.8 (2.20)	12.4 (2.82)	9.5 (1.90)	10.1 (1.69)	12.5 (3.19)	10.1 (3.42)	15.6 (3.98)	‡
Percentage of youth reported to have been employed: <sup>1</sup>												
2 months or less	21.8 (5.18)	25.1 (5.81)	28.5 (8.01)	41.3 (6.67)	32.1 (8.46)	21.4 (9.18)	27.6 (8.74)	29.2 (5.91)	32.4 (12.22)	28.4 (14.60)	22.0 (11.36)	‡
2.1 to 6 months	32.9 (5.89)	23.7 (5.70)	19.0 (6.96)	27.9 (6.07)	18.9 (7.09)	25.1 (9.71)	22.4 (8.15)	31.2 (6.02)	8.4 (7.25)	29.5 (14.77)	22.1 (11.37)	‡
6.1 to 12 months	24.4 (5.39)	28.2 (6.03)	25.2 (7.70)	19.5 (5.37)	23.6 (7.69)	26.9 (9.93)	30.8 (9.02)	18.5 (5.05)	22.6 (10.92)	16.0 (11.87)	20.4 (11.05)	‡
More than 12 months	20.9 (5.10)	23.0 (5.64)	27.4 (7.91)	11.3 (4.29)	25.4 (7.89)	26.7 (9.90)	19.2 (7.70)	21.1 (5.30)	36.6 (12.58)	26.1 (14.22)	35.4 (13.11)	‡

‡ Responses for items with fewer than 30 respondents are not reported.

<sup>1</sup> For youth's current or most recent job.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 1,510 to 2,050 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

## Differences in Number and Duration of Jobs by High School-Leaving Characteristics

The average number and duration of jobs of youth with disabilities who were high school completers or noncompleters during the 1 to 4 years they had been out of high school did not differ significantly (table 20). Although there were no significant differences in the number of jobs youth held based on the number of years out of high school, significant differences were apparent in the length of time these youth had held a job. Youth who had been out of high school less than 1 year were more likely than youth who had been out 1 to 2 years to have held a job for 6 months to 1 year (41 percent vs. 13 percent,  $p < .01$ ), whereas youth who had been out of high school 2 to 4 years were more likely than youth out of high school less than 1 year to have held a job for more than 12 months (34 percent vs. 8 percent,  $p < .01$ ).

Table 20. Number of jobs and duration of employment of youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

Number of jobs and duration	Completers	Non-completers	Less than 1 year	1 up to 2 years	2 up to 4 years
Average number of jobs held since high school	2.9 (0.29)	2.8 (0.55)	2.9 (0.55)	3.0 (0.47)	2.7 (0.23)
Average duration of job (months) <sup>1</sup>	10.2 (1.10)	8.1 (2.93)	8.1 (1.32)	9.9 (2.16)	11.8 (1.63)
Percentage of youth reported to have been employed: <sup>1</sup>					
2 months or less	24.4 (4.32)	30.1 (11.43)	28.5 (7.42)	27.8 (6.96)	19.6 (5.92)
2.1 to 6 months	29.2 (4.58)	36.9 (12.02)	22.7 (6.88)	40.3 (7.62)	30.5 (6.86)
6.1 to 12 months	24.0 (4.30)	22.2 (10.35)	40.9 (8.08)	12.8 (5.19)	16.1 (5.48)
More than 12 months	22.4 (4.20)	10.9 (7.76)	7.9 (4.43)	19.2 (6.12)	33.8 (7.05)

<sup>1</sup> For youth's current or most recent job.

NOTE: Standard errors are in parentheses. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 2,130 to 2,620 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

## Demographic Differences in Number and Duration of Jobs

Table 21 shows the number and duration of jobs held by youth with disabilities by household income, race/ethnicity, and gender. No significant differences in the number of jobs held was noted. The length of time youth held their jobs ranged from 9 months to 12 months by household income categories, 9 months to 14 months by race/ethnicity, and 9 months to 10 months by gender; no significant differences were noted.

Table 21. Number of jobs and duration of employment of youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

Number of jobs and duration	\$25,000 or less	\$25,001 to \$50,000	More than \$50,000	Race/Ethnicity			Gender	
				White	African American	Hispanic	Male	Female
Average number of jobs held since high school	2.8 (0.47)	2.6 (0.33)	3.0 (0.46)	2.9 (0.30)	3.2 (0.74)	2.7 (0.44)	3.0 (0.27)	2.6 (0.51)
Average duration of job (months) <sup>1</sup>	9.1 (1.71)	12.3 (2.38)	9.0 (1.38)	9.9 (1.20)	13.5 (2.76)	9.2 (2.64)	10.4 (1.24)	9.0 (1.72)
Percentage of youth reported to have been employed: <sup>1</sup>								
2 months or less	30.9 (7.81)	19.1 (7.20)	24.7 (5.84)	26.0 (4.78)	11.0 (6.55)	16.9 (11.03)	22.1 (4.68)	31.3 (7.00)
2.1 to 6 months	26.4 (7.45)	24.4 (7.87)	37.5 (6.55)	29.5 (4.97)	35.2 (9.99)	39.9 (14.42)	29.6 (5.15)	32.6 (7.07)
6.1 to 12 months	26.1 (7.42)	30.1 (8.40)	18.1 (5.21)	24.2 (4.67)	20.9 (8.51)	28.0 (13.22)	26.6 (4.98)	17.7 (5.76)
More than 12 months	16.5 (6.27)	26.4 (8.07)	19.7 (5.38)	20.3 (4.38)	33.0 (9.84)	15.2 (10.57)	21.7 (4.65)	18.4 (5.85)

<sup>1</sup> For youth's current or most recent job.

NOTE: Standard errors are in parentheses. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 2,130 to 2,620 youth.

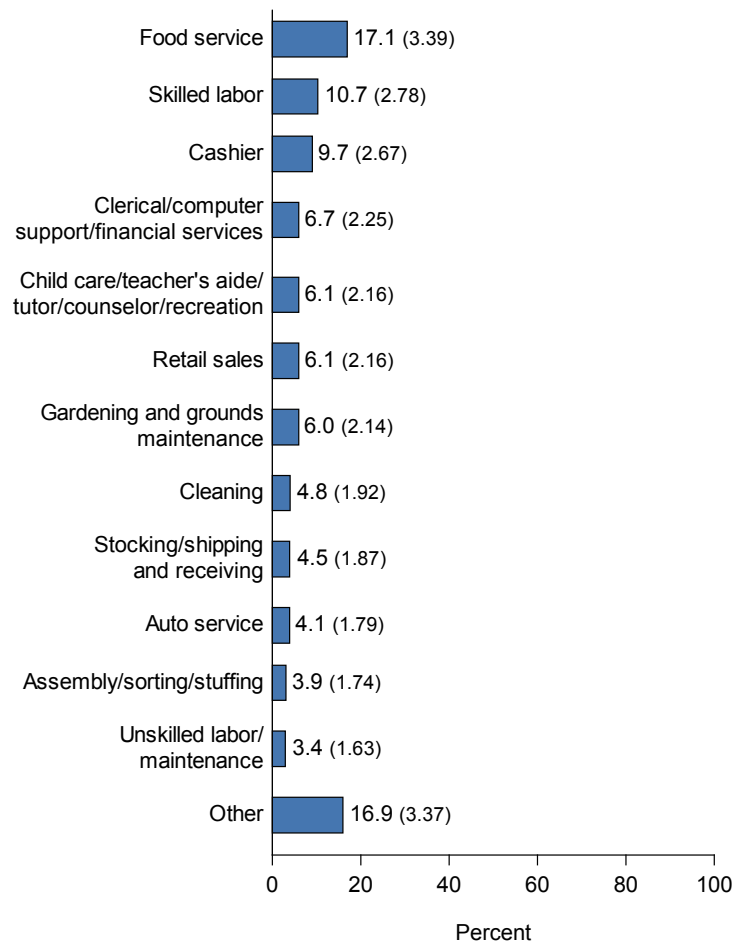
SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

### **Types of Jobs**

Out-of-high school youth with disabilities held a variety of types of jobs<sup>4</sup> (figure 17). Seventeen percent worked in food service, 11 percent worked as a skilled laborer, and an additional 10 percent were employed as a cashier. Youth were significantly more likely to work in food service than in several other types of jobs, including assembly/sorting/stuffing, auto service, and unskilled (from 3 percent to 4 percent held these types of jobs,  $p < .001$ ), and child care or recreation, cleaning, gardening and grounds maintenance, retail sales, or stocking/shipping and receiving; (from 5 percent to 6 percent held these types of jobs,  $p < .01$ ). There were no other significant differences in the percentages of youth employed in any particular type of job.

<sup>4</sup> Respondents were asked, "What is your (YOUTH's) job title? Briefly tell me about your (YOUTH's) main job duties."

Figure 17. Type of employment of youth with disabilities out of high school 1 to 4 years



NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,430 youth. SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

### Disability Differences in Types of Jobs

The likelihood of youth's holding a particular type of job did not differ significantly across disability categories for most types of jobs investigated. However, differences did exist for youth employed in cleaning and skilled labor jobs (table 22).

Table 22. Type of employment of youth out of high school 1 to 4 years, by disability category

Type of employment	Learning disability	Speech/language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment	Autism	Traumatic brain injury	Multiple disabilities	Deaf-blindness
	Percent											
Percentage whose current or most recent job was:												
Food service	16.9 (4.70)	14.7 (4.74)	22.1 (7.27)	17.2 (5.04)	13.4 (6.12)	15.3 (8.04)	17.9 (7.62)	16.1 (4.74)	16.1 (9.50)	13.0 (10.90)	7.5 (7.15)	‡
Skilled labor	12.8 (4.19)	3.6 (2.49)	0.9 (1.65)	10.1 (4.03)	4.0 (3.52)	0.4 (1.41)	5.2 (4.41)	7.8 (3.46)	3.0 (4.41)	0.5 (2.29)	1.2 (2.96)	‡
Retail sales	6.8 (3.16)	6.1 (3.21)	1.9 (2.39)	4.1 (2.65)	6.4 (4.40)	5.9 (5.26)	4.1 (3.94)	7.8 (3.46)	1.6 (3.24)	1.3 (3.67)	0.4 (1.71)	‡
Cashier	7.9 (3.39)	14.8 (4.76)	16.4 (6.49)	12.9 (4.48)	2.6 (2.86)	22.5 (9.33)	9.7 (5.88)	15.4 (4.65)	5.1 (5.68)	14.9 (11.55)	15.3 (9.78)	‡
Clerical/computer support/financial services	6.0 (2.98)	9.8 (3.98)	6.2 (4.23)	7.5 (3.52)	12.4 (5.92)	15.8 (8.15)	30.4 (9.14)	8.6 (3.61)	4.4 (5.30)	10.5 (9.94)	8.2 (7.45)	‡
Child care/teacher's aide/tutor/counselor/recreation	6.9 (3.18)	9.4 (3.91)	4.0 (3.43)	3.0 (2.28)	9.2 (5.20)	17.7 (8.53)	1.5 (2.42)	1.6 (1.62)	2.7 (4.19)	1.4 (3.81)	1.5 (3.30)	‡
Gardening/grounds maintenance	7.1 (3.22)	4.7 (2.83)	3.0 (2.99)	2.2 (1.96)	2.0 (2.52)	2.8 (3.69)	3.7 (3.75)	6.6 (3.20)	4.2 (5.18)	2.5 (5.06)	4.1 (5.38)	‡
Cleaning	4.4 (2.57)	6.8 (3.37)	8.0 (4.75)	2.9 (2.24)	5.3 (4.03)	3.9 (4.32)	1.0 (1.98)	3.8 (2.46)	16.2 (9.52)	3.0 (5.53)	41.7 (13.39)	‡
Stocking/shipping and receiving	3.5 (2.31)	6.1 (3.21)	9.9 (5.23)	5.0 (2.91)	5.8 (4.20)	1.9 (3.05)	2.0 (2.78)	7.2 (3.33)	15.7 (9.40)	5.0 (7.07)	0.8 (2.42)	‡
Auto service	4.2 (2.52)	1.3 (1.52)	4.6 (3.67)	5.4 (3.02)	1.5 (2.18)	0.1 (0.71)	0.4 (1.25)	3.1 (2.23)	#	5.6 (7.45)	3.9 (5.26)	‡
Assembly/sorting/stuffing	3.3 (2.24)	2.8 (2.21)	8.1 (4.78)	5.6 (3.07)	2.8 (2.97)	0.4 (1.41)	8.8 (5.63)	1.2 (1.40)	15.5 (9.35)	11.3 (10.27)	5.4 (6.14)	‡
Unskilled labor/maintenance	2.7 (2.03)	2.0 (1.87)	10.0 (5.26)	4.4 (2.74)	1.5 (2.18)	2.6 (3.56)	0.7 (1.66)	4.7 (2.73)	#	1.1 (3.38)	1.1 (2.83)	‡
Other	17.6 (4.78)	17.8 (5.12)	5.0 (3.82)	19.8 (5.32)	33.0 (8.45)	10.6 (6.88)	14.5 (7.00)	16.0 (4.73)	15.5 (9.35)	30.0 (14.86)	9.0 (7.77)	‡

‡ Responses for items with fewer than 30 respondents are not reported.

# Rounds to zero.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. For youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,520 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

**Cleaning jobs.** The percentages of youth who had been employed in cleaning jobs ranged from 1 percent to 42 percent. Youth with multiple disabilities were more likely to be employed in cleaning jobs than youth in every other disability category except speech/language impairments, mental retardation, and autism. Forty-two percent of youth with multiple disabilities were reported to have been employed in cleaning jobs, compared with 1 percent to

5 percent of youth with learning disabilities, emotional disturbances, hearing impairments, visual impairments, other health impairments, and traumatic brain injuries ( $p < .01$  for all comparisons).

**Skilled labor jobs.** The percentages of youth employed in skilled labor positions ranged from less than 1 percent to 13 percent. Youth with learning disabilities (13 percent) were more likely to be employed as skilled laborers than youth with mental retardation (1 percent;  $p < .01$ ).

### Differences in Types of Jobs by High School-Leaving Characteristics

With one exception, no significant differences in the types of jobs held by youth with disabilities based on their high school-leaving status were apparent. However, high school completers were significantly more likely to work in retail jobs than noncompleters (7 percent vs. 0 percent,  $p < .01$ , table 23). No significant differences in the types of jobs held by youth with disabilities based on the number of years they had been out of high school were noted.

Table 23. Type of employment of youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

Type of employment	Completers	Non-completers	Percent		
			Less than 1 year	1 up to 2 years	2 up to 4 years
Percentage whose current or most recent job was:					
Food service	18.0 (3.84)	13.9 (8.68)	14.6 (5.80)	23.4 (6.47)	14.5 (5.23)
Skilled labor	10.6 (3.07)	13.1 (8.47)	12.8 (5.49)	6.7 (3.82)	11.9 (4.81)
Retail sales	7.0 (2.55)	#	10.8 (5.10)	1.7 (1.98)	5.1 (3.27)
Cashier	10.3 (3.03)	8.1 (6.85)	12.0 (5.34)	10.5 (4.69)	7.1 (3.81)
Clerical/computer support/financial services	6.1 (2.39)	4.0 (4.92)	9.8 (4.89)	6.6 (3.80)	4.1 (2.94)
Child care/ teacher's aide/tutor/counselor/ recreation	5.8 (2.33)	7.9 (6.77)	5.0 (3.58)	3.1 (2.65)	9.3 (4.31)
Gardening/grounds maintenance	5.5 (2.28)	4.4 (5.15)	8.7 (4.63)	8.9 (4.35)	1.4 (1.74)
Cleaning	3.0 (1.70)	17.6 (9.56)	3.1 (2.85)	9.2 (4.42)	3.1 (2.57)
Stocking/shipping and receiving	4.5 (2.07)	5.1 (5.52)	4.0 (3.22)	2.2 (2.24)	6.6 (3.69)
Auto service	4.3 (2.03)	4.0 (4.92)	0.9 (1.55)	3.3 (2.73)	7.6 (3.94)
Assembly/sorting/stuffing	3.3 (1.78)	8.3 (6.92)	3.0 (2.80)	6.0 (3.63)	3.0 (2.53)
Unskilled labor/maintenance	2.7 (1.62)	7.5 (6.61)	1.0 (1.64)	3.1 (2.65)	5.9 (3.50)
Other	18.9 (3.91)	5.9 (5.91)	14.5 (5.79)	15.2 (5.49)	20.5 (6.00)

# Rounds to zero.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. For youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,520 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

## Demographic Differences in Types of Jobs

No significant differences based on household income were noted in the types of jobs held by youth with disabilities (table 24). With one exception, no differences based on race/ethnicity were noted for these youth. Skilled labor jobs were significantly more likely to be held by White youth than by African American youth (12 percent vs. 1 percent,  $p < .01$ ). Some gender differences in the types of jobs held were apparent among youth with disabilities, 16 percent and 9 percent of males held skilled labor and gardening or grounds maintenance jobs, respectively, whereas no female youth with disabilities did so ( $p < .001$  for skilled labor and  $p < .01$  for gardening or grounds maintenance).

Table 24. Type of employment of youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

Type of employment	\$25,000 or less	\$25,001 to \$50,000	More than \$50,000	Race/Ethnicity			Male	Female
				White	African American	Hispanic		
				Percent				
Percentage whose current or most recent job was:								
Food service	14.6 (5.94)	17.5 (6.88)	13.4 (4.59)	16.2 (3.98)	23.0 (8.76)	18.4 (11.21)	15.3 (4.05)	21.0 (6.02)
Skilled labor	10.0 (5.05)	18.9 (7.09)	4.1 (2.67)	12.1 (3.53)	1.2 (2.27)	7.3 (7.52)	15.6 (4.08)	#
Retail sales	7.3 (4.38)	8.2 (4.97)	4.2 (2.70)	5.0 (2.36)	3.4 (3.77)	16.3 (10.68)	5.4 (2.54)	7.4 (3.87)
Cashier	12.1 (5.49)	6.2 (4.36)	11.0 (4.22)	8.8 (3.06)	20.9 (8.47)	3.3 (5.17)	7.0 (2.87)	15.8 (5.39)
Clerical/computer support/financial services	7.0 (4.29)	3.1 (3.14)	9.9 (4.02)	6.3 (2.63)	4.6 (4.36)	13.2 (9.79)	3.8 (2.15)	13.3 (5.02)
Child care/ teacher's aide/ tutor/counselor/recreation	4.2 (3.38)	6.2 (4.36)	8.2 (3.70)	5.0 (2.36)	5.5 (4.75)	12.3 (9.50)	3.3 (2.01)	12.2 (4.84)
Gardening/grounds maintenance	2.9 (2.82)	1.3 (2.05)	10.6 (4.15)	8.0 (2.93)	1.9 (2.84)	0.1 (0.91)	8.7 (3.17)	#
Cleaning	3.4 (3.05)	2.6 (2.88)	8.0 (3.65)	4.6 (2.26)	2.6 (3.31)	7.9 (7.80)	2.9 (1.89)	9.1 (4.25)
Stocking/shipping and receiving	6.6 (4.18)	5.5 (4.13)	2.7 (2.18)	4.2 (2.17)	6.9 (5.28)	2.3 (4.34)	6.4 (2.75)	0.3 (0.81)
Auto service	1.4 (1.98)	8.0 (4.91)	4.0 (2.64)	5.2 (2.40)	2.8 (3.44)	#	5.8 (2.63)	0.3 (0.81)
Assembly/sorting/stuffing	3.3 (3.01)	8.0 (4.91)	1.9 (1.84)	4.8 (2.31)	2.6 (3.31)	1.2 (3.15)	3.4 (2.04)	5.0 (3.22)
Unskilled labor/maintenance	4.8 (3.60)	2.9 (3.04)	3.3 (2.41)	3.4 (1.96)	0.3 (1.14)	7.7 (7.71)	5.0 (2.45)	#
Other	22.4 (7.02)	11.6 (5.80)	18.6 (5.24)	16.5 (4.01)	24.3 (8.93)	10.0 (8.68)	17.5 (4.28)	15.7 (5.38)

# Rounds to zero.

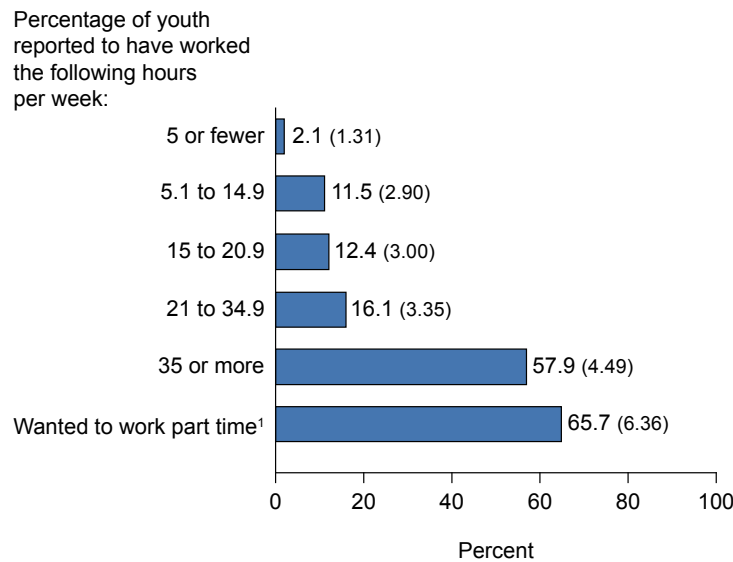
NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. For youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,520 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

### Hours Worked Per Week

A majority of youth with disabilities (58 percent) who had been out of high school 1 to 4 years worked full time (35 or more hours per week) at the job they held at the time of the interview or their most recent job<sup>5</sup> (figure 18). The percentage of youth with disabilities who worked part time ranged from 16 percent who worked 21 to 34 hours to 2 percent who worked 5 or fewer hours per week. On average, youth with disabilities worked 34 hours per week. Sixty-six percent of out-of-high school youth with disabilities who worked part time reportedly wanted to do so.

Figure 18. Hours worked by youth with disabilities out of high school 1 to 4 years



<sup>1</sup> For youth working part time (less than 35 hours per week) at current or most recent job.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples of approximately 1,420 youth for hours worked per week and 710 youth for wanting to work part time.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

### Disability Differences in Hours Worked

The percentages of youth in different disability categories working full time (35 or more hours per week) ranged from 22 percent to 61 percent (table 25). Youth with learning disabilities, other health impairments, or emotional disturbances were more likely to work full time (61 percent, 60 percent, and 56 percent, respectively) than youth with visual impairments or autism (23 percent and 22 percent;  $p < .001$  for comparison of youth with learning disabilities and visual impairments,  $p < .01$  for all other comparisons).

<sup>5</sup> Respondents were asked, "About how many hours a week do you (YOUTH) usually work at this job?"

The average number of hours worked per week by youth in different disability categories ranged from 23 to 35. The average number of hours worked per week was significantly higher among youth with emotional disturbances (35 hours), learning disabilities (34 hours) and other health impairments (33 hours) than for youth with visual impairments and autism (23 hours; all comparisons  $p < .01$ ). There were no significant differences in the proportions of youth who worked part time and reported wanting to do so.

Table 25. Hours worked by youth out of high school 1 to 4 years, by disability category

Hours worked	Learning disability	Speech/language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment	Autism	Traumatic brain injury	Multiple disabilities	Deaf-blindness
Average hours worked per week <sup>1</sup>	34.1 (1.91)	31.4 (2.06)	30.1 (3.21)	34.8 (2.25)	28.7 (2.35)	22.8 (3.10)	26.0 (2.84)	33.4 (1.90)	22.9 (3.39)	30.6 (4.40)	27.1 (3.95)	‡
Percentage reported having worked the following hours per week: <sup>1</sup>												
5 or fewer	1.2 (1.38)	5.0 (2.92)	5.4 (4.08)	2.5 (2.10)	7.7 (4.78)	5.2 (4.98)	8.2 (5.59)	3.0 (2.21)	7.6 (6.90)	1.1 (3.33)	13.4 (9.44)	‡
5.1 to 14.9	11.9 (4.11)	7.9 (3.61)	11.2 (5.70)	11.5 (4.28)	9.3 (5.21)	24.8 (9.68)	15.6 (7.39)	7.7 (3.46)	12.8 (8.71)	10.5 (9.80)	10.2 (8.39)	‡
15 to 20.9	11.1 (3.98)	16.5 (4.97)	24.7 (7.79)	9.2 (3.88)	13.8 (6.18)	27.5 (10.01)	17.8 (7.79)	12.7 (4.32)	43.7 (12.92)	26.0 (14.02)	12.2 (9.07)	‡
21 to 34.9	14.9 (4.52)	22.2 (5.57)	15.9 (6.61)	20.4 (5.41)	28.5 (8.09)	19.9 (8.95)	20.5 (8.22)	17.1 (4.88)	14.2 (9.10)	9.7 (9.46)	18.4 (10.74)	‡
35 or more	61.0 (6.19)	48.4 (6.69)	42.8 (8.94)	56.3 (6.66)	40.8 (8.81)	22.5 (9.36)	37.9 (9.88)	59.5 (6.37)	21.6 (10.72)	52.7 (15.96)	45.7 (13.81)	‡
Percentage who wanted to work part time <sup>2</sup>	72.8 (8.84)	54.8 (10.07)	49.6 (11.11)	44.5 (10.35)	60.5 (15.04)	81.4 (10.79)	68.1 (11.55)	61.5 (9.59)	44.4 (16.54)	75.8 (15.20)	57.8 (15.84)	‡

‡ Responses for items with fewer than 30 respondents are not reported.

<sup>1</sup> For youth's current or most recent job.

<sup>2</sup> For youth working part time (less than 35 hours per week) at current or most recent job.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 1,520 youth for hours worked per week and 750 youth for wants to work part time.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

### Differences in Hours Worked by High School-Leaving Characteristics

No significant differences in hours worked by youth with disabilities based on their high school-leaving status or the number of years out of high school were apparent (table 26).

Table 26. Hours worked by youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

Hours worked	Completers	Non-completers	Less than 1 year	1 up to 2 years	2 up to 4 years
Average hours worked per week <sup>1</sup>	33.0 (1.55)	35.1 (4.40)	32.5 (2.47)	30.9 (2.16)	36.2 (2.48)
Percentage reported having worked the following hours per week: <sup>1</sup>					
5 or fewer	2.4 (1.54)	1.1 (2.70)	1.5 (2.00)	2.7 (2.53)	2.2 (2.19)
5.1 to 14.9	11.1 (3.16)	16.7 (9.67)	12.4 (5.42)	11.6 (5.00)	10.6 (4.60)
15 to 20.9	14.2 (3.51)	2.8 (4.28)	16.6 (6.12)	13.7 (5.37)	7.6 (3.96)
21 to 34.9	16.3 (3.72)	11.6 (8.30)	15.0 (5.87)	16.1 (5.74)	17.2 (5.64)
35 or more	56.0 (4.99)	67.8 (12.11)	54.6 (8.18)	55.8 (7.76)	62.4 (7.23)
Percentage who wanted to work part time <sup>2</sup>	64.4 (6.66)	69.6 (23.05)	67.8 (10.97)	67.7 (11.26)	61.7 (10.74)

<sup>1</sup> For youth's current or most recent job.

<sup>2</sup> For youth working part time (less than 35 hours per week) at current or most recent job.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 1,520 youth for hours worked per week and 750 youth for wants to work part time.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

## Demographic Differences in Hours Worked

Although no significant differences related to household income or race/ethnicity were noted for the hours worked by youth with disabilities, there were significant gender differences in the percentage working full time and the average number of hours worked. Males were more likely than females to work full time (68 percent vs. 35 percent,  $p < .001$ , table 27). Males worked on average 36 hours per week whereas females worked 27 hours per week ( $p < .01$ ). No differences in the desire to work part time were apparent based on any demographic differences.

Table 27. Hours worked by youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

Hours worked	\$25,000 or less	\$25,001 to \$50,000	More than \$50,000	Race/Ethnicity			Male	Female
				White	African American	Hispanic		
Average hours worked per week <sup>1</sup>	32.2 (2.42)	37.9 (2.72)	32.3 (2.23)	33.3 (1.66)	35.5 (3.80)	29.7 (3.96)	36.0 (1.71)	27.4 (2.20)
Percentage reported having worked the following hours per week: <sup>1</sup>								
5 or fewer	2.4 (2.58)	2.7 (3.02)	1.7 (1.75)	2.1 (1.58)	1.4 (2.43)	3.3 (5.14)	1.3 (1.27)	3.9 (2.95)
5.1 to 14.9	10.2 (5.11)	3.0 (3.18)	16.1 (4.97)	13.2 (3.73)	8.9 (5.90)	6.6 (7.14)	8.3 (3.10)	19.2 (6.00)
15 to 20.9	14.7 (5.98)	10.0 (5.59)	12.7 (4.50)	10.4 (3.36)	13.7 (7.12)	26.7 (12.72)	11.1 (3.53)	15.5 (5.51)
21 to 34.9	19.0 (6.62)	9.2 (5.38)	19.6 (5.37)	15.0 (3.93)	19.6 (8.22)	22.5 (12.01)	11.8 (3.63)	26.3 (6.70)
35 or more	53.6 (8.42)	75.3 (8.03)	50.0 (6.76)	59.2 (5.42)	56.4 (10.27)	40.9 (14.14)	67.5 (5.26)	35.0 (7.26)
Percentage who wanted to work part time <sup>2</sup>	58.2 (13.34)	65.2 (11.74)	67.1 (8.72)	68.5 (7.42)	62.4 (14.35)	52.7 (19.70)	69.3 (8.26)	61.9 (9.75)

<sup>1</sup> For youth's current or most recent job.

<sup>2</sup> For youth working part time (less than 35 hours per week) at current or most recent job.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 1,520 youth for hours worked per week and 750 youth for wants to work part time.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

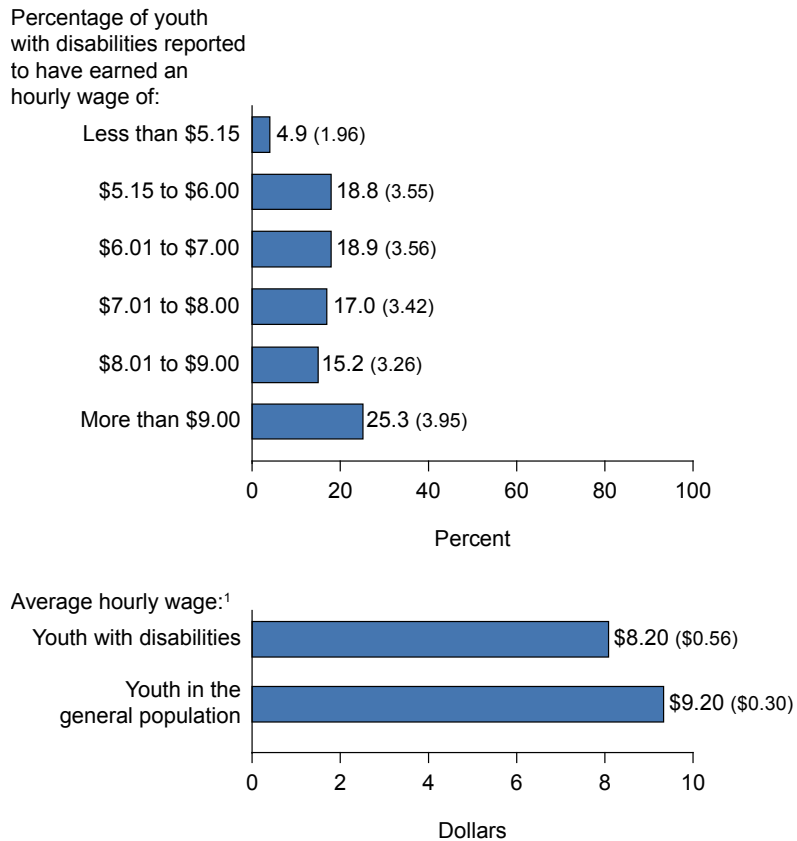
## Wages and Benefits

Youth with disabilities who had been out of high school 1 to 4 years earned an average of \$8.20 per hour,<sup>6</sup> reported in 2005 dollars (figure 19), not a significant difference from the average hourly wage of youth in the general population (\$9.20). Although 5 percent of youth with disabilities were paid less than minimum wage (\$5.15 at the time), the majority (58 percent) earned more than \$7.00 per hour, and 25 percent earned more than \$9.00 per hour.

Although no significant difference was noted in the average hourly wage between youth with disabilities employed full time (35 or more hours per week, \$8.90) and part time (\$7.50), those who worked full time were significantly more likely than youth working part time to earn more than \$9.00 per hour (35 percent vs. 15 percent,  $p < .01$ ; figure 20).

<sup>6</sup> Respondents were asked, "About how much are you (is YOUTH) paid at this job? Is that per hour?"

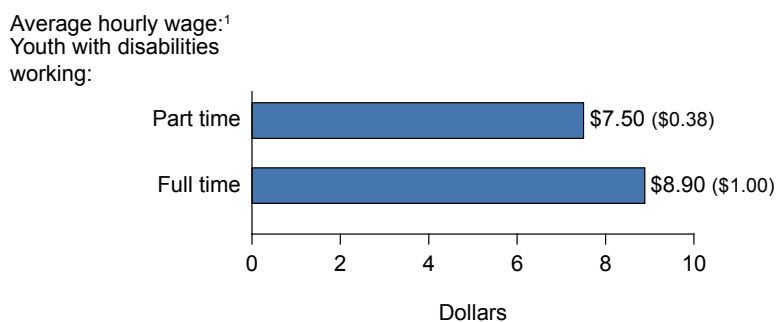
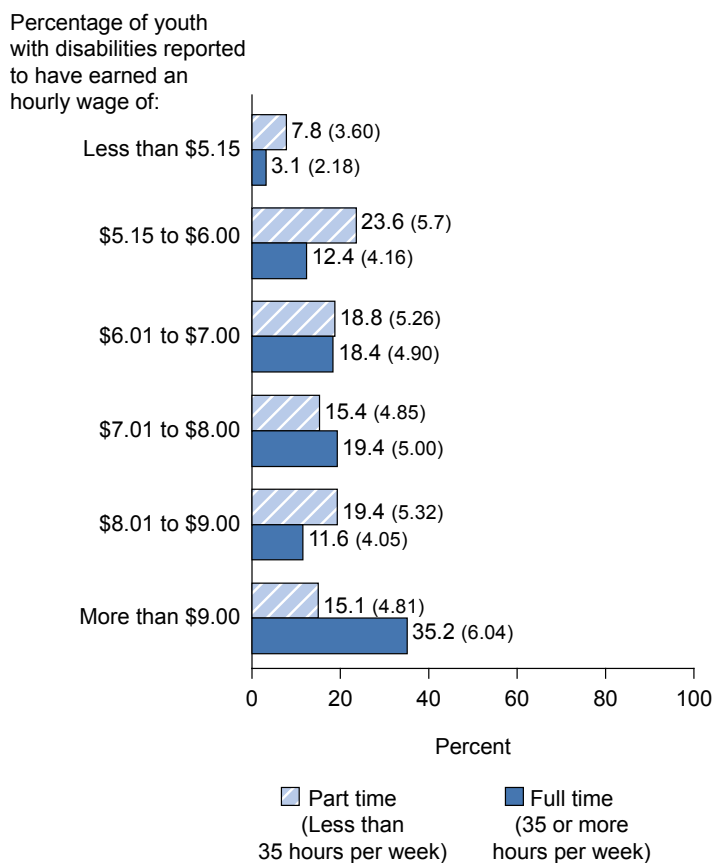
Figure 19. Wages of youth with disabilities out of high school 1 to 4 years and youth in the general population



<sup>1</sup> Rounded to nearest \$.10.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,360 youth. SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005; U.S. Department of Labor, Bureau of Labor Statistics, National Longitudinal Survey of Youth 1997 (NLSY97), round 5 youth questionnaire, 2001. Data are for 17- to 21-year-olds.

Figure 20. Wages of youth with disabilities out of high school 1 to 4 years, by part-time and full-time employment



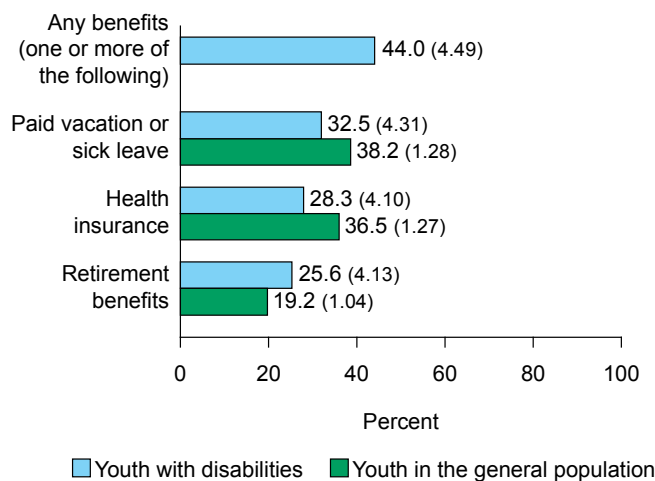
<sup>1</sup> Rounded to nearest \$.10.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,360 youth. SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005; U.S. Department of Labor, Bureau of Labor Statistics, National Longitudinal Survey of Youth 1997 (NLSY97), round 5 youth questionnaire, 2001. Data are for 17- to 21-year-olds.

Paid vacation or sick leave, health insurance, and a retirement plan are benefits that may be provided by employers. A minority of out-of-high school youth with disabilities and youth in the general population reportedly received each of these types of benefits<sup>7</sup> (figure 21), with no significant differences between the two populations. Thirty-three percent of out-of-high school youth with disabilities and 38 percent of youth in the general population received paid vacation or sick leave. Twenty-eight percent of out-of-high school youth with disabilities received health insurance from their employer, whereas 37 percent of youth in the general population did so. Twenty-six percent of out-of-high school youth with disabilities and 19 percent of youth in the general population received retirement benefits.

Youth with disabilities who worked full time (35 or more hours per week) were significantly more likely than youth who worked part time to receive employment benefits (figure 22). Fifty-seven percent of youth working full time received some type of employment benefits whereas 30 percent of youth working part time did so ( $p < .01$ ). Although differences did not differ significantly between youth employed full time compared with their peer employed part time for the receipt of retirement benefits, differences were significant for the receipt of paid vacation or sick leave (43 percent vs. 21 percent,  $p < .01$ ) and for health insurance (40 percent vs. 15 percent,  $p < .001$ ).

Figure 21. Benefits received by youth with disabilities out of high school 1 to 4 years and youth in the general population

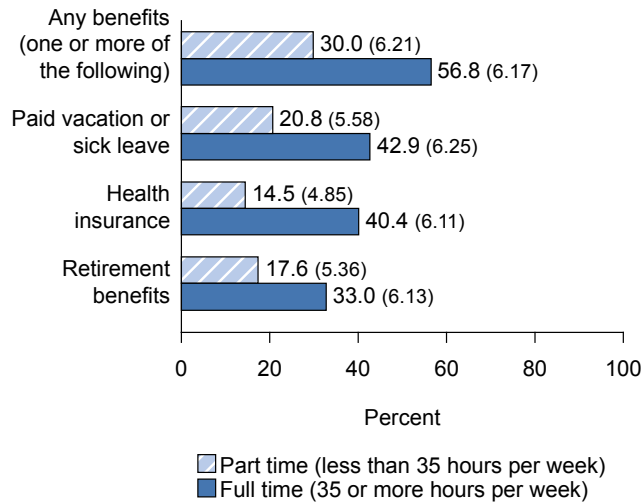


NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,330 youth. General population comparison data not available for any benefits.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005; U.S. Department of Labor, Bureau of Labor Statistics, National Longitudinal Survey of Youth 1997 (NLSY97), round 5 youth questionnaire, 2001. Data are for 17- to 21-year-olds.

<sup>7</sup> Respondents were asked about each benefit type separately, "As part of this job, do you (does YOUTH) get paid vacation or sick leave; health insurance; retirement benefits, like a 401K?"

Figure 22. Benefits received by youth with disabilities out of high school 1 to 4 years, by part-time and full-time employment



NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,330 youth. SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005; U.S. Department of Labor, Bureau of Labor Statistics, National Longitudinal Survey of Youth 1997 (NLSY97), round 5 youth questionnaire, 2001. Data are for 17- to 21-year-olds.

### Disability Differences in Wages and Benefits

Although the hourly wage rate for youth in different disability categories ranged from \$7.00 to \$10.00 per hour, no significant differences existed between them (table 28). There also were no significant differences in the percentages of youth in different disability categories receiving paid vacation or sick leave, health insurance, or retirement benefits from their employer, with one exception. Youth with other health impairments were more likely than youth with traumatic brain injuries to receive paid vacation or sick leave benefits from their employer (44 percent vs. 10 percent,  $p < .01$ ).

Table 28. Wages and benefits of youth out of high school 1 to 4 years, by disability category

Wages and benefits	Learning disability	Speech/language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment	Autism	Traumatic brain injury	Multiple disabilities	Deaf-blindness
Average hourly wage <sup>1</sup>	\$8.10 (\$0.31)	\$8.70 (\$0.72)	\$7.00 (\$0.45)	\$10.00 (\$2.27)	\$7.50 (\$0.48)	\$7.90 (\$0.90)	\$7.30 (\$0.77)	\$8.10 (\$0.40)	\$7.50 (\$0.61)	\$7.40 (\$0.60)	\$8.80 (\$1.09)	‡
Percentage reported having earned an hourly wage of: <sup>1</sup>												
Less than \$5.15	4.0 (2.53)	10.5 (4.20)	5.9 (4.08)	8.1 (3.74)	8.0 (4.86)	2.5 (3.73)	7.2 (5.49)	4.8 (2.79)	5.5 (6.14)	2.5 (4.08)	4.7 (5.75)	‡
\$5.15 to \$6.00	17.4 (4.89)	8.4 (3.80)	39.1 (8.45)	19.0 (5.38)	27.7 (8.02)	21.8 (9.88)	23.9 (9.07)	11.9 (4.22)	28.1 (12.11)	18.3 (10.10)	22.8 (11.39)	‡
\$6.01 to \$7.00	17.3 (4.88)	13.0 (4.61)	15.0 (6.18)	28.5 (6.19)	20.8 (7.28)	30.9 (11.05)	25.6 (9.28)	25.6 (5.69)	17.8 (10.30)	32.8 (12.27)	12.0 (8.82)	‡
\$7.01 to \$8.00	16.3 (4.77)	22.9 (5.76)	20.6 (7.00)	11.2 (4.32)	16.9 (6.72)	27.0 (10.62)	31.5 (9.87)	25.6 (5.69)	18.0 (10.35)	19.4 (10.33)	26.0 (11.91)	‡
\$8.01 to \$9.00	17.7 (4.93)	20.0 (5.48)	4.9 (3.74)	10.6 (4.22)	9.3 (5.21)	5.2 (5.31)	3.2 (3.74)	8.9 (3.71)	3.1 (4.67)	19.5 (10.35)	7.5 (7.15)	‡
More than \$9.00	27.4 (5.76)	25.1 (5.94)	14.5 (6.10)	22.5 (5.72)	17.3 (6.78)	12.5 (7.91)	8.7 (5.99)	23.2 (5.50)	27.5 (12.03)	7.5 (6.88)	27.0 (12.05)	‡
Percentage reported having received:												
Any benefits (one or more of the following)	44.0 (6.25)	41.8 (6.64)	50.7 (8.67)	36.7 (6.45)	31.0 (8.35)	37.5 (10.82)	30.9 (9.23)	55.5 (6.40)	29.5 (11.86)	40.7 (15.78)	51.3 (13.76)	‡
Paid vacation or sick leave	31.1 (5.90)	33.8 (6.38)	40.0 (8.50)	32.3 (6.52)	25.8 (7.97)	20.8 (9.27)	24.8 (8.81)	44.3 (6.56)	17.3 (10.18)	9.9 (9.93)	44.9 (13.70)	‡
Health insurance	27.7 (5.68)	30.5 (6.20)	39.5 (8.40)	23.5 (5.77)	23.7 (7.87)	11.2 (7.08)	19.0 (7.86)	31.4 (6.05)	24.3 (11.24)	36.6 (15.98)	40.6 (13.52)	‡
Retirement benefits	26.7 (5.75)	23.9 (5.84)	31.3 (8.53)	16.5 (5.19)	12.1 (6.05)	20.0 (9.11)	14.4 (7.43)	24.7 (5.90)	17.9 (10.91)	33.9 (15.59)	36.8 (13.45)	‡

‡ Responses for items with fewer than 30 respondents are not reported.

<sup>1</sup> Rounded to nearest \$.10.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,140 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

## Differences in Wages and Benefits by High School-Leaving Characteristics

No significant differences in the wages and benefits received by youth with disabilities based on their high school-leaving status or the number of years out of high school were apparent (table 29).

Table 29. Wages and benefits of youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

Wages and benefits	Completers	Non-completers	Less than 1 year	1 up to 2 years	2 up to 4 years
Average hourly wage <sup>1</sup>	\$8.00 (0.26)	\$10.10 (4.07)	\$7.70 (0.40)	\$8.50 (1.65)	\$8.40 (0.49)
Percentage reported having earned an hourly wage of: <sup>1</sup>					
Less than \$5.15	4.3 (2.03)	7.9 (7.11)	3.4 (2.89)	3.7 (2.99)	7.2 (3.97)
\$5.15 to \$6.00	20.2 (4.01)	13.2 (8.93)	22.8 (6.70)	17.9 (6.07)	16.1 (5.64)
\$6.01 to \$7.00	18.0 (3.84)	18.3 (10.20)	22.2 (6.63)	20.0 (6.33)	15.2 (5.51)
\$7.01 to \$8.00	18.4 (3.87)	9.3 (7.66)	18.4 (6.18)	21.0 (6.45)	12.7 (5.11)
\$8.01 to \$9.00	14.9 (3.56)	18.2 (10.17)	14.5 (5.62)	17.4 (6.00)	13.9 (5.31)
More than \$9.00	24.1 (4.27)	33.1 (12.41)	18.7 (6.22)	20.0 (6.33)	34.9 (7.32)
Percentage reported having received:					
Any benefits (one or more of the following)	43.2 (4.96)	48.9 (12.83)	45.3 (8.16)	44.9 (7.61)	42.0 (7.43)
Paid vacation or sick leave	33.2 (4.78)	24.3 (11.32)	34.7 (7.89)	31.7 (7.29)	31.0 (7.06)
Health insurance	28.1 (4.53)	30.8 (11.89)	32.5 (7.59)	22.3 (6.49)	29.1 (6.99)
Retirement benefits	25.5 (4.58)	29.4 (12.09)	31.3 (8.02)	22.2 (6.64)	22.9 (6.52)

<sup>1</sup> Rounded to nearest \$.10.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,140 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

## Demographic Differences in Wages and Benefits

Unlike their general population peers whose wages are significantly different for males and females (\$10.30 vs. \$8.10,  $p < .001$ ), males and females with disabilities did not earn wages that differed significantly. No significant differences were noted for receipt of benefits by gender for youth with disabilities. Additionally, no significant differences in the wages and benefits received by youth with disabilities based on their household income or race/ethnicity, or gender were apparent (table 30).

Table 30. Wages and benefits of youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

Wages and benefits	\$25,000 or less	\$25,001 to \$50,000	More than \$50,000	White	African American	Hispanic	Male	Female
Average hourly wage <sup>1</sup>	\$7.70 (\$0.45)	\$9.40 (\$2.12)	\$7.80 (\$0.33)	\$8.00 (\$0.29)	\$9.80 (\$3.18)	\$7.50 (\$0.72)	\$8.10 (\$0.84)	\$8.40 (\$0.49)
Percentage reported having earned an hourly wage of: <sup>1</sup>								
Less than \$5.15	6.60 (4.15)	3.90 (3.52)	4.90 (2.97)	5.20 (2.45)	7.00 (5.41)	2.80 (4.53)	2.80 (1.85)	9.70 (4.58)
\$5.15 to \$6.00	28.0 (7.51)	12.7 (6.06)	18.2 (5.31)	16.2 (4.06)	15.7 (7.72)	34.3 (13.04)	17.3 (4.23)	22.0 (6.40)
\$6.01 to \$7.00	14.4 (5.88)	17.1 (6.85)	21.0 (5.61)	21.1 (4.49)	11.0 (6.64)	18.1 (10.58)	19.0 (4.39)	18.7 (6.03)
\$7.01 to \$8.00	12.6 (5.55)	20.0 (7.28)	20.4 (5.55)	17.7 (4.20)	25.4 (9.23)	8.8 (7.78)	18.0 (4.30)	14.8 (5.49)
\$8.01 to \$9.00	13.4 (5.70)	17.3 (6.88)	17.0 (5.17)	14.5 (3.88)	19.4 (8.39)	10.5 (8.42)	14.1 (3.90)	17.4 (5.86)
More than \$9.00	25.0 (7.25)	29.0 (8.25)	18.4 (5.33)	25.2 (4.78)	21.5 (8.71)	25.4 (11.96)	28.8 (5.07)	17.3 (5.85)
Percentage reported having received:								
Any benefits (one or more of the following)	38.4 (8.22)	47.7 (9.16)	44.4 (6.71)	44.1 (5.42)	48.2 (10.33)	37.6 (13.90)	47.1 (5.63)	37.2 (7.25)
Paid vacation or sick leave	31.5 (7.91)	35.1 (8.94)	28.8 (6.24)	32.7 (5.22)	30.6 (9.53)	30.7 (13.48)	36.9 (5.53)	23.0 (6.40)
Health insurance	29.8 (7.91)	36.2 (8.94)	19.9 (6.24)	25.9 (4.80)	33.7 (9.87)	29.1 (13.25)	31.6 (5.28)	21.5 (6.22)
Retirement benefits	23.6 (7.47)	29.2 (8.69)	28.1 (6.40)	27.5 (5.07)	27.6 (9.51)	17.8 (11.58)	27.3 (5.23)	21.8 (6.51)

<sup>1</sup> Rounded to nearest \$.10.

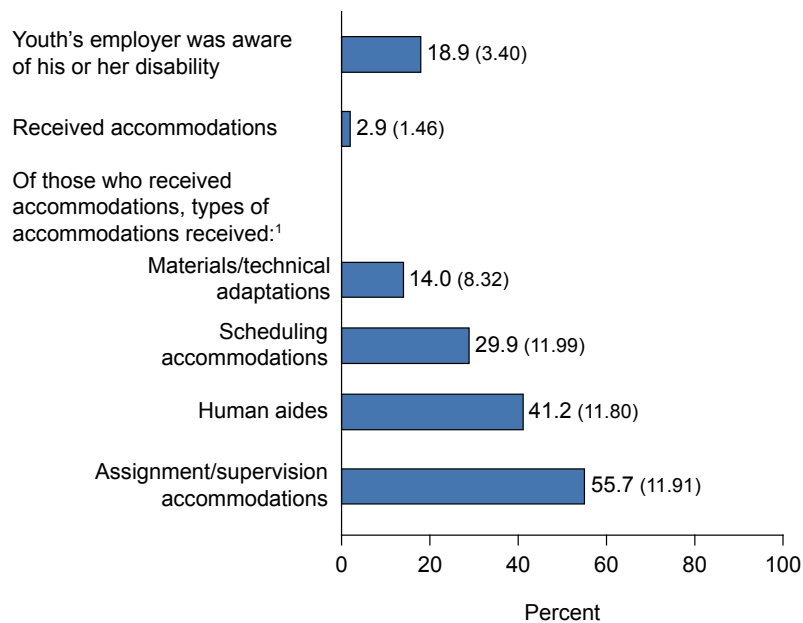
NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,140 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

## Job Accommodations

About 19 percent of out-of-high school youth with disabilities had employers who were reported to be aware of the youth's disabilities<sup>8</sup> (figure 23), and 3 percent received employment accommodations.<sup>9</sup> For these youth, job accommodations<sup>10</sup> included a range of individual adaptations involving materials or technology used on the job (e.g., large print or Braille, TTY or TTD, or modified work stations) (14 percent), scheduling accommodations (30 percent), human aides (e.g., interpreters or job coaches) (41 percent), and adaptations to assignments and/or supervision (e.g., modifications to training or instructions or different expectations for productivity) (56 percent). Youth who received employment accommodations may have received more than one accommodation. Youth were significantly more likely to receive assignment and supervision accommodations than they were accommodations involving materials and technology (56 percent vs. 14 percent,  $p < .01$ ).

Figure 23. Employers' awareness of youth's disabilities and receipt of accommodations for employed youth with disabilities out of high school 1 to 4 years



<sup>1</sup> Percentages do not sum to 100 because youth may have received more than one type of accommodation.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples of approximately 1,520 youth for employers' awareness of youth's disability, 1,490 youth for receiving accommodations, and 170 for type of accommodation received.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

<sup>8</sup> Respondents were asked, "Do you think your (YOUTH's) employer is aware that you have (YOUTH has) a disability or special need?"

<sup>9</sup> Respondents were asked, "Have you (Has YOUTH) received any accommodations or other help from your (his/her) employer because you have (he/she has) any kind of learning problem, disability, or other special need?"

<sup>10</sup> Respondents were asked, "What accommodations or other help have you (has YOUTH) received?"

## Disability Differences in Job Accommodations

There were variations in the percentages of youth in different disability categories who reported that their employers were aware of their disability; they ranged from 15 percent to 65 percent (table 31). Youth with visual (65 percent) or hearing impairments (60 percent) were significantly more likely to report that their employers were aware of their disability than youth with learning disabilities (16 percent,  $p < .001$  for both comparisons), speech/language impairments (15 percent,  $p < .001$  for both comparisons), emotional disturbances (18 percent,  $p < .001$  for both comparisons), mental retardation (25 percent;  $p < .01$  for both comparisons), and other health impairments (29 percent;  $p < .01$  for both comparisons). Youth with multiple disabilities (54 percent) and orthopedic impairments (45 percent) were more likely to report that employers were aware of their disabilities than youth with speech/language impairments (15 percent), learning disabilities (16 percent), emotional disturbances (18 percent,  $p < .01$  for all comparisons except multiple disabilities vs. speech/language impairments,  $p < .001$ ). Youth with autism (51 percent) also were more likely to report having employers who were aware of their disability than youth with speech/language impairments, or learning disabilities ( $p < .01$  for all comparisons).

Table 31. Employers' awareness of youth's disabilities and receipt of accommodations for employed youth out of high school 1 to 4 years, by disability category

Awareness and accommodations	Learning disability	Speech/language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment	Autism	Traumatic brain injury	Multiple disabilities	Deaf-blindness
	Percent											
Percentage of employed youth reported to have had:												
Their employers aware of their disability	16.0 (4.46)	14.9 (4.66)	25.3 (6.92)	18.2 (5.10)	60.2 (8.48)	64.5 (10.53)	45.4 (9.01)	28.7 (5.73)	51.1 (12.16)	24.3 (12.50)	53.9 (10.86)	‡
Received accommodations	1.0 (1.21)	1.5 (1.58)	12.6 (5.52)	2.0 (1.82)	12.3 (6.38)	15.6 (8.17)	8.3 (5.05)	9.9 (3.78)	15.6 (9.21)	12.9 (9.70)	31.0 (10.36)	‡

‡ Responses for items with fewer than 30 respondents are not reported.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,610 youth. SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

Although a majority of working youth in a number of disability categories had employers who were aware of their disabilities, a minority of working youth in each disability category received employment accommodations. Thirty-one percent of youth with multiple disabilities received employment accommodations, with the percentages of youth in other disability categories receiving accommodations ranging from 1 percent to 16 percent. Youth with multiple disabilities were significantly more likely to receive accommodations than youth with learning disabilities (1 percent) or speech/language impairments (2 percent) or emotional disturbances (2 percent,  $p < .01$  for all comparisons).

### Differences in Job Accommodations by High School-Leaving Characteristics

No significant differences in employers' awareness of youth's disabilities based on school leaving status or length of time out of high school were noted. Similarly, differences in the receipt of accommodations based on by youth with disabilities based on their high school-leaving status or the number of years out of high school were not noted (table 32).

Table 32. Employers' awareness of youth's disabilities and receipt of accommodations for employed youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

Awareness and accommodations	Completers	Non-completers	Less than	1 up to	2 up to
			1 year	2 years	4 years
Percent					
Percentage of employed youth reported to have had:					
Their employers aware of their disability	18.3 (3.73)	26.5 (10.51)	19.3 (6.01)	16.8 (5.62)	20.3 (5.91)
Received accommodations	3.3 (1.73)	1.2 (2.58)	3.9 (3.00)	1.8 (1.97)	3.0 (2.50)

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,610 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

### Demographic Differences in Job Accommodations

Although no significant differences in employers' awareness of youth's disabilities based on their household income or gender were apparent, differences were found between youth with different race/ethnicity backgrounds; 24 percent of White youth were reported to have had employers who were aware of the youth's disability compared with 6 percent of African American and 5 percent of Hispanic youth ( $p < .01$  for both comparisons, table 33). No significant differences in the receipt of accommodations based on youth's household income, race/ethnicity, or gender were apparent.

Table 33. Employers' awareness of youth's disabilities and receipt of accommodations for employed youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

Awareness and accommodations	\$25,000 or less	\$25,001 to \$50,000	More than \$50,000	Race/Ethnicity			Male	Female
				White	African American	Hispanic		
Percent								
Percentage of employed youth reported to have had:								
Their employers aware of their disability	13.3 (5.52)	20.5 (6.85)	21.8 (5.42)	24.2 (4.52)	6.2 (4.68)	4.7 (5.84)	18.7 (4.26)	19.3 (5.60)
Received accommodations	4.3 (3.24)	1.9 (2.39)	2.9 (2.23)	3.7 (2.02)	1.6 (2.40)	0.4 (1.72)	2.7 (1.77)	3.4 (2.58)

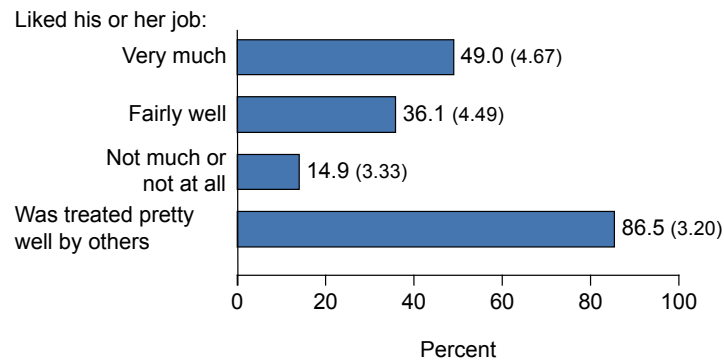
NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,610 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

## Perceptions of Working Conditions

The majority of out-of-high school youth with disabilities had positive perceptions about their jobs.<sup>11</sup> In response to being asked whether they “usually like [their] job... very much, like it fairly well, not like it much, or not like it at all,” 49 percent responded that they liked their job very much (figure 24), and an additional 36 percent responded that they liked their job fairly well. Fifteen percent responded that they did not like their job much or did not like it at all. Youth were significantly more likely to respond positively than negatively (49 percent and 36 percent vs. 15 percent,  $p < .001$  for both comparisons). Most youth (87 percent) also reported being “treated pretty well by others at [their] job.”<sup>12</sup>

Figure 24. Job satisfaction of youth with disabilities out of high school 1 to 4 years



NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,120 youth. SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

Seventy-eight percent reported that their education and training was being “put to good use,” and 69 percent reported that they had “lots of chances to work [their] way up” (figure 25).<sup>13</sup> Sixty-seven percent stated they were “pretty well paid” for their work. Indeed, for youth who had been employed 6 months or more, 75 percent had “been promoted or taken on more responsibility” since they started the job, and 70 percent were “paid more than when [they] started the job.”<sup>14</sup>

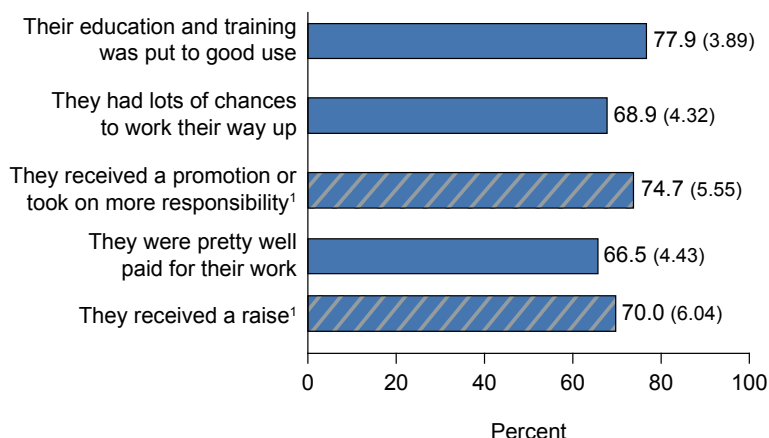
<sup>11</sup> Youth were asked, “Do you usually like your job?”

<sup>12</sup> Youth were asked, “Do you think you are treated pretty well by others at your job?”

<sup>13</sup> Youth were asked, “Do you think your education and training is put to good use?” and “Do you think in your job, you have lots of chances to work your way up?”

<sup>14</sup> Youth were asked, “Have you been promoted or taken on more responsibility since you started the job?” “Do you think you are pretty well paid for your work?” and “Are you paid more than when you started the job?”

Figure 25. Perceptions of their working conditions of youth with disabilities out of high school 1 to 4 years



<sup>1</sup> For youth employed 6 months or more at job at the time of the interview or most recent job.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples of approximately 1,190 youth for education and training put to good use, chances for advancement, and how well paid, and 760 youth for received promotion and/or raise.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

### Disability Differences in Perceptions of Working Conditions

A majority of youth in all disability categories reported liking their jobs at least fairly well and feeling well treated by others at work (table 34). No significant differences were found among youth in different disability categories in their general job satisfaction or feelings of how well they were treated at their jobs with one exception. Youth with visual impairments (98 percent) were more likely than youth with learning disabilities (84 percent) to report being pretty well treated by others at work ( $p < .01$ ).

Table 34. Job satisfaction and perceptions of working conditions of youth out of high school 1 to 4 years, by disability category

Job satisfaction and perceptions	Learning disability	Speech/language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment	Autism	Traumatic brain injury	Multiple disabilities	Deaf-blindness
	Percent											
Percentage who reported:												
Liked his/her job:												
Very much	50.0 (6.59)	37.4 (7.04)	50.8 (11.06)	39.7 (7.32)	52.9 (9.80)	42.3 (10.21)	40.8 (12.31)	60.5 (7.16)	38.4 (13.75)	52.9 (15.03)	58.6 (14.94)	‡
Fairly well	37.0 (6.36)	47.7 (7.27)	26.6 (9.78)	37.0 (7.22)	39.9 (9.61)	39.7 (10.11)	51.0 (12.52)	27.0 (6.50)	44.9 (14.06)	25.6 (13.14)	36.4 (14.60)	‡
Not much or not at all	13.0 (4.43)	14.9 (5.18)	22.6 (9.26)	23.4 (6.33)	7.2 (5.07)	18.0 (7.94)	8.2 (6.87)	12.5 (4.84)	16.7 (10.54)	21.6 (12.39)	5.0 (6.61)	‡
Had been treated pretty well by others at work	83.9 (4.82)	93.0 (3.74)	89.0 (6.92)	93.4 (3.70)	90.1 (5.86)	98.2 (2.74)	97.1 (4.53)	93.2 (3.69)	79.5 (11.41)	92.8 (7.80)	96.8 (5.34)	‡
Their education and training was put to good use	78.7 (5.39)	72.5 (6.51)	82.2 (8.57)	71.8 (6.76)	79.0 (7.99)	77.3 (8.64)	72.0 (11.95)	80.7 (5.82)	54.7 (14.20)	71.1 (13.65)	69.2 (14.01)	‡
Had lots of chances to work their way up	68.0 (6.12)	64.0 (6.99)	79.2 (8.98)	68.8 (6.96)	63.9 (9.54)	52.1 (10.38)	54.4 (13.30)	74.1 (6.46)	49.1 (14.19)	85.0 (10.96)	59.7 (15.03)	‡
Received a promotion or took on more responsibility <sup>1</sup>	81.7 (6.80)	60.7 (8.61)	57.4 (11.95)	55.8 (10.73)	47.8 (10.20)	46.3 (15.37)	51.7 (14.80)	61.0 (8.61)	76.3 (16.65)	‡	65.4 (17.19)	‡
Had been paid pretty well	64.6 (6.28)	68.2 (6.84)	60.7 (10.98)	75.4 (6.45)	77.9 (8.14)	83.9 (7.58)	83.0 (10.00)	70.6 (6.68)	78.8 (11.67)	85.1 (10.93)	78.9 (12.38)	‡
Received a raise <sup>1</sup>	73.6 (7.98)	72.4 (7.91)	59.8 (11.44)	52.1 (10.89)	53.3 (10.14)	66.0 (14.60)	48.6 (14.80)	70.0 (8.14)	75.5 (16.84)	‡	60.5 (17.66)	‡

‡ Responses for items with fewer than 30 respondents are not reported.

<sup>1</sup> For youth employed 6 months or more at current or most recent job.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 1,250 to 800 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

A majority of youth in each disability category also reported positive perceptions of their working conditions. Differences between disability categories were not significant. For youth employed for 6 months or more, a majority of youth in each disability category also reported taking on increased job responsibilities or receiving a promotion or a raise in pay. With one exception, significant differences in job advancement were not found. Youth with learning disabilities were more likely than youth with hearing impairments to have been promoted or taken on more job responsibilities (82 percent vs. 48 percent,  $p < .01$ ).

## Differences in Perceptions of Working Conditions by High School-Leaving Characteristics

No significant differences in youth's job satisfaction or perceptions of their working conditions based on school leaving status or length of time out of high school were noted (table 35).

Table 35. Job satisfaction and perceptions of working conditions of youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

	Completers	Non-completers	Less than 1 year	1 up to 2 years	2 up to 4 years
Job satisfaction and perceptions	Percent				
Percentage who reported:					
Liked his/her job:					
Very much	46.5 (5.11)	61.6 (12.68)	46.3 (8.09)	44.6 (8.49)	55.1 (7.65)
Fairly well	37.4 (4.96)	27.2 (11.60)	36.3 (7.80)	40.5 (8.38)	32.4 (7.20)
Not much or not at all	16.1 (3.77)	11.2 (8.22)	17.4 (6.15)	15.0 (6.10)	12.5 (5.09)
Had been treated pretty well by others at work	86.9 (3.47)	80.8 (10.14)	82.5 (6.15)	94.9 (3.76)	83.8 (5.70)
Their education and training was put to good use	75.7 (4.42)	88.2 (8.36)	82.4 (6.14)	72.8 (7.66)	77.4 (6.50)
Had lots of chances to work their way up	68.0 (4.78)	66.9 (12.16)	77.0 (6.80)	64.5 (8.20)	64.6 (7.34)
Received a promotion or took on more responsibility <sup>1</sup>	79.2 (5.76)	51.5 (15.93)	81.1 (8.91)	59.6 (10.33)	79.0 (8.56)
Had been paid pretty well	64.0 (4.96)	77.2 (10.77)	64.1 (7.78)	72.1 (7.68)	64.4 (7.44)
Received a raise <sup>1</sup>	69.5 (6.76)	71.8 (14.34)	67.0 (10.88)	69.0 (9.74)	73.7 (9.98)

<sup>1</sup> For youth employed 6 months or more at current or most recent job.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 1,250 to 800 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

## Demographic Differences in Perceptions of Working Conditions

No significant differences in youth's job satisfaction or perceptions of their working conditions based on youth's household income, race/ethnicity, or gender were apparent (table 36).

Table 36. Job satisfaction and perceptions of working conditions of youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

Job satisfaction and perceptions	\$25,000 or less	\$25,001 to \$50,000	More than \$50,000	Race/Ethnicity			Male	Female
				White	African American	Hispanic		
Percent								
Percentage who reported:								
Liked his/her job:								
Very much	41.1 (8.98)	51.8 (9.16)	50.6 (6.76)	51.8 (5.66)	31.6 (9.61)	55.8 (15.24)	52.1 (5.83)	43.2 (7.74)
Fairly well	43.0 (9.03)	37.0 (8.85)	35.1 (6.46)	33.0 (5.32)	45.1 (10.28)	39.3 (14.99)	35.2 (5.57)	37.8 (7.57)
Not much or not at all	15.8 (6.66)	11.2 (5.78)	14.2 (4.72)	15.2 (4.06)	23.3 (8.74)	4.9 (6.62)	12.7 (3.88)	18.9 (6.11)
Had been treated pretty well by others at work								
Their education and training was put to good use	72.9 (8.11)	85.8 (6.51)	73.7 (5.96)	74.8 (4.91)	81.1 (8.45)	87.2 (10.13)	74.2 (5.11)	84.9 (5.62)
Had lots of chances to work their way up	61.7 (8.87)	78.5 (7.51)	66.9 (6.37)	65.1 (5.39)	82.0 (7.94)	77.4 (12.68)	67.3 (5.46)	71.9 (7.02)
Received a promotion or took on more responsibility <sup>1</sup>	70.5 (11.55)	78.6 (9.72)	77.9 (8.28)	74.5 (6.70)	78.7 (11.23)	71.5 (20.35)	79.6 (6.49)	61.2 (8.88)
Had been paid pretty well	55.7 (9.01)	64.4 (8.99)	75.4 (5.85)	71.4 (5.12)	51.5 (10.73)	50.7 (15.32)	66.3 (5.54)	67.0 (7.36)
Received a raise <sup>1</sup>	60.0 (12.33)	72.5 (11.23)	73.4 (8.85)	69.4 (7.41)	70.8 (12.34)	74.8 (19.74)	72.4 (7.42)	63.1 (8.82)

<sup>1</sup> For youth employed 6 months or more at current or most recent job.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 1,250 to 800 youth.

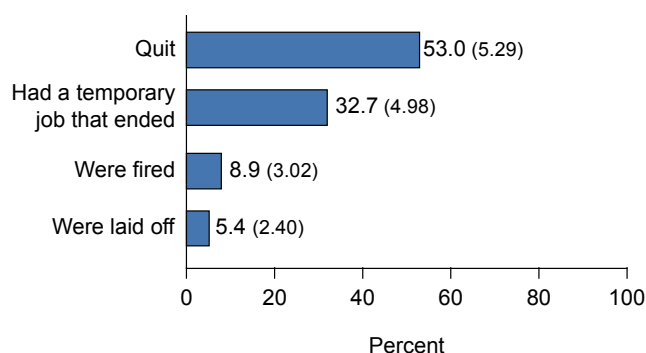
SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

## Job Leaving and Job Search Activities

Despite positive feelings of many youth with disabilities about their jobs, 53 percent of youth who had been employed and left a job reported that they had quit<sup>15</sup> (figure 26). Thirty-three percent left because they had a temporary job that ended, 9 percent had been fired, and 5 percent had been laid off. They were more likely to have quit than to have left their job for any of the other reasons (53 percent vs. 33 percent,  $p < .01$ ; 9 percent,  $p < .001$ ; and 5 percent,  $p < .001$ ). Additionally, they were more likely to have had a temporary job that ended than to have been fired or laid off (33 percent vs. 9 percent and 5 percent, respectively;  $p < .001$  for both comparisons).

<sup>15</sup> Respondents were asked, "When you (YOUTH) left that job did you (he/she) quit, were you (was he/she) fired, were you (was he/she) laid off, or was it a temporary job that ended?"

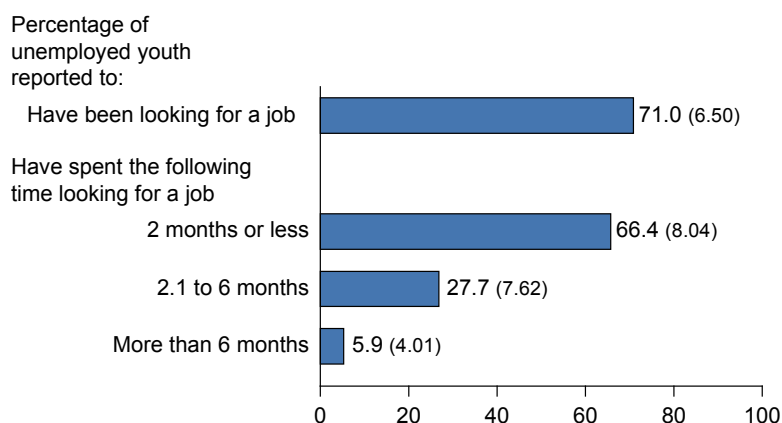
Figure 26. Reasons youth with disabilities out of high school 1 to 4 years had left their most recent job



NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,080 youth. SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

At the time of the interview, 43 percent of out-of-high school youth with disabilities were unemployed, although 71 percent of unemployed youth were actively looking for work<sup>16</sup> (figure 27). The average length of the ongoing job search of unemployed youth was 2.8 months, not a significant difference from that of youth with disabilities who had found employment by the time of the interview (1.9 months).<sup>17</sup> Sixty-six percent of youth with disabilities who were looking for work had been doing so for 2 months or less, 28 percent had been looking for between 2 and 6 months, and 6 percent had been looking longer than 6 months.

Figure 27. Length of job search of unemployed youth with disabilities out of high school 1 to 4 years



NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples of approximately 580 youth for whether unemployed youth were looking for work and 360 youth for length of job search for unemployed youth.

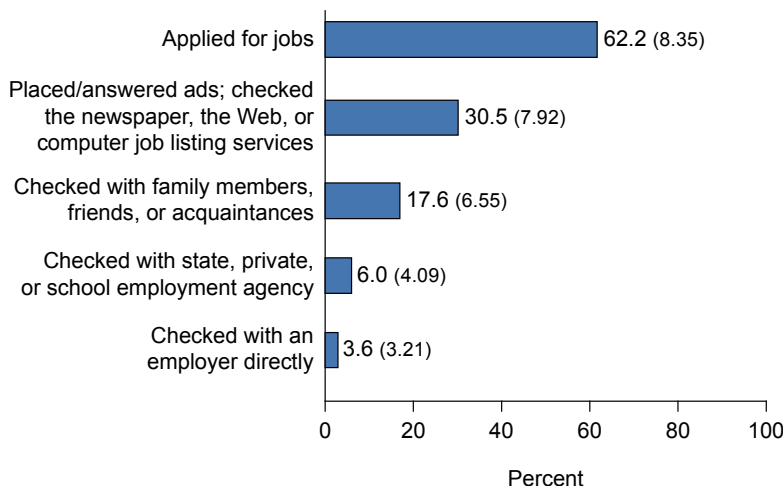
SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

<sup>16</sup> Respondents were asked, "Are you (is YOUTH) looking for a paid job now?"

<sup>17</sup> Respondents were asked, "About how long have you (has YOUTH) been looking for work?"

Unemployed out-of-high school youth with disabilities engaged in a range of job search activities (figure 28). When asked, “What have you done in the past month to find a job?” 62 percent of those actively looking for work reported they had applied for jobs; 31 percent had checked newspaper, Internet, and other job listings; and 18 percent had checked with family members, friends, and/or acquaintances. Six percent had checked with state, private, or school employment agencies or with employers. Six percent had checked with state, private, or school employment agencies or with employers.

Figure 28. Job search activities in the past month of unemployed youth with disabilities out of high school 1 to 4 years



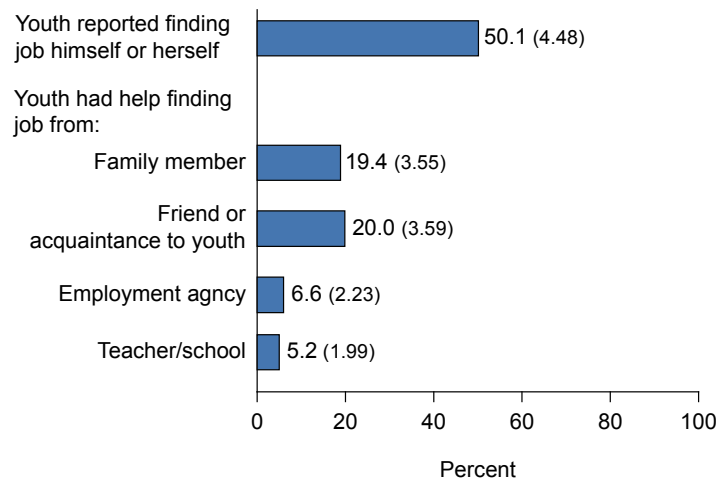
NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth’s current or most recent job. Percentages add to more than 100 because more than one response was possible. NLTS2 percentages are weighted population estimates based on a sample of approximately 370 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

Among out-of-high school youth with disabilities who were employed, 50 percent reported finding work on their own (figure 29); the other half reported receiving help from a variety of sources.<sup>18</sup> Twenty percent of employed youth reported having help finding their job from friends or acquaintances, and 19 percent had help from family member. Seven percent received help from an employment agency, and 5 percent had help from a teacher or school. A successful job search was more likely to be attributed to the youth’s finding the job by himself or herself than any other source of help (50 percent vs. 5 percent to 20 percent,  $p < .001$  for all comparisons).

<sup>18</sup> Respondents were asked, “Did you (YOUTH) find this job yourself, or did you have help – like from a temporary agency or someone you know?” “Who helped you? Was it someone in an employment agency or other program, a teacher or someone at school, a family member, a friend or someone else you know?”

Figure 29. Job search activities of employed youth with disabilities out of high school 1 to 4 years



NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,530 youth. SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

### ***Disability Differences in Job Leaving and Job Search Activities***

No significant differences were found across disability categories in youth's reported reasons for leaving a previously held job with one exception. Youth with visual impairments were more likely than youth with traumatic brain injuries to have had a temporary job that ended (54 percent vs. 13 percent,  $p < .01$ ) (table 37). There were no significant differences in the percentages of youth in different disability categories who were unemployed and looking for work at the time of the interview or in the duration of their job search (table 38). Neither did job search activities of unemployed youth in different disability categories differ significantly (table 39).

Table 37. Reasons youth out of high school 1 to 4 years left previous or most recent job, by disability category

Reasons left job	Learning disability	Speech/language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment	Autism	Traumatic brain injury	Multiple disabilities	Deaf-blindness
Percent												
Percentage reported to have:												
Quit	55.2 (7.20)	57.7 (7.71)	39.8 (10.58)	46.5 (7.62)	50.2 (8.92)	31.7 (11.13)	47.2 (12.48)	58.1 (7.64)	28.3 (14.08)	64.1 (14.38)	22.7 (16.34)	‡
Had a temporary job that ended	33.8 (6.85)	24.1 (6.68)	27.0 (9.59)	31.5 (7.10)	39.8 (8.74)	53.5 (11.93)	45.7 (12.45)	25.9 (6.78)	41.0 (15.37)	12.5 (9.91)	54.1 (19.43)	‡
Been fired	7.2 (3.74)	12.6 (5.18)	19.4 (8.54)	15.5 (5.53)	4.7 (3.78)	4.4 (4.91)	#	3.8 (2.96)	27.5 (13.96)	19.6 (11.90)	6.7 (9.75)	‡
Been laid off	3.8 (2.77)	5.6 (3.59)	13.8 (7.45)	6.6 (3.79)	5.3 (4.00)	10.5 (7.33)	7.1 (6.42)	12.2 (5.07)	3.2 (5.50)	3.8 (5.73)	16.5 (14.48)	‡

‡ Responses for items with fewer than 30 respondents are not reported.

# Rounds to zero.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,080 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

Table 38. Length of job search of unemployed youth out of high school 1 to 4 years, by disability category

Unemployed youth's length of job search	Learning disability	Speech/language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment	Autism	Traumatic brain injury	Multiple disabilities	Deaf-blindness
Percentage of unemployed youth reported:												
Had been looking for a job	72.4 (9.49)	70.0 (10.30)	64.7 (12.81)	69.8 (9.84)	68.8 (12.13)	34.9 (15.21)	64.9 (14.12)	76.4 (11.14)	84.1 (12.14)	‡	‡	‡
Had spent the following time looking for a job												
2 months or less	72.6 (10.94)	73.2 (11.65)	‡	55.0 (13.46)	‡	‡	‡	80.3 (12.99)	‡	‡	‡	‡
2.1 to 6 months	24.1 (10.49)	20.9 (10.70)	‡	31.4 (12.56)	‡	‡	‡	15.9 (11.94)	‡	‡	‡	‡
More than 6 months	3.2 (4.32)	6.0 (6.25)	‡	13.6 (9.28)	‡	‡	‡	3.8 (6.24)	‡	‡	‡	‡
Average months spent looking for work	2.4 (1.19)	2.2 (0.64)	‡	3.4 (1.04)	‡	‡	‡	2.4 (1.45)	‡	‡	‡	‡

‡ Responses for items with fewer than 30 respondents are not reported.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 580 youth for whether youth is looking for work and 360 youth for length of job search.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

Table 39. Job search activities in past month of unemployed youth out of high school 1 to 4 years, by disability category

Unemployed youth's job search activities	Learning disability	Speech/language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment	Autism	Traumatic brain injury	Multiple disabilities	Deaf-blindness
	Percent											
Percentage of unemployed youth reported to have had:												
Applied for jobs	64.0 (11.68)	44.2 (13.40)	37.5 (15.51)	69.0 (11.56)	68.6 (14.16)	49.6 (14.11)	‡	75.7 (13.06)	‡	‡	‡	‡
Placed/answered ads; checked the newspaper, the Web, or computer job listing services	30.4 (11.19)	53.1 (13.46)	27.8 (14.35)	26.3 (11.00)	39.2 (14.90)	59.7 (13.85)	‡	41.1 (14.98)	‡	‡	‡	‡
Checked with family members, friends, or acquaintances	17.9 (9.33)	24.8 (11.65)	19.8 (12.77)	5.1 (5.50)	20.1 (12.23)	23.2 (11.92)	‡	33.4 (14.36)	‡	‡	‡	‡
Checked with state, private, or school employment agency	6.0 (5.78)	1.6 (3.39)	6.1 (7.67)	2.0 (3.50)	32.0 (14.23)	6.9 (7.15)	‡	13.0 (10.24)	‡	‡	‡	‡
Checked with an employer directly	0.7 (2.03)	4.4 (5.53)	19.3 (12.64)	6.7 (6.25)	2.5 (4.76)	1.0 (2.81)	‡	11.2 (9.60)	‡	‡	‡	‡

‡ Responses for items with fewer than 30 respondents are not reported.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. Percentages add to more than 100 because more than one response was possible. NLTS2 percentages are weighted population estimates based on a sample of approximately 370 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

The job search activities of youth in different disability categories who had successfully found employment differed significantly across categories in only two instances (table 40). Youth with orthopedic impairments were more likely than youth with learning disabilities or speech/language impairments to have had help from an employment agency to find a job (30 percent vs. 5 percent and 4 percent, respectively;  $p < .01$  for both comparisons).

Table 40. Job search activities of employed youth out of high school 1 to 4 years, by disability category

Employed youth job search activities	Learning disability	Speech/language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment	Autism	Traumatic brain injury	Multiple disabilities	Deaf-blindness
	Percent											
Percentage reported to have:												
Found their job himself or herself	50.5 (6.25)	52.2 (6.69)	31.6 (8.05)	58.6 (6.53)	48.3 (8.92)	48.5 (11.17)	42.3 (9.66)	55.5 (6.35)	27.3 (11.54)	48.7 (16.05)	43.5 (13.64)	‡
Had help finding job from:												
Family member	19.3 (4.93)	24.3 (5.74)	23.5 (7.34)	17.1 (4.99)	17.1 (6.72)	23.7 (9.50)	13.2 (6.62)	17.7 (4.88)	28.7 (11.72)	17.6 (12.23)	17.8 (10.52)	‡
Friend or acquaintance	21.7 (5.15)	16.6 (4.98)	16.2 (6.38)	17.5 (5.04)	20.1 (7.16)	9.1 (6.43)	9.9 (5.84)	14.4 (4.49)	7.3 (6.74)	14.5 (11.31)	11.6 (8.81)	‡
Employment agency	5.0 (2.72)	3.9 (2.59)	18.1 (6.66)	6.3 (3.22)	7.7 (4.76)	7.0 (5.70)	30.1 (8.97)	8.6 (3.59)	26.5 (11.43)	5.3 (7.20)	12.1 (8.97)	‡
Teacher/school	5.0 (2.72)	3.2 (2.36)	10.7 (5.35)	1.9 (1.81)	8.9 (5.09)	11.7 (7.18)	5.2 (4.34)	4.8 (2.73)	11.2 (8.17)	16.4 (11.89)	15.9 (10.06)	‡

‡ Responses for items with fewer than 30 respondents are not reported.

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,530 youth. SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

### ***Differences in Job Leaving and Job Search Activities by High School-Leaving Characteristics***

No significant differences in the reason why youth left their previous jobs based on school leaving status or length of time out of high school were apparent (table 41). Significant differences were not found for the percentage of unemployed youth actually looking for work at the time of the interview, the length of their job search, or the types of job search activities in which they engaged in based on school leaving status or the length of time they had been out of high school (table 41 through 43 respectively). Differences in how employed youth found their jobs also were not apparent for youth with disabilities based on school leaving status or length of time out of high school (table 44).

Table 41. Reasons youth with disabilities out of high school 1 to 4 years left previous or most recent job, by secondary-school-leaving status and years since leaving high school

Reasons left job	Completers	Non-completers	Percent		
			Less than 1 year	1 up to 2 years	2 up to 4 years
Percentage reported to have:					
Quit	51.3 (5.89)	63.5 (14.72)	64.2 (9.45)	41.5 (8.93)	50.9 (8.37)
Had a temporary job that ended	33.9 (5.57)	24.9 (13.22)	29.1 (8.96)	38.3 (8.81)	31.7 (7.79)
Been fired	9.9 (3.52)	4.1 (6.06)	3.9 (3.82)	12.6 (6.02)	11.2 (5.28)
Been laid off	5.0 (2.57)	7.5 (8.05)	2.8 (3.25)	7.6 (4.80)	6.3 (4.07)

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,080 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

Table 42. Length of job search of unemployed youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

Unemployed youth's length of job search	Completers	Non-completers	Percent		
			Less than 1 year	1 up to 2 years	2 up to 4 years
Percentage of unemployed youth reported:					
Had been looking for a job	72.1 (7.11)	77.2 (15.83)	71.1 (11.26)	72.1 (12.37)	69.7 (9.94)
Had spent the following time looking for a job					
2 months or less	65.7 (8.95)	68.1 (20.74)	56.9 (13.96)	79.0 (14.59)	62.3 (10.93)
2.1 to 6 months	29.0 (8.55)	25.8 (19.47)	39.9 (13.80)	17.8 (13.70)	26.5 (9.95)
More than 6 months	5.3 (4.22)	6.1 (10.65)	3.2 (4.96)	3.1 (6.21)	11.3 (7.14)
Average months spent looking for work	2.8 (0.94)	2.4 (1.52)	2.7 (0.65)	1.8 (1.01)	3.8 (1.57)

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 580 youth for whether youth is looking for work and 360 youth for length of job search.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

Table 43. Job search activities in past month of unemployed youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

Unemployed youth's job search activities	Completers	Non-completers	Percent		
			Less than 1 year	1 up to 2 years	2 up to 4 years
Percentage of unemployed youth reported to have had:					
Applied for jobs	56.7 (9.44)	80.1 (17.77)	64.0 (13.94)	69.0 (16.27)	53.3 (11.40)
Placed/answered ads; checked the newspaper, the Web, or computer job listing services	33.8 (9.01)	19.0 (17.46)	33.3 (13.68)	21.2 (14.35)	38.2 (11.11)
Checked with family members, friends, or acquaintances	12.3 (6.26)	38.0 (21.61)	6.3 (7.05)	21.4 (14.43)	23.3 (9.66)
Checked with state, private, or school employment agency	5.7 (4.42)	7.7 (11.87)	5.0 (6.33)	4.1 (6.97)	8.9 (6.51)
Checked with an employer directly	4.1 (3.78)	2.7 (7.21)	5.9 (6.84)	3.5 (6.46)	1.7 (2.96)

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. Percentages add to more than 100 because more than one response was possible. NLTS2 percentages are weighted population estimates based on a sample of approximately 370 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

Table 44. Job search activities of employed youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

Employed youth's job search activities	Completers	Non-completers	Percent		
			Less than 1 year	1 up to 2 years	2 up to 4 years
Percentage reported to have:					
Found their job himself or herself	49.9 (4.98)	49.4 (12.31)	48.3 (8.15)	52.5 (7.62)	49.9 (7.39)
Had help finding job from:					
Family member	18.5 (3.87)	21.5 (10.12)	22.3 (6.79)	20.6 (6.17)	15.8 (5.39)
Friend or acquaintance	19.7 (3.96)	24.3 (10.56)	18.4 (6.32)	16.7 (5.69)	24.0 (6.31)
Employment agency	7.2 (2.58)	4.1 (4.88)	5.7 (3.78)	7.0 (3.90)	7.1 (3.79)
Teacher/school	6.2 (2.40)	0.7 (2.05)	8.8 (4.62)	3.4 (2.77)	3.2 (2.60)

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. Percentages add to more than 100 because more than one response was possible. NLTS2 percentages are weighted population estimates based on a sample of approximately 370 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

### ***Demographic Differences in Job Leaving and Job Search Activities***

No significant differences in the reason why youth left their previous jobs based on household income, race/ethnicity, or gender were noted (table 45). Significant differences were not found for the percentage of unemployed youth actually looking for work at the time of the

interview and the length of their job search or the types of job search activities in which they engaged in based on household income, race/ethnicity, or gender (table 46 and 47, respectively). Differences in how employed youth found their jobs also were not apparent for youth with disabilities based on household income, race/ethnicity, or gender (table 48).

Table 45. Reasons youth with disabilities out of high school 1 to 4 years left previous or most recent job, by household income, race/ethnicity, and gender

Reasons left job	\$25,000 or less	\$25,001 to \$50,000	More than \$50,000	Race/Ethnicity			Gender	
				White	African American	Hispanic	Male	Female
Percent								
Percentage reported to have:								
Quit	57.6 (9.71)	53.2 (10.33)	51.5 (8.19)	56.2 (6.35)	41.1 (11.67)	54.0 (17.44)	55.7 (6.53)	47.3 (8.92)
Had a temporary job that ended	33.4 (9.26)	24.5 (8.90)	34.2 (7.77)	30.8 (5.91)	27.8 (10.63)	43.8 (17.36)	29.3 (5.99)	39.9 (8.75)
Been fired	4.5 (4.07)	17.6 (7.88)	6.9 (4.15)	7.0 (3.27)	25.3 (10.31)	1.9 (4.78)	8.4 (3.65)	10.2 (5.40)
Been laid off	4.5 (4.07)	4.7 (4.38)	7.4 (4.29)	6.0 (3.04)	5.8 (5.54)	0.4 (2.21)	6.7 (3.29)	2.6 (2.84)

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on a sample of approximately 1,080 youth. SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

Table 46. Length of job search of unemployed youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

Unemployed youth's length of job search	\$25,000 or less	\$25,001 to \$50,000	More than \$50,000	Race/Ethnicity			Gender	
				White	African American	Hispanic	Male	Female
Percentage of unemployed youth reported:								
Had been looking for a job	80.0 (8.66)	62.0 (14.01)	69.8 (11.29)	63.5 (8.57)	91.3 (8.76)	67.8 (20.31)	76.6 (7.32)	63.8 (11.55)
Had spent the following time looking for a job								
2 months or less	64.0 (12.49)	75.4 (16.36)	64.7 (13.44)	64.5 (10.18)	58.0 (16.88)	90.1 (17.73)	66.0 (8.87)	67.1 (15.25)
2.1 to 6 months	28.2 (11.71)	19.9 (15.16)	30.3 (12.93)	29.3 (9.68)	34.3 (16.24)	8.6 (16.64)	29.1 (8.51)	25.4 (14.13)
More than 6 months	7.9 (7.02)	4.6 (7.96)	5.0 (6.13)	6.2 (5.13)	7.7 (9.12)	1.4 (6.97)	4.9 (4.04)	7.5 (8.55)
Average months spent looking for work	3.4 (1.18)	1.8 (1.06)	2.7 (1.53)	3.1 (1.21)	2.5 (0.99)	1.8 (1.00)	2.6 (0.71)	3.0 (1.85)

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. NLTS2 percentages are weighted population estimates based on samples ranging from approximately 580 youth for whether youth is looking for work and 360 youth for length of job search.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

Table 47. Job search activities in past month of unemployed youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

Unemployed youth's job search activities	\$25,000 or less	\$25,001 to \$50,000	More than \$50,000	Race/Ethnicity			Gender	
				White	African American	Hispanic	Male	Female
Percentage of unemployed youth reported to have had:								
Applied for jobs	71.0 (11.65)	21.2 (15.55)	77.2 (12.31)	62.8 (10.39)	64.2 (16.79)	50.5 (29.50)	55.9 (9.46)	7.14 (14.48)
Placed/answered ads; checked the newspaper, the Web, or computer job listing services	19.5 (10.17)	49.7 (19.02)	29.5 (13.38)	32.5 (10.06)	28.4 (15.79)	36.4 (28.39)	26.8 (8.44)	35.9 (15.37)
Checked with family members, friends, or acquaintances	12.2 (8.40)	20.3 (15.30)	21.6 (12.08)	21.7 (8.86)	2.3 (5.25)	30.0 (27.04)	13.2 (6.45)	24.1 (13.71)
Checked with state, private, or school employment agency	8.1 (7.01)	6.2 (9.17)	2.8 (4.84)	7.2 (5.55)	4.9 (7.56)	4.2 (11.83)	5.7 (4.42)	6.5 (7.90)
Checked with an employer directly	4.1 (5.09)	6.5 (9.38)	1.5 (3.57)	5.0 (4.68)	2.4 (5.36)	0.4 (3.72)	2.6 (3.03)	5.0 (6.99)

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. Percentages add to more than 100 because more than one response was possible. NLTS2 percentages are weighted population estimates based on a sample of approximately 370 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

Table 48. Job search activities of employed youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

Employed youth's job search activities	\$25,000 or less	\$25,001 to \$50,000	More than \$50,000	Race/Ethnicity			Gender	
				White	African American	Hispanic	Male	Female
Percentage reported to have:								
Found their job himself or herself	51.6 (8.33)	40.4 (8.85)	55.9 (6.69)	51.8 (5.39)	48.2 (10.36)	41.6 (14.11)	44.2 (5.57)	62.6 (7.15)
Had help finding job from:								
Family member	13.1 (5.62)	31.0 (8.34)	15.7 (4.90)	19.7 (4.29)	14.7 (7.34)	20.7 (11.60)	22.4 (4.67)	13.0 (4.97)
Friend or acquaintance	22.9 (7.00)	17.0 (6.77)	18.9 (5.27)	19.8 (4.30)	20.4 (8.36)	26.3 (12.61)	23.2 (4.73)	13.2 (5.00)
Employment agency	9.2 (4.82)	5.0 (3.93)	6.3 (3.27)	5.7 (2.50)	9.9 (6.19)	5.4 (6.47)	8.1 (3.06)	3.5 (2.72)
Teacher/school	6.9 (4.22)	6.7 (4.51)	3.6 (2.51)	4.9 (2.33)	6.9 (5.26)	6.0 (6.80)	3.8 (2.14)	8.2 (4.06)

NOTE: Standard errors are in parentheses. Job characteristics are reported for youth out of high school from 1 to 4 years for youth's current or most recent job. Percentages add to more than 100 because more than one response was possible. NLTS2 percentages are weighted population estimates based on a sample of approximately 370 youth.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Waves 2 and 3 parent interview and youth interview/survey, 2003 and 2005.

## Summary

Working for pay outside the home was an aspect of the early post-high school experiences of a majority of youth with disabilities. Seventy-two percent of youth with disabilities out of high school up to 4 years had been employed at some time since leaving high school, holding an average of three jobs. More than half (57 percent) were employed at the time of the Wave 3 interview.

Among youth with disabilities who had been out of high school 1 to 4 years, 58 percent were reported to work full time (35 or more hours per week) at their current or most recent job, more likely in food service (17 percent) than in most other types of jobs (clerical, 7 percent; child care, 6 percent; retail sales, 6 percent; gardening and ground maintenance, 6 percent; cleaning, 5 percent; stocking, 5 percent; auto service, 4 percent, assembly, 4 percent; and unskilled labor or maintenance, 3 percent). Wages of working youth averaged \$8.20 per hour, and 44 percent received at least one of the benefits investigated in NLTS2 (paid vacation or sick leave, health insurance, or retirement benefits). Youth with disabilities working full-time were more likely than those working part-time to receive employment benefits (57 percent vs. 30 percent). About 19 percent of working youth reportedly had employers who were aware of their disability, and 3 percent reported receiving some kind of accommodation on the job, most often adaptations to assignments or supervisory arrangements.

Out-of-high school youth with disabilities reported holding positive perceptions of their jobs, with about 85 percent reporting that they liked their job at least fairly well and were treated pretty well by others at their job. The majority agreed that their job paid pretty well (67 percent), offered opportunities for advancement (69 percent), put their education and training to good use (78 percent), and had thus far involved a raise (70 percent) or promotion (75 percent). Despite these positive feelings about their jobs, out-of-high-school youth with disabilities were more likely to have quit their last job (53 percent) than to have left for other reasons (had a temporary job that ended, 33 percent; were fired, 9 percent; or were laid off, 5 percent). Half (50 percent) of employed youth with disabilities attributed their success in finding employment to their own efforts, with others reporting receiving help from family members or friends.

When data permitted comparisons with youth in the general population, some differences were noted. Out-of-high school youth in the general population were more likely than youth with disabilities to be working at the time data were collected (66 percent vs. 57 percent), and the jobs held by youth in the general population were of a longer duration, on average, than those of youth with disabilities (15 months vs. 10 months). No significant differences in wages earned or benefits received were found.

Differences in some aspects of youth's early post-high school employment experiences were noted among youth in different disability categories. Regarding whether youth were currently working or had worked since high school, youth with speech/language impairments (58 percent and 73 percent), hearing impairments (54 percent and 66 percent), other health impairments (68 percent and 80 percent) or learning disabilities (64 percent and 77 percent) were more likely to respond in the affirmative than youth with orthopedic impairments (27 percent and 40 percent), mental retardation (31 percent and 52 percent), or multiple disabilities (49 percent and 50 percent). Few disability differences in the types of jobs held by out-of-high school youth were noted, except that cleaning jobs were more likely to be held by youth with multiple disabilities (42 percent) relative to youth in several other disability categories (orthopedic

impairments, 1 percent; emotional disturbance, 3 percent; traumatic brain injury, 3 percent; other health impairment, 4 percent; visual impairment, 4 percent; learning disability, 4 percent; hearing impairment, 5 percent; speech/language impairment, 7 percent; mental retardation, 8 percent); and skilled labor jobs were more likely to be held by youth with learning disabilities than youth with mental retardation (13 percent vs. 1 percent).

The average number of hours worked per week was higher for youth with emotional disturbances, learning disabilities, or other health impairments (35, 34, and 33 hours, respectively) compared with youth with autism or visual impairments (23 hours for both categories). Youth with visual impairments (65 percent), hearing impairments (60 percent), multiple disabilities (54 percent), or orthopedic impairments (45 percent) were more likely to report that their employers were aware of their disabilities than youth with emotional disturbances (18 percent), learning disabilities (16 percent), or speech/language impairments (15 percent). Youth with multiple disabilities (31 percent) were more likely than youth with orthopedic impairments (8 percent), emotional disturbances (2 percent), speech/language impairments (2 percent), or learning disabilities (1 percent) to receive accommodations on the job. In contrast to these aspects of job experiences that differed across disability categories, with few exceptions, no differences were noted regarding wages earned, benefits received, youth's perceptions of their work experiences, mode of their job leaving, or job search activities.

Similarly, there were no significant differences in employment status or experiences between youth with disabilities who finished high school and those who left school without finishing, except for completers being more likely to hold retail jobs (7 percent vs. 0 percent). There were few differences among youth who varied in their demographic characteristics. Exceptions were noted between genders with regard to hours worked and jobs held, with males being more likely than females to work full time (68 percent vs. 35 percent) and to work in skilled labor (16 percent vs. less than 1 percent) or gardening/landscaping jobs (9 percent vs. less than 1 percent). Regarding differences in employment for youth with different levels of household income, those from households with incomes of more than \$50,000 were more likely than those from household incomes of \$25,000 or less to have been employed since leaving high school (81 percent vs. 61 percent). Finally, White youth with disabilities were more likely than their African American peers to have been employed since high school (80 percent vs. 47 percent) and to be employed at the time of the interview (63 percent vs. 35 percent), and to hold skilled labor jobs (12 percent vs. 1 percent). White youth (24 percent) were more likely than African American or Hispanic youth to report having employers who were aware of their disability (24 percent vs. 6 percent and 5 percent).