

### 3. Comparisons Across Time of the Employment of Out-of-High School Youth With Disabilities

Employment is a pathway to financial independence and self-reliance for all youth as they move toward adulthood. Rogan, Grossi, and Gajewski (2002) stated, “Work is a central component of a quality adult life. Employment provides a source of income, enhances self-esteem, provides important social connections, and allows people to fulfill their duties as contributing, tax-paying citizens” (p.104). Preparation of students with disabilities for post-school activities including employment is federally mandated. IDEA 1990 defined transition services and required that a statement of needed transition services be included in the Individualized Education Program (IEP) transition programs of each student with a disability. Subsequent amendments to IDEA in 1997 and 2004 related to transition focused on school accountability for post-school outcomes (Council for Exceptional Children 2004). Achieving employment is the primary transition goal of the majority of high school students with disabilities (Cameto, Levine, and Wagner 2004).

As youth enter young adulthood, a goal of finding and keeping a job remains important, but equally important as youth participate in the labor market is having employment that offers benefits, pays a living wage, and presents opportunities for advancement (Flannery et al. 2008). Employment options for youth with disabilities in the first years out of secondary school have tended toward service, unskilled labor, and blue-collar industries (Benz, Lindstrom, and Yovanoff 2000; Wagner et al. 1992; Wagner, Newman, Cameto, Garza, et al. 2005), and these are the jobs least likely to have good benefits with high wages.

Information about the employment-related experiences that youth with disabilities have during the early years after high school can provide practitioners, researchers, and policymakers insight into the effectiveness and impact of special education transition services. This chapter examines the differences between 1990 and 2005 in the employment status and job characteristics of youth with disabilities who had been out of high school 1 to 4 years, as measured in the National Longitudinal Transition Study (NLTS; cohort 1) and the National Longitudinal Transition Study-2 (NLTS2; cohort 2). Specifically, this chapter addresses:

- **Employment status:** Being employed at the time of the interview.<sup>39</sup>
- **Characteristics of current job:** Duration, type of employment, hours worked per week, hourly wage, receipt of paid vacation or sick leave or health insurance, and youth with disabilities’ perceptions of working conditions and satisfaction with their job.

These factors are described for youth with disabilities as a whole and for those who differed in their primary disability classification, school-leaving characteristics, and selected demographic characteristics.

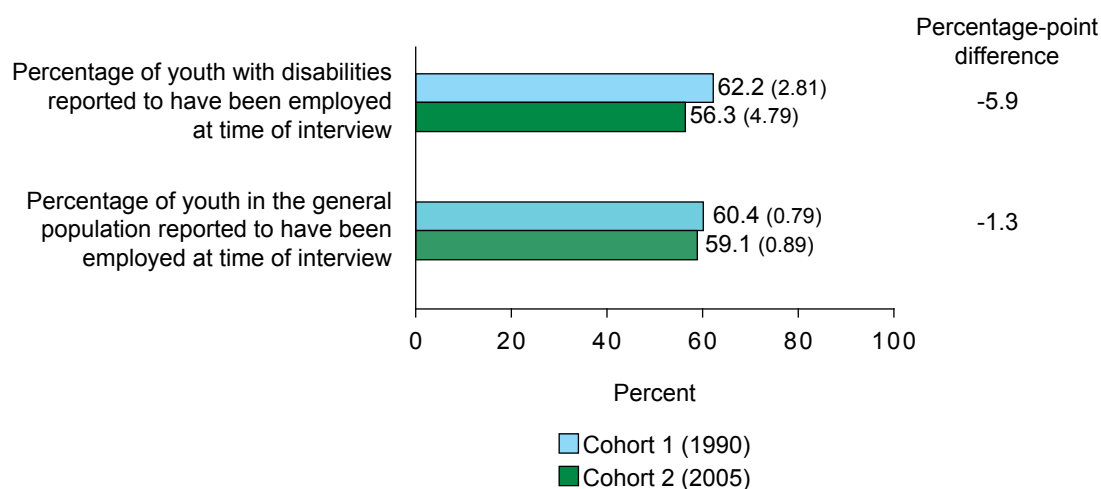
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<sup>39</sup> Differences between NLTS and NLTS2 in the time period indicated in the wording of the employment items did not support analysis of comparisons between studies in employment since high school.

## Employment Status

The reported employment rates of out-of-high school youth with disabilities in 1990 and 2005 at the time of the interview were 62 percent and 56 percent, respectively (figure 7).<sup>40</sup> These rates of employment did not significantly differ between 1990 and 2005. The employment rates of same-age out-of-high school youth in the general population in 1990 and 2005 was 60 percent and 59 percent employed at the time of interview,<sup>41</sup> respectively, also not a significant difference.

Figure 7. Comparisons between 1990 and 2005 of paid employment outside the home of youth with disabilities and youth in the general population out of high school 1 to 4 years



NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities out of high school 1 to 4 years. NLTS percentages are weighted population estimates based on samples that range from approximately 1,710 to 2,280 youth with disabilities across variables. NLTS2 percentages are weighted population estimates based on samples that range from approximately 1,970 to 2,350 youth with disabilities across variables.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005; U.S. Census Bureau, Current Population Survey (CPS), 1990, 2005.

<sup>40</sup> NLTS respondents out of high school were asked, “[Do you/does *name of youth*] have a job now (other than your work study job)?” NLTS2 respondents out of high school were asked, “[Do you/does *name of youth*] have a paid job now, other than work around the house?”

<sup>41</sup> Calculated for 18- through 21-year-old out-of-high school youth using data from the Current Population Survey (CPS; U.S. Census Bureau). The reader should note that general population data are for youth out of high school less than 1 year up to 4 years whereas NLTS and NLTS2 data are for youth out of high school between 1 and 4 years.

### ***Comparisons Across Time of Employment Status by Disability Category***

Employment rates at the time of the interview ranged from 32 percent of youth with orthopedic impairments to 69 percent of youth with learning disabilities in 1990 and from 33 percent of youth with orthopedic impairments to 71 percent of youth in the category of other health impairments and autism in 2005 (table 6). Employment rates did not differ significantly between 1990 and 2005 by disability category.

Table 6. Comparisons between 1990 and 2005 of paid employment outside the home of youth with disabilities out of high school 1 to 4 years, by disability category

	Learning disability	Speech/ language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment/autism	Multiple disabilities/deaf-blindness
Percentage of youth reported to have been employed at time of interview:									
Cohort 1 (1990)	69.3 (3.98)	62.8 (6.48)	46.5 (5.28)	59.4 (5.57)	38.3 (3.53)	35.1 (5.11)	32.4 (5.98)	57.9 (7.87)	36.0 (9.94)
Cohort 2 (2005)	62.5 (7.13)	64.5 (7.62)	29.8 (8.53)	40.5 (7.01)	61.2 (8.93)	45.4 (11.17)	32.6 (7.45)	71.4 (6.01)	50.2 (14.31)
Percentage-point difference	-6.8	+1.7	-16.7	-18.9	+22.9	+10.3	+0.2	+13.5	+14.2

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school up to 4 years. NLTS percentages are weighted population estimates based on samples that range from approximately 1,710 to 2,280 youth with disabilities across variables. NLTS2 percentages are weighted population estimates based on samples that range from approximately 1,260 to 2,350 youth with disabilities across variables.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

### ***Comparisons Across Time of Employment Status by High School-Leaving Characteristics***

Employment rates at the time of the interview did not differ significantly between 1990 and 2005 for youth with disabilities who differed in their school-leaving status or in the length of time they had been out of high school (table 7). Rates were 69 percent and 50 percent for high school completers and noncompleters, respectively, in 1990, and 59 percent and 40 percent for both groups, respectively, in 2005. Rates were 62 percent for those who had been out of high school for 1 to 2 years as well as those out from 2 to 4 years in 1990, and 50 percent and 62 percent, respectively, in 2005.

Table 7. Comparisons between 1990 and 2005 of paid employment outside the home of youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

	Leaving status		Years since leaving high school		
	Completers	Non-completers	Less than 1 year	1 up to 2 years	2 up to 4 years
Percentage of youth reported to have been employed at time of interview:					
Cohort 1 (1990)	68.7 (3.30)	50.4 (5.02)	‡	62.2 (4.05)	62.2 (3.91)
Cohort 2 (2005)	59.3 (5.16)	40.1 (12.09)	‡	49.5 (6.69)	61.8 (6.67)
Percentage-point difference	-9.4	-10.3		-12.7	-0.4

‡ Responses for items with fewer than 30 respondents are not reported. In this case only youth with disabilities out of school 1 to 4 years were included.

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school up to 4 years. NLTS percentages are weighted population estimates based on samples that range from approximately 1,710 to 2,280 youth with disabilities across variables. NLTS2 percentages are weighted population estimates based on samples that range from approximately 1,260 to 2,350 youth with disabilities across variables.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

### ***Comparisons Across Time of Employment Status by Demographic Characteristics***

Similar to analyses reported thus far, there were no significant differences in employment status between 1990 and 2005 for youth with disabilities who differed in household income, race/ethnicity, or gender (table 8). Employment rates ranged from 55 percent of youth with disabilities in the lowest income group to 78 percent of those in the highest at the time of the interview in 1990 and from 49 percent to 61 percent of youth with disabilities in the two income groups, respectively, in 2005. At the time of the 1990 interview, employment rates ranged by racial/ethnic categories from 44 percent of African American youth with disabilities to 68 percent of White youth with disabilities, whereas in 2005 from 35 percent to 64 percent of the same two groups had been employed. Similarly, 69 percent and 47 percent of male and female youth with disabilities, respectively, had been employed at the time of the interview in 1990, compared with 62 percent and 44 percent in 2005.

Table 8. Comparisons between 1990 and 2005 of paid employment outside the home of youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

	Household income			Race/ethnicity			Gender	
	Low	Middle	High	White	African American	Hispanic	Male	Female
Percentage of youth reported to have been employed at time of interview:								
Cohort 1 (1990)	54.9 (4.71)	64.7 (5.06)	77.5 (5.32)	68.3 (3.27)	44.4 (7.27)	57.6 (10.70)	69.4 (3.25)	46.6 (5.10)
Cohort 2 (2005)	48.8 (7.07)	60.1 (9.34)	60.7 (10.41)	63.6 (5.83)	35.2 (9.84)	54.1 (14.03)	62.0 (5.78)	43.6 (8.13)
Percentage-point difference	-6.1	-4.6	-16.8	-4.7	-9.2	-3.5	-7.4	-3.0

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school up to 4 years. NLTS percentages are weighted population estimates based on samples that range from approximately 1,710 to 2,280 youth with disabilities across variables. NLTS2 percentages are weighted population estimates based on samples that range from approximately 1,260 to 2,350 youth with disabilities across variables.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

## Employment Characteristics

To gain a more thorough understanding of how the nature of employment for youth with disabilities compares across time, this section focuses on comparisons between 1990 and 2005 of employment characteristics, including job duration, full-time employment, wages and benefits, types of jobs, and perceptions of working conditions.

### ***Comparisons Across Time of Job Duration and Full-Time Employment***

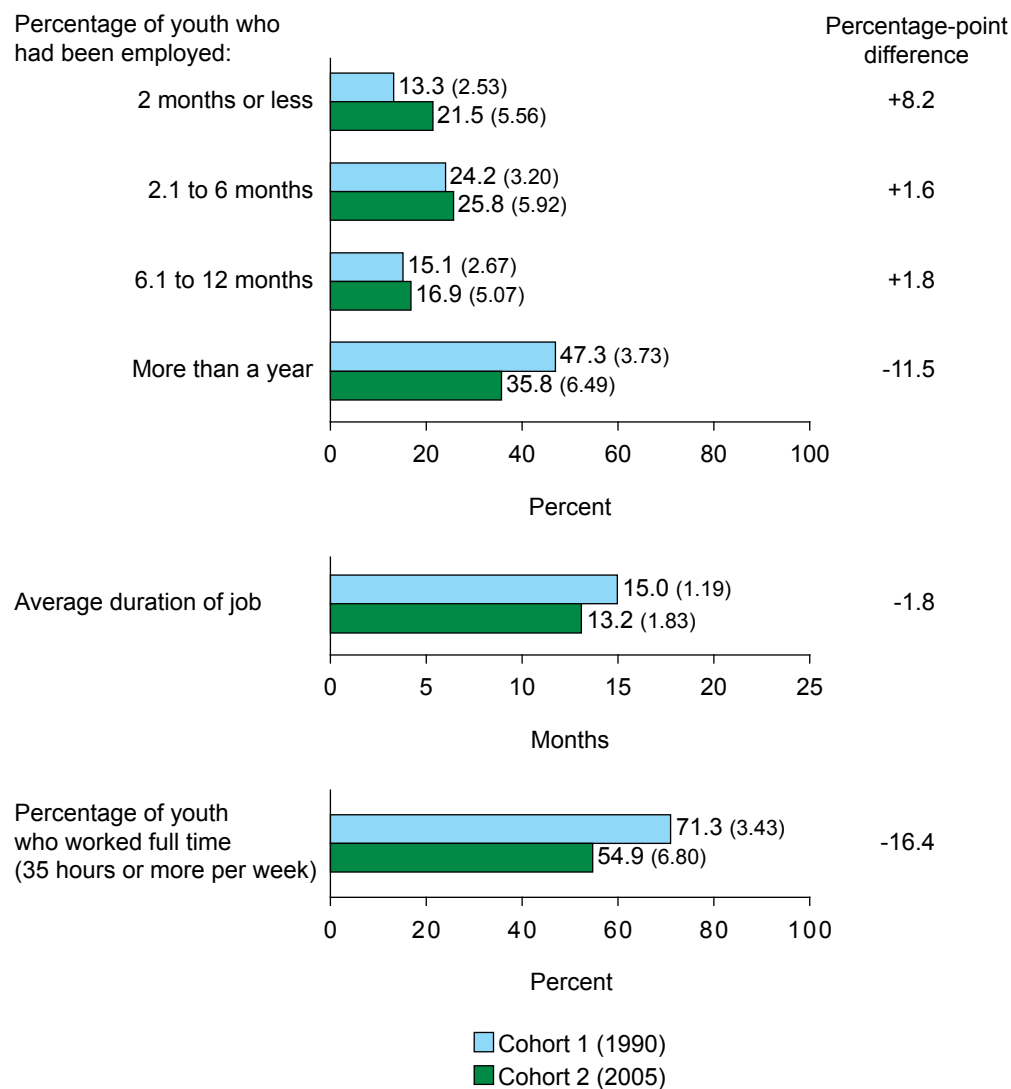
On average, employed youth with disabilities who had been out of high school between 1 and 4 years had been at their current job 15 months in 1990 and for 13 months in 2005, not a significant difference (figure 8).<sup>42</sup> In 1990 length of time at their current employment ranged from 13 percent employed for 2 months or less to 47 percent employed for more than a year. In 2005, duration ranged from 22 percent to 36 percent, respectively.

The percentage of youth with disabilities employed full time (35 hours or more per week) was 71 percent in 1990 and 55 percent in 2005. On average, youth with disabilities worked 38 hours per week in 1990 and 35 hours in 2005.<sup>43</sup> Hours worked per week did not differ significantly between 1990 and 2005.

<sup>42</sup> Respondents to both studies who were employed at the time of the interview were asked, “About how long [have you/has *name of youth*] had this job?”

<sup>43</sup> Respondents to both studies who were employed at the time of the interview were asked, “About how many hours a week [do you/does *name of youth*] usually work at this job?”

Figure 8. Comparisons between 1990 and 2005 of job duration and full-time employment of youth with disabilities out of high school 1 to 4 years who were employed at the time of the interview



NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities out of high school 1 to 4 years and who were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 840 youth with disabilities across variables. NLTS2 percentages are weighted population estimates based on a sample of approximately 890 youth with disabilities across variables.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

### Comparisons Across Time of Job Duration and Full-Time Employment by Disability Category

For youth with disabilities reported to be employed at the time of the interview, average job duration at their current job ranged from 11 months for youth with visual impairments to 17 months for youth with orthopedic impairments in 1990 and from 11 months for youth with orthopedic impairments to 17 months for youth with visual impairments in 2005 (table 9). Average job duration did not differ significantly between 1990 and 2005 by disability category.

Table 9. Comparisons between 1990 and 2005 of job duration and full-time employment at the time of the interview, of youth with disabilities out of high school 1 to 4 years, by disability category

	Learning disability	Speech/ language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment/autism	Multiple disabilities/deaf-blindness
Average job duration at time of interview (months):									
Cohort 1 (1990)	15.7 (1.72)	14.4 (2.52)	14.4 (2.08)	11.9 (1.76)	12.5 (1.66)	11.1 (2.00)	16.6 (3.67)	15.7 (3.16)	‡
Cohort 2 (2005)	12.9 (2.37)	15.9 (3.54)	‡	12.6 (3.38)	11.5 (3.57)	17.1 (4.59)	10.8 (2.68)	12.0 (2.35)	21.2 (6.34)
Difference in months	-2.8	+1.5		+0.7	-1.0	+6.0	-5.8	-3.7	
Percentage of youth reported to have worked full time (35 hours or more per week):									
Cohort 1 (1990)	75.2 (4.50)	41.9 (8.29)	67.3 (7.22)	68.6 (7.01)	49.6 (5.89)	44.1 (9.05)	47.1 (11.69)	58.7 (10.46)	‡
Cohort 2 (2005)	57.0 (9.54)	37.8 (9.78)	‡	66.9 (9.27)	34.2 (12.27)	18.6 (14.11)	41.1 (14.46)	48.6 (8.32)	51.2 (21.58)
Percentage-point difference	-18.2	-4.1		-1.7	-15.4	-25.5	-5.7	-10.1	

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

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years and were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 840 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 610 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

Similarly, full-time employment did not differ significantly between the two time periods. In 1990, the percentage that reported full-time employment at their current job ranged between 44 percent of youth with visual impairments and 75 percent of those with learning disabilities. In 2005, the percentage of youth with disabilities reporting full-time employment ranged between 19 percent of those with visual impairments and 67 percent of youth with emotional disturbances.

### Comparisons Across Time of Job Duration and Full-Time Employment by High School Leaving Status

Rates of employment duration and full-time employment at the time of the interview did not differ significantly between 1990 and 2005 by high school completion status or length of time out of high school (table 10).

Table 10. Comparisons between 1990 and 2005 of job duration and full-time employment at the time of the interview of youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

	Leaving status		Years since leaving high school		
	Completers	Non-completers	Less than 1 year	1 up to 2 years	2 up to 4 years
Average duration of job (months):					
Cohort 1 (1990)	15.7 (1.46)	13.1 (1.91)	‡	11.0 (1.16)	18.6 (1.92)
Cohort 2 (2005)	13.1 (1.91)	13.9 (5.78)	‡	13.3 (2.99)	13.2 (2.10)
Difference in months	-2.6	+0.8		+2.3	-5.4
Percentage of youth reported to have worked full time (35 hours or more per week):					
Cohort 1 (1990)	70.2 (4.08)	74.4 (6.33)	‡	68.3 (5.16)	74.1 (4.57)
Cohort 2 (2005)	53.7 (7.31)	65.2 (17.48)	‡	53.0 (8.90)	56.1 (9.58)
Percentage-point difference	-16.5	-9.2		-15.3	-18.0

‡ Responses for items with fewer than 30 respondents are not reported. In this case only youth with disabilities out of school 1 to 4 years were included.

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years and were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 840 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 610 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

The average number of months employed ranged from 13 months for noncompleters to 16 months for completers in 1990 and from 13 months for completers to 14 months for noncompleters in 2005. By length of time since leaving high school, the average number of months employed ranged from 11 months for youth with disabilities out of high school 1 up to 2 years to 19 months for youth with disabilities out of high school 2 up to 4 years in 1990 and was 13 months for both time frames in 2005.

In 1990, 70 percent of high school completers and 74 percent of noncompleters worked full time; in 2005 54 percent and 65 percent reported working full time, respectively.



### Comparisons Across Time of Job Duration and Full-Time Employment by Demographic Characteristics

Similar to analyses reported thus far, there were no significant differences in job duration or full-time employment between 1990 and 2005 for youth with disabilities who differed in household income or race/ethnicity (table 11).

Table 11. Comparisons between 1990 and 2005 of job duration and full-time employment at the time of the interview of youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

	Household income			Race/ethnicity			Gender	
	Low	Middle	High	White	African American	Hispanic	Male	Female
Average duration of job (months):								
Cohort 1 (1990)	15.0 (2.07)	15.6 (2.34)	15.6 (2.43)	15.7 (1.41)	13.4 (3.83)	9.5 (2.35)	15.2 (1.45)	14.3 (1.85)
Cohort 2 (2005)	13.8 (3.01)	11.4 (2.58)	11.2 (3.10)	12.2 (2.11)	21.4 (5.31)	11.7 (4.46)	13.3 (2.19)	12.9 (3.16)
Difference in months	-1.2	-4.2	-4.4	-3.5	+8.0	+2.2	-1.9	-1.4
Percentage of youth reported to have worked full time (35 hours or more per week):								
Cohort 1 (1990)	78.9 (5.37)	69.4 (6.29)	57.7 (7.67)	73.4 (3.91)	65.2 (10.22)	57.6 (15.36)	77.0 (3.71)	54.0 (7.44)
Cohort 2 (2005)	63.9 (10.64)	61.8 (12.40)	44.5 (12.05)	52.5 (8.12)	50.8 (17.30)	71.4 (17.61)	64.5 (7.77)	21.0 (9.55)
Percentage-point difference	-15.0	-7.6	-13.2	-20.9	-14.4	+13.8	-12.5	<b>-33.0**</b>

\*\*  $p < .01$ .

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years and were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 840 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 610 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

The average number of months employed ranged from 15 months for youth with disabilities in the low income category to 16 months for youth with disabilities in the middle and high income categories in 1990 and from 11 months for youth with disabilities in the middle and high income categories to 14 months in the low income category in 2005. By race/ethnicity, average job duration ranged from 10 months for Hispanic youth with disabilities to 16 months for White youth with disabilities in 1990 and from 12 months for Hispanic youth with disabilities to 21 months for African American youth with disabilities in 2005. Average job duration by gender was 14 months for females and 15 months for males in 1990 and 13 months for both males and females in 2005.

Females were significantly more likely to be employed full time in 1990 than in 2005 (54 percent vs. 21 percent,  $p < .01$ ). This difference in full-time employment widened the gap between males and females. In 1990, 77 percent of males compared with 54 percent of females

were employed full time ( $p < .01$ ). In 2005, the rate of full-time work was 66 percent and 21 percent, respectively ( $p < .01$ ).

#### ***Comparisons Across Time of Types of Jobs***

Youth with disabilities held a range of jobs in both 1990 and 2005, with approximately one-third of those at both time periods working at the time of the interview in food service (e. g., waiter, busboy, cook, kitchen prep, food counter worker) or as construction trade skilled labor (e.g., plumber, carpenter, electrician).<sup>44</sup> The types of jobs in which youth with disabilities were employed did not differ significantly between 1990 and 2005 (figure 9).<sup>45</sup>

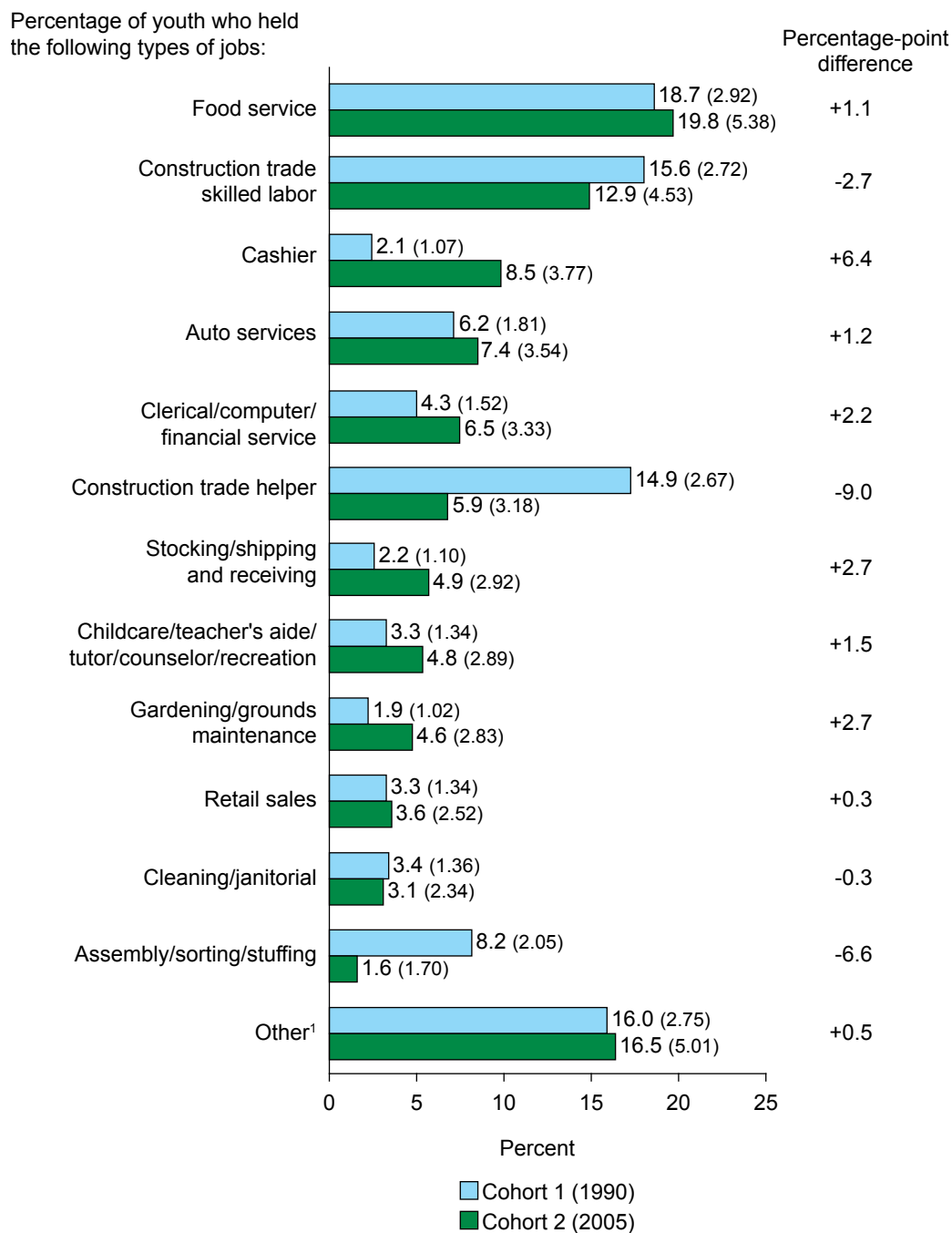
In 1990 and 2005, 19 percent and 20 percent of youth with disabilities, respectively, reported holding food service jobs; 16 percent and 13 percent reported holding construction trade skilled labor jobs; 2 percent and 9 percent held cashiering jobs; 6 percent and 7 percent held jobs in auto services; and 4 percent and 7 percent held jobs in clerical, computer, or financial services. In 1990 and 2005, 15 percent and 6 percent of youth with disabilities, respectively, reported holding construction trade helper jobs; 2 percent and 5 percent of youth with disabilities held jobs in stocking or shipping and receiving; 3 percent and 5 percent held jobs in childcare and related jobs; 2 percent and 5 percent held gardening or grounds maintenance jobs; 3 percent and 4 percent held retail sales jobs; 3 percent held cleaning or janitorial jobs in 1990 and 2005; and 8 percent and 2 percent of youth with disabilities, respectively, held assembly, sorting, and stuffing jobs.

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<sup>44</sup> NLTS respondents who were employed at the time of the interview were asked, “What kind of job [do you/does *name of youth*] have?” NLTS2 respondents who were employed at the time of the interview were asked, “What kind of work [do you/does *name of youth*] do at this job?” For both studies if the type of job was unclear, the interviewer was instructed to ask, “Can you tell me a little about the place where [you do/*name of youth* does] this work? What kinds of things [do you/does *he/she*] do there?”

<sup>45</sup> Difference in job types between 1990 and 2005 are reported only for youth with disabilities overall, and not by disability or other characteristics. Many jobs in 1990 and/or 2005 had percentages of less than 5 percent of youth, often resulting in, when analyzing job types by disability and demographic characteristics, cell sizes too small (less than 3) to support analysis by disability or demographic characteristics. For those jobs with percentages that supported analysis, the types of jobs did not differ significantly between 1990 and 2005 by the disability, school-leaving, or demographic characteristics included in this report, with two exceptions: youth with learning disabilities were more likely to be reported to have held assembly or sorting and stuffing jobs in 1990 than in 2005 (9 percent vs. 0 percent, respectively,  $p < .01$ ) and those who had completed high school were more likely to be reported to have held construction trade helper jobs in 1990 than in 2005 (14 percent vs. 3 percent, respectively,  $p < .01$ ).

Figure 9. Comparisons between 1990 and 2005 of the type of jobs held by youth with disabilities out of high school 1 to 4 years who were employed at the time of the interview



<sup>1</sup>Job categories held by fewer than 1.6 percent of youth with disabilities in either cohort were combined into the "other" category. A large number of job categories had small numbers of respondents and consequently were collapsed into this category.

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities out of high school 1 to 4 years and who were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 840. NLTS2 percentages are weighted population estimates based on a sample of approximately 610 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

#### ***Comparisons Across Time of Wages and Benefits***

The wages of youth with disabilities employed at the time of the interview were compared between 1990 and 2005, after adjusting the 1990 wages for inflation.<sup>46,47</sup> The percentage of youth with disabilities reported to be earning less than minimum wage was 6 percent in 1990 and 5 percent in 2005 (figure 10). The majority of youth with disabilities at both points in time were reported to be earning more than \$7.00 per hour, with 27 percent earning between \$7.00 and \$9.00, and 41 percent earning more than \$9.00 per hour in 1990, and 28 percent earning between \$7.00 and \$9.00, and 36 percent earning more than \$9.00 per hour in 2005. Average earnings in 1990 and 2005 were \$9.10 and \$9.00 per hour, respectively. The difference in wages between 1990 and 2005 was not significant.

Similarly, the rate of having received health insurance as part of employment benefits did not differ significantly between the two time periods, with 52 percent having received health insurance in 1990 and 33 percent in 2005.<sup>48</sup> In contrast, youth with disabilities in 1990 were more likely to receive vacation or sick leave as part of their employment benefits than were those in 2005 (60 percent vs. 38 percent, respectively,  $p < .01$ ).

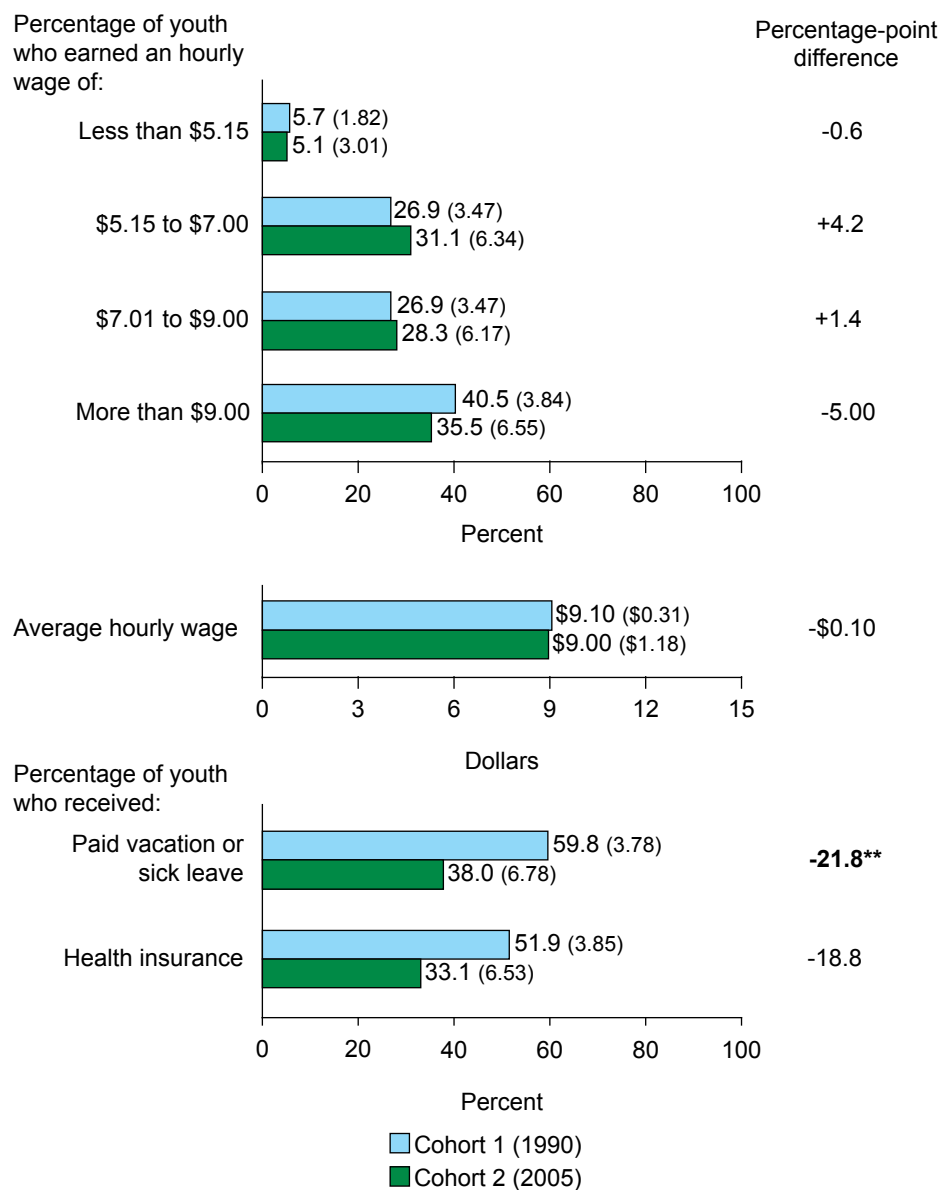
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<sup>46</sup> Samuel H. Williamson, "Six Ways to Compute the Relative Value of a U.S. Dollar Amount, 1774 to Present," Measuring Worth, 2008. URL <http://www.measuringworth.com/uscompare/>

<sup>47</sup> Respondents to both studies who were employed at the time of the interview were asked, "About how much [are you/is *name of youth*] paid at this job?"

<sup>48</sup> Respondents in both studies who were employed at the time of the interview were asked, "As part of this job, [do you/does *name of youth*] get paid vacation or sick leave? Health insurance?"

Figure 10. Comparisons between 1990 and 2005 of wages and employment benefits of youth with disabilities out of high school 1 to 4 years who were employed at the time of the interview



\*\*  $p < .01$ .

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities out of high school 1 to 4 years and who were currently employed. Wages from 1990 have been adjusted for inflation. NLTS percentages are weighted population estimates based on a sample of approximately 760 to 800 youth with disabilities across variables. NLTS2 percentages are weighted population estimates based on a sample of approximately 860 to 890 youth with disabilities across variables.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

### Comparisons Across Time of Wages and Benefits by Disability Category

Hourly wages and the rate of receiving benefits did not differ significantly between 1990 and 2005 across disability categories (table 12). Average reported wages ranged from \$7.30 per hour for youth with mental retardation to \$9.90 per hour for youth in the category of other health impairments and autism in 1990, and from \$7.30 per hour for youth with orthopedic impairment to \$13.90 per hour for youth with emotional disturbances in 2005.

Table 12. Comparisons between 1990 and 2005 of wages and benefits of employed youth with disabilities out of high school 1 to 4 years, by disability category

	Learning disability	Speech/ language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment/ autism	Multiple disabilities/deaf-blindness
Average hourly wage:									
Cohort 1 (1990)	\$9.70 (\$0.45)	\$7.90 (\$0.46)	\$7.30 (\$0.38)	\$8.10 (\$0.56)	\$7.90 (\$0.33)	\$8.10 (\$0.61)	\$8.00 (\$0.93)	\$9.90 (\$1.11)	‡
Cohort 2 (2005)	\$8.60 (\$0.53)	\$7.80 (\$0.48)	‡	\$13.90 (\$4.70)	\$7.90 (\$0.72)	\$7.60 (\$0.48)	\$7.30 (\$0.46)	\$8.20 (\$0.55)	\$10.30 (\$2.02)
Difference in hourly wage	-\$1.10	-\$0.10		+\$5.80	\$0.00	-\$0.50	-\$0.70	-\$1.70	
Percentage of youth reported to have received:									
Paid vacation or sick leave									
Cohort 1 (1990)	61.3 (5.18)	54.4 (8.28)	54.5 (7.92)	61.8 (7.46)	50.8 (6.11)	34.7 (9.05)	61.1 (11.46)	53.1 (11.17)	‡
Cohort 2 (2005)	35.6 (9.29)	40.8 (10.08)	‡	44.7 (10.25)	30.4 (12.36)	18.0 (14.93)	25.1 (13.04)	50.3 (8.61)	50.9 (22.15)
Percentage-point difference	-25.7	-13.6		-17.1	-20.4	-16.7	-36.0	-2.8	
Health insurance									
Cohort 1 (1990)	55.8 (5.25)	32.2 (7.97)	46.5 (7.88)	44.3 (7.53)	40.6 (5.94)	41.7 (9.25)	43.0 (11.43)	44.8 (10.85)	‡
Cohort 2 (2005)	30.5 (8.86)	35.0 (9.75)	‡	39.1 (9.89)	29.6 (12.34)	14.5 (12.76)	36.5 (13.93)	32.7 (7.90)	43.3 (21.76)
Percentage-point difference	-25.3	+2.8		-5.2	-11.0	-27.2	-6.5	-12.1	

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

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years. Wages from 1990 have been adjusted for inflation. NLTS percentages are weighted population estimates based on a sample of approximately 800 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 600 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

The percentage of youth who were reported to receive paid vacation or sick leave ranged from 35 percent for youth with visual impairments to 62 percent of youth with emotional disturbances in 1990 and from 18 percent for youth with visual impairments to 51 percent of those with multiple disabilities in 2005. The percentage of youth who were reported to receive health insurance ranged from 32 percent of youth with speech language/impairments to

56 percent of youth with learning disabilities in 1990 and from 15 percent for youth with visual impairments to 43 percent of youth with multiple disabilities in 2005.

### **Comparisons Across Time of Wages and Benefits by High School Leaving Status**

Average reported wages were \$9.30 for high school completers and \$8.50 for noncompleters in 1990 and \$8.40 and \$13.80, respectively, in 2005 (table 13). Average wages did not differ significantly between 1990 and 2005 by high school completion status. In contrast, significant differences between 1990 and 2005 were found for receipt of both health insurance and paid leave. In 1990, youth with disabilities who had completed high school were significantly more likely to report receiving these benefits than in 2005 (57 percent vs. 32 percent for health insurance and 62 percent vs. 39 percent for paid leave, respectively,  $p < .01$ ).

No significant differences between 1990 and 2005 were found for wages or receipt of employment benefits related to the number of years youth with disabilities had been out of high school. For those who had been out of high school between 1 and 2 years, average wages were \$8.90 in 1990 and \$9.00 in 2005. Youth with disabilities who had left high school between 2 and 4 years earlier earned average wages of \$9.00 at both points in time. Regarding benefits, the percentage of youth with disabilities who received paid vacation was 61 percent for those who had been out of high school 1 to 2 years and 59 percent for those out of high school for 2 to 4 years in 1990 and 38 percent for those out of high school for 1 to 2 years and those out 2 to 4 years in 2005. The percentage of youth with disabilities receiving health insurance benefits ranged from 50 percent for youth with disabilities out of high school 1 up to 2 years to 54 percent for youth with disabilities out 2 up to 4 years in 1990, and from 28 percent for youth with disabilities out of high school 1 up to 2 years to 36 percent for youth with disabilities out 2 up to 4 years in 2005.

Table 13. Comparisons between 1990 and 2005 of wages of employed youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

	Leaving status		Years since leaving high school		
	Completers	Non-completers	Less than 1 year	1 up to 2 years	2 up to 4 years
Average hourly wage:					
Cohort 1 (1990)	\$9.30 (\$0.39)	\$8.50 (\$0.44)	‡	\$8.90 (\$0.47)	\$9.30 (\$0.42)
Cohort 2 (2005)	\$8.40 (\$0.40)	\$13.80 (\$9.16)	‡	\$9.00 (\$2.40)	\$9.00 (\$0.58)
Difference in hourly wage	-\$0.90	+\$5.30		+\$0.10	-\$0.30
Percentage of youth reported to have received:					
Paid vacation or sick leave					
Cohort 1 (1990)	62.3 (4.36)	51.8 (7.48)	‡	61.0 (5.44)	58.6 (5.26)
Cohort 2 (2005)	38.8 (7.28)	30.5 (17.68)	‡	38.0 (8.92)	37.9 (9.59)
Percentage-point difference	<b>-23.5**</b>	-21.3		-23.0	-20.7
Health insurance					
Cohort 1 (1990)	56.5 (4.44)	38.7 (7.32)	‡	50.3 (5.55)	53.5 (5.33)
Cohort 2 (2005)	31.7 (6.93)	44.8 (18.60)	‡	28.2 (8.17)	36.3 (9.47)
Percentage-point difference	<b>-24.8**</b>	+6.1		-22.1	-17.2

‡ Responses for items with fewer than 30 respondents are not reported. In this case only youth with disabilities out of school 1 to 4 years were included.

\*\*  $p < .01$ .

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years and were currently employed. Wages from 1990 have been adjusted for inflation. NLTS percentages are weighted population estimates based on a sample of approximately 760 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 610 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

### Comparisons Across Time of Wages and Benefits by Demographic Characteristics

No significant differences in wages reported earned in 1990 and 2005 were found related to the household income, race/ethnicity, or gender of youth with disabilities out of high school 1 to 4 years (table 14). The average reported wage ranged from \$8.70 per hour for youth with disabilities from low income households to \$10.30 per hour for youth with disabilities from high income households in 1990, and from \$8.60 per hour for youth with disabilities from high income households to \$9.40 per hour for youth with disabilities from low income households in 2005. The wage ranged from \$8.50 for African American youth with disabilities to \$9.30 for White and Hispanic youth with disabilities in 1990 and from \$7.70 per hour for Hispanic youth with disabilities to \$14.10 per hour for African American youth with disabilities in 2005. In



1990, females reported earning \$7.90 per hour and males \$9.50 per hour; in 2005 females reported earning \$7.40 per hour and males \$9.50 per hour.

In contrast to wages, rate of benefit receipt differed significantly between 1990 and 2005 by household income, race/ethnicity, and gender. Youth with disabilities in the high household income category were more likely to report receipt of health insurance as an employment benefit in 1990 than in 2005 (53 percent vs. 20 percent,  $p < .01$ ). White youth with disabilities also were more likely to report receipt of health insurance in 1990 than in 2005 (52 percent vs. 28 percent,  $p < .01$ ). Males with disabilities were more likely to report receipt of both health insurance and paid vacation or sick leave as an employment benefit in 1990 than in 2005 (57 percent vs. 33 percent and 63 percent vs. 39 percent,  $p < .01$  for both comparisons).

Table 14. Comparisons between 1990 and 2005 of wages of employed youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

	Household income			Race/ethnicity			Gender	
	Low	Middle	High	White	African American	Hispanic	Male	Female
Average hourly wage:								
Cohort 1 (1990)	\$8.70 (\$0.48)	\$9.30 (\$0.54)	\$10.30 (\$0.76)	\$9.30 (\$0.36)	\$8.50 (\$0.84)	\$9.30 (\$1.60)	\$9.50 (\$0.37)	\$7.90 (\$0.54)
Cohort 2 (2005)	\$9.40 (\$3.17)	\$8.70 (\$0.71)	\$8.60 (\$0.63)	\$8.60 (\$0.43)	\$14.10 (\$7.88)	\$7.70 (\$1.12)	\$9.50 (\$1.59)	\$7.40 (\$0.69)
Difference in hourly wage	+\$0.70	-\$0.60	-\$1.70	-\$0.70	+\$5.60	-\$1.60	\$0.00	-\$0.50
Percentage of youth reported to have received:								
Paid vacation or sick leave								
Cohort 1 (1990)	61.1 (6.59)	56.2 (6.91)	58.1 (7.58)	58.0 (4.46)	66.6 (9.96)	61.5 (14.84)	63.2 (4.32)	49.3 (7.59)
Cohort 2 (2005)	40.8 (11.22)	34.4 (12.27)	33.6 (11.66)	35.8 (7.97)	41.1 (17.44)	47.6 (19.61)	39.3 (8.15)	33.6 (11.30)
Percentage-point difference	-20.3	-21.8	-24.5	-22.2	-25.5	-13.9	<b>-23.9**</b>	-15.7
Health insurance								
Cohort 1 (1990)	52.6 (6.73)	45.9 (6.97)	52.6 (7.63)	52.1 (4.48)	52.6 (10.90)	49.9 (15.35)	56.7 (4.43)	37.3 (7.30)
Cohort 2 (2005)	36.4 (10.96)	34.9 (12.13)	19.9 (9.81)	27.6 (7.34)	43.9 (17.94)	51.7 (19.79)	32.7 (7.85)	34.3 (11.06)
Percentage-point difference	+16.2	-11.0	<b>-32.7**</b>	<b>-24.5**</b>	-8.7	+1.8	<b>-24.0**</b>	-3.0

\*\*  $p < .01$ .

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years and were currently employed. Wages from 1990 have been adjusted for inflation. NLTS percentages are weighted population estimates based on a sample of approximately 760 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 610 youth with disabilities.

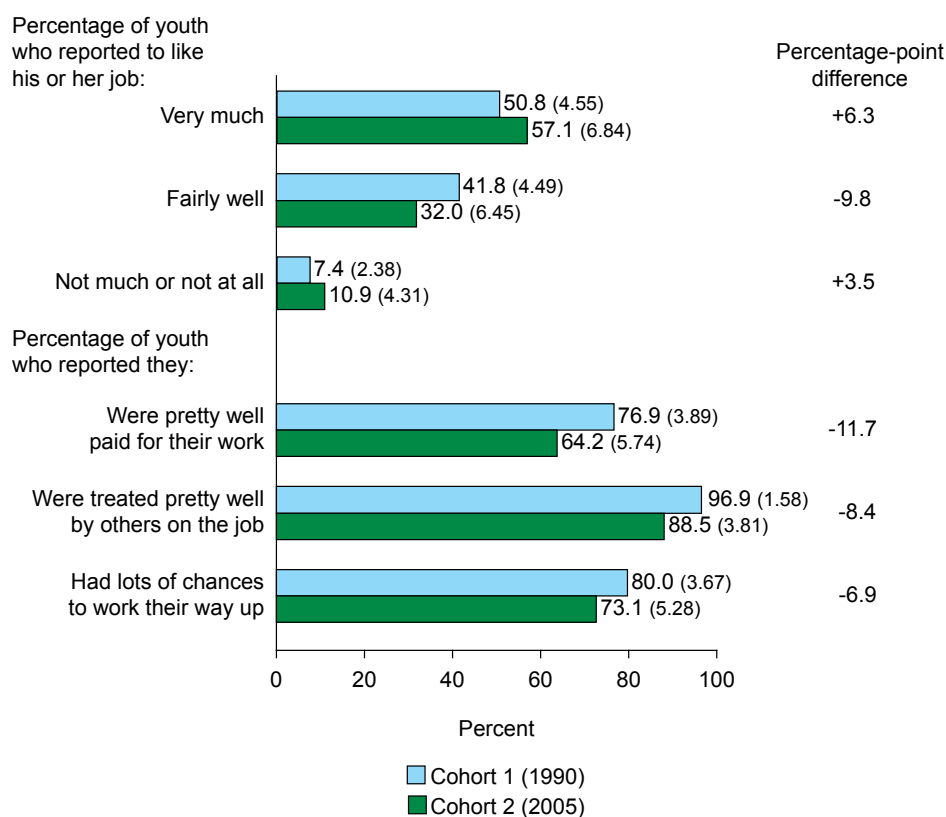
SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 parent interview and youth interview/survey, 2005.

### **Comparisons Across Time of Perceptions of Working Conditions**

The majority of employed youth with disabilities who had been out of high school 1 to 4 years in 1990 and 2005 reported that they liked their job “very much” (51 percent and

57 percent, respectively). The difference between 1990 and 2005 in the percentage of youth with disabilities who liked their job “very much” was not significant (figure 11).<sup>49</sup> Youth with disabilities’ perceptions of their working conditions also were not significantly different between 1990 and 2005, with 77 percent and 64 percent, respectively, reporting that they were “pretty well paid”; 97 percent and 89 percent, respectively, reporting that they were “treated pretty well” by others on the job; and 80 percent and 73 percent, respectively, reporting that they had “lots of chances to work their way up.”<sup>50</sup>

Figure 11. Comparisons between 1990 and 2005 of job satisfaction and perceptions of working conditions of youth with disabilities out of high school 1 to 4 years who were employed at the time of the interview



NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities out of high school 1 to 4 years and who were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 530 youth with disabilities across variables. NLTS2 percentages are weighted population estimates based on a sample of approximately 740 youth with disabilities across variables.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 youth interview/survey, 2005.

<sup>49</sup> Respondents to both studies who were employed at the time of the interview were asked, “Do you usually like this job very much, like it fairly well, not like it much, or not like it at all?”

<sup>50</sup> Respondents to both studies who were employed at the time of the interview were asked, “Do you think you are pretty well paid for your work? You are treated pretty well by others at your job? In your job do you have lots of chances to work your way up?”

### Comparisons Across Time of Perceptions of Working Conditions by Disability Category

The percentage of youth with disabilities who liked their job “very much” ranged from 29 percent of youth with orthopedic disabilities to 57 percent of youth with learning disabilities in 1990 and from 40 percent of youth with speech impairments to 65 percent of youth with hearing impairments in 2005 (table 15). Those who liked their job “fairly well” ranged from 37 percent of youth with learning disabilities to 58 percent of youth with orthopedic disabilities in 1990 and from 30 percent of youth with learning disabilities to 51 percent of youth with speech impairments in 2005. The percentage of youth who liked their job “not much or not at all” ranged from 6 percent of youth with learning disabilities, speech impairments, and mental retardation to 16 percent of youth with emotional disabilities in 1990, and from 1 percent of youth with hearing impairments to 12 percent of youth with visual impairments in 2005. Job satisfaction of youth with disabilities employed at the time of the interview did not differ significantly between 1990 and 2005 for youth in any disability category.

Table 15. Comparisons between 1990 and 2005 of job satisfaction of youth with disabilities out of high school 1 to 4 years, by disability category

	Learning disability	Speech/ language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment/ autism	Multiple disabilities/deaf-blindness
Percentage of youth reported to have liked his or her job:									
Very much									
Cohort 1 (1990)	57.3 (6.10)	41.2 (9.65)	38.7 (9.36)	32.4 (8.50)	46.0 (9.11)	35.1 (9.73)	28.7 (12.11)	41.5 (12.50)	‡
Cohort 2 (2005)	59.5 (9.60)	40.1 (10.78)	‡	46.4 (10.64)	64.5 (14.69)	44.8 (15.52)	52.2 (12.55)	55.2 (9.05)	‡
Percentage-point difference	+2.2	-1.1		+14.0	+18.5	+9.7	+23.5	+13.7	
Fairly well									
Cohort 1 (1990)	36.6 (5.94)	52.5 (9.79)	55.2 (9.56)	51.9 (9.08)	40.5 (8.97)	57.4 (10.08)	57.8 (13.23)	49.9 (12.68)	‡
Cohort 2 (2005)	30.2 (8.98)	50.5 (11.00)	‡	42.3 (10.54)	34.4 (14.58)	43.1 (15.46)	45.1 (12.51)	34.3 (8.64)	‡
Percentage-point difference	-6.4	-2.0		-9.6	-6.1	-14.3	-12.7	-15.6	
Not much or not at all									
Cohort 1 (1990)	6.1 (2.95)	6.3 (4.77)	6.1 (4.60)	15.7 (6.61)	13.5 (6.24)	7.5 (5.37)	13.5 (9.15)	8.6 (7.11)	‡
Cohort 2 (2005)	10.3 (5.94)	9.4 (6.42)	‡	11.3 (6.76)	1.1 (3.20)	12.1 (10.18)	2.7 (4.07)	10.5 (5.58)	‡
Percentage-point difference	+4.2	+3.1		-4.4	-12.4	+4.6	-10.8	+1.9	

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

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years and were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 530 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 500 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 youth interview/survey, 2005.

Similarly, perceptions of how well they were paid, how well they were treated by others on the job, and whether they had many chances to advance in their work did not differ significantly between 1990 and 2005 by disability category (table 16). The percentage of youth who reported they were “pretty well” paid for their work ranged from 59 percent of those with orthopedic impairments to 79 percent of youth with mental retardation and youth with emotional disturbances in 1990, and from 63 percent of youth with learning disabilities to 89 percent of youth with orthopedic impairments in 2005. The percentage of youth who reported they were treated “pretty well” by others on the job ranged from 92 percent of youth with visual impairments and those in the category of other health impairments and autism to 100 percent of youth with mental retardation and orthopedic disabilities in 1990, and from 89 percent of youth with learning disabilities to 99 percent of youth in the category of other health impairments and autism in 2005. The percentage of youth who reported they had “lots of chances to work their way up” ranged from 61 percent of youth with visual impairments to 91 percent of youth with mental retardation in 1990, and from 63 percent of youth with learning disabilities to 82 percent of youth with orthopedic impairments in 2005.

Table 16. Comparisons between 1990 and 2005 of perceptions of the working conditions of employed youth with disabilities out of high school 1 to 4 years, by disability category

	Learning disability	Speech/ language impairment	Mental retardation	Emotional disturbance	Hearing impairment	Visual impairment	Orthopedic impairment	Other health impairment/ autism	Multiple disabilities/deaf-blindness
Percentage of youth who reported they:									
Were pretty well paid for their work									
Cohort 1 (1990)	75.1 (5.33)	77.6 (8.12)	79.1 (7.81)	79.2 (7.37)	74.5 (8.00)	61.8 (9.91)	59.2 (13.16)	73.0 (11.26)	‡
Cohort 2 (2005)	63.2 (9.37)	74.1 (9.76)	‡	70.7 (9.78)	81.0 (12.04)	87.9 (10.18)	89.3 (7.84)	71.6 (8.24)	‡
Percentage-point difference	-11.9	-3.5		-8.5	+6.5	+26.1	+30.1	-1.4	
Were treated pretty well by others on the job									
Cohort 1 (1990)	96.1 (2.39)	95.5 (4.05)	100.0	99.6 (1.15)	96.1 (3.61)	92.3 (5.45)	100.0	91.7 (7.14)	‡
Cohort 2 (2005)	89.2 (6.03)	97.0 (3.75)	‡	92.8 (5.52)	96.5 (5.64)	97.1 (5.24)	94.2 (6.04)	99.2 (1.62)	‡
Percentage-point difference	-6.9	+1.5		-6.8	+0.4	+4.8	-5.8	+7.5	
Had lots of chances to work their way up									
Cohort 1 (1990)	80.3 (4.90)	72.9 (8.63)	90.6 (5.83)	73.5 (8.02)	69.4 (8.59)	60.6 (9.96)	77.8 (11.13)	62.6 (12.77)	‡
Cohort 2 (2005)	63.2 (9.43)	73.6 (9.73)	‡	75.4 (9.19)	63.7 (14.76)	79.0 (12.98)	82.1 (9.73)	74.7 (7.93)	‡
Percentage-point difference	-17.1	+0.7		+1.9	-5.7	+18.4	+4.3	+12.1	

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

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years and were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 520 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 490 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 youth interview/survey, 2005.

### Comparisons Across Time of Perceptions of Working Conditions by High School-Leaving Status

No significant differences between 1990 and 2005 were found for job satisfaction related to school leaving status or number of years since leaving high school (table 17). The percentage of youth with disabilities who liked their job “very much” was 47 percent for noncompleters and 52 percent for completers in 1990, and 57 percent for completers and 62 percent for noncompleters in 2005. The percentage of youth with disabilities who liked their job “fairly well” was 41 percent for completers and 43 percent for noncompleters in 1990, and 31 percent for completers and 37 percent for noncompleters in 2005. In 1990, 7 percent of completers and 10 percent of noncompleters liked their job “not much or not at all;” in 2005 the percentages were 12 percent and 1 percent, respectively.

Table 17. Comparisons between 1990 and 2005 of job satisfaction of youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

	Leaving status		Years since leaving high school		
	Completers	Non-completers	Less than 1 year	1 up to 2 years	2 up to 4 years
Percentage of youth reported to have liked his or her job:					
Very much					
Cohort 1 (1990)	52.0 (5.28)	47.4 (8.95)	‡	55.0 (6.49)	46.6 (6.34)
Cohort 2 (2005)	56.5 (7.26)	62.3 (20.58)	‡	50.9 (10.02)	61.9 (9.23)
Percentage-point difference	+4.5	+14.9		-4.1	+15.3
Fairly well					
Cohort 1 (1990)	41.4 (5.21)	42.9 (8.87)	‡	39.2 (6.37)	44.4 (6.32)
Cohort 2 (2005)	31.4 (6.79)	37.0 (20.51)	‡	36.6 (9.65)	28.4 (8.57)
Percentage-point difference	-10.0	-5.9		-2.6	-16.0
Not much or not at all					
Cohort 1 (1990)	6.6 (2.62)	9.7 (5.31)	‡	5.8 (3.05)	9.0 (3.64)
Cohort 2 (2005)	12.1 (4.77)	0.7 (3.54)	‡	12.4 (6.60)	9.7 (5.62)
Percentage-point difference	+5.5	-9.0		+6.6	+0.7

‡ Responses for items with fewer than 30 respondents are not reported. In this case only youth with disabilities out of school 1 to 4 years were included.

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years and were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 530 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 500 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 youth interview/survey, 2005.

In 1990 the percentage of youth with disabilities who liked their job “very much” ranged from 47 percent of those out of high school 2 up to 4 years to 55 percent of those out 1 up to 2 years; in 2005 the percentages ranged from 51 percent of youth with disabilities out of high school 1 up to 2 years to 62 percent for youth with disabilities out 2 up to 4 years. In 1990 the percentage of youth with disabilities who liked their job “fairly well” ranged from 39 percent of those out of high school 1 up to 2 years to 44 percent of those out 2 up to 4 years; in 2005 the percentages ranged from 28 percent of youth with disabilities out of high school 2 up to 4 years to 37 percent of youth with disabilities out 1 up to 2 years. In 1990 the percentage of youth with disabilities who liked their job “not much to not at all” ranged from 6 percent of those out of high school 1 up to 2 years to 9 percent of those out 2 up to 4 years; in 2005 the percentages ranged from 10 percent of youth with disabilities out of high school 2 up to 4 years to 12 percent of youth with disabilities out 1 up to 2 years.

No significant differences between 1990 and 2005 were found in perceptions of working conditions related to school leaving status or number of years since leaving high school (table 18). The percentage of youth with disabilities who reported they were “pretty well paid” for their work was 75 percent for completers and 79 percent for noncompleters in 1990, and 65 percent and 67 percent, respectively, in 2005. The percentage of youth with disabilities who reported they were treated “pretty well” by others on the job was 97 percent for both completers and noncompleters in 1990, and 76 percent of noncompleters and 92 percent of completers in 2005. In 1990, 80 percent of completers and 80 percent noncompleters reported they had “lots of chances to work their way up,” whereas in 2005, the percentages were 60 percent and 69 percent, respectively.

Table 18. Comparisons between 1990 and 2005 of perceptions of the working conditions of employed youth with disabilities out of high school 1 to 4 years, by secondary-school-leaving status and years since leaving high school

	Leaving status		Years since leaving high school		
	Completers	Non-completers	Less than 1 year	1 up to 2 years	2 up to 4 years
Percentage of youth who reported they:					
Were pretty well paid for their work					
Cohort 1 (1990)	74.8 (4.59)	79.3 (7.26)	‡	75.9 (5.58)	76.0 (5.43)
Cohort 2 (2005)	65.2 (7.04)	66.6 (20.03)	‡	67.5 (9.41)	63.8 (9.21)
Percentage-point difference	-9.6	-12.7		-8.4	-12.2
Were treated pretty well by others on the job					
Cohort 1 (1990)	97.0 (1.81)	96.7 (3.21)	‡	97.5 (2.04)	96.4 (2.37)
Cohort 2 (2005)	92.2 (3.94)	76.4 (18.03)	‡	96.4 (3.74)	86.3 (6.55)
Percentage-point difference	-4.8	-20.3		-1.1	-10.1
Had lots of chances to work their way up					
Cohort 1 (1990)	80.1 (4.26)	79.6 (7.22)	‡	87.5 (4.36)	72.4 (5.71)
Cohort 2 (2005)	68.5 (6.80)	60.3 (20.84)	‡	73.0 (8.90)	63.5 (9.16)
Percentage-point difference	-11.6	-19.3		-14.5	-8.9

‡ Responses for items with fewer than 30 respondents are not reported. In this case only youth with disabilities out of school 1 to 4 years were included.

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years and were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 520 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 490 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 youth interview/survey, 2005.

In 1990 the percentage of youth with disabilities who had been out of high school 1 up to 2 years and 2 up to 4 years who reported they were “pretty well” paid for their work was 76 percent for both groups; in 2005 the percentages ranged from 64 percent of youth with disabilities out of high school 2 up to 4 years to 68 percent of youth with disabilities out 1 up to 2 years. In 1990 the percentages of youth with disabilities who reported they were “treated pretty well” by others on the job ranged from 96 percent of youth with disabilities out of high school 2 up to 4 years to 98 percent of youth with disabilities out 1 up to 2 years; in 2005 the percentages ranged from 86 percent of youth with disabilities out of high school 2 up to 4 years to 96 percent of youth with disabilities out 1 up to 2 years. In 1990 the percentages of youth with disabilities who reported they had “lots of chances to work their way up” on the job ranged from 72 percent of youth with disabilities out of high school 2 up to 4 years to 88 percent of youth with disabilities out 1 up to 2 years; in 2005 the percentages ranged from 64 percent of youth with disabilities out of high school 2 up to 4 years to 73 percent of youth with disabilities out 1 up to 2 years.

#### **Comparisons Across Time of Perceptions of Working Conditions by Demographic Characteristics**

No significant differences between 1990 and 2005 were found for job satisfaction for youth with disabilities employed at the time of the interview related to household income, race/ethnicity, or gender (table 19). The percentage of youth with disabilities who liked their job “very much” ranged from 40 percent of youth with disabilities from the highest income households to 58 percent of youth with disabilities from middle income households in 1990, and from 54 percent of youth with disabilities from middle income households to 63 percent of youth with disabilities from highest income households in 2005. The percentage of youth with disabilities who liked their job “fairly well” ranged from 36 percent of youth with disabilities from middle income households to 52 percent of those from high income households in 1990, and from 16 percent of youth with disabilities from high income households to 40 percent of youth with disabilities from low income households in 2005. The percentage of youth with disabilities who liked their job “not much or not at all” ranged from 7 percent of youth with disabilities from middle income households to 9 percent of youth with disabilities from low income households in 1990, and from 1 percent of youth with disabilities from low income households to 21 percent of youth with disabilities from high income households in 2005.



Table 19. Comparisons between 1990 and 2005 of job satisfaction of youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

	Household income			Race/ethnicity			Gender	
	Low	Middle	High	White	African American	Hispanic	Male	Female
Percentage of youth reported to have liked his or her job:								
Very much								
Cohort 1 (1990)	49.2 (7.79)	57.5 (8.05)	39.9 (8.77)	54.3 (5.34)	36.6 (11.80)	52.9 (16.51)	55.0 (5.38)	40.3 (8.28)
Cohort 2 (2005)	59.0 (11.59)	54.5 (11.19)	63.2 (12.43)	63.4 (7.74)	30.8 (15.54)	39.6 (21.61)	59.9 (8.09)	49.7 (12.57)
Percentage-point difference	+9.8	-3.0	+23.3	+9.1	-5.8	-13.3	+4.9	+9.4
Fairly well								
Cohort 1 (1990)	41.6 (7.68)	36.0 (7.81)	51.7 (8.95)	39.7 (5.24)	53.9 (12.21)	30.9 (15.29)	37.1 (5.23)	53.5 (8.42)
Cohort 2 (2005)	39.7 (11.53)	36.6 (10.82)	15.6 (9.35)	26.9 (7.13)	39.4 (16.45)	57.8 (21.83)	30.5 (7.60)	35.8 (12.05)
Percentage-point difference	-1.9	+0.6	-36.1	-12.8	-14.5	+26.9	-6.6	-17.7
Not much or not at all								
Cohort 1 (1990)	9.2 (4.50)	6.6 (4.04)	8.4 (4.97)	6.0 (2.55)	9.5 (7.18)	16.1 (12.16)	7.9 (2.92)	6.2 (4.07)
Cohort 2 (2005)	1.4 (2.77)	8.9 (6.40)	21.2 (10.54)	9.8 (4.78)	29.7 (15.38)	2.6 (7.03)	9.6 (4.86)	14.4 (8.83)
Percentage-point difference	-7.8	+2.3	+12.8	+3.8	+20.2	-13.5	+1.7	+8.2

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years and were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 530 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 500 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 youth interview/survey, 2005.

Based on race/ethnicity, the percentage of youth with disabilities who liked their job “very much” ranged from 37 percent of African American youth with disabilities to 54 percent of White youth with disabilities in 1990, and from 31 percent of African American youth with disabilities to 63 percent of White youth with disabilities in 2005. The percentage of youth with disabilities who liked their job “fairly well” ranged from 31 percent of Hispanic youth with disabilities to 54 percent of African American youth with disabilities in 1990, and from 27 percent of White youth with disabilities to 58 percent of Hispanic youth with disabilities in 2005. The percentage of youth with disabilities who liked their job “not much or not at all” ranged from 6 percent of White youth with disabilities to 16 percent of Hispanic youth with disabilities in 1990, and from 3 percent of Hispanic youth with disabilities to 30 percent of African American youth with disabilities in 2005.

Based on gender, the percentage of males and females who liked their job “very much” was 55 percent and 40 percent, respectively in 1990, and 60 percent and 50 percent of males and females, respectively, in 2005. The percentage of males and females who liked their job “fairly well” was 37 percent and 54 percent, respectively, in 1990, and 31 percent and 36 percent of males and females, respectively, in 2005. The percentage of males and females who liked their

job “not much to not at all” was 8 percent and 6 percent, respectively in 1990, and 10 percent to 14 percent of males and females, respectively, in 2005.

No significant differences between 1990 and 2005 were found in perceptions of working conditions of youth with disabilities employed at the time of the interview related to household income, race/ethnicity, or gender (table 20). The percentage of youth with disabilities who reported they were “pretty well paid” for their work ranged from 73 percent of youth with disabilities from high income households to 77 percent of youth with disabilities from low and middle income households in 1990, and from 56 percent of youth with disabilities from low income households to 82 percent of youth with disabilities from high income households in 2005. The percentage of youth with disabilities who reported they were “treated pretty well” by others on the job ranged from 96 percent of youth with disabilities from high income households to 98 percent of youth with disabilities from low income households in 1990, and from 83 percent of youth with disabilities from low income households to 98 percent of youth with disabilities from middle and high income households in 2005. The percentage of youth with disabilities who reported they had “lots of chances to work their way up” ranged from 74 percent of youth with disabilities from the highest income to 85 percent of youth with disabilities from the lowest income households in 1990, and from 69 percent of youth with disabilities from the lowest income households to 73 percent of youth with disabilities from the highest income households in 2005.

Based on race/ethnicity, the percentage of youth with disabilities who reported they were “pretty well” paid for their work ranged from 66 percent of African American youth with disabilities to 79 percent of White youth with disabilities in 1990, and from 44 percent of Hispanic youth with disabilities to 72 percent of White youth with disabilities in 2005. The percentage of youth with disabilities who reported they were “treated pretty well” by others on the job ranged from 92 percent of Hispanic youth with disabilities to 99 percent of African American youth with disabilities in 1990, and from 70 percent of African American youth with disabilities to 96 percent of White youth with disabilities in 2005. The percentage of youth with disabilities who reported they had “lots of chances to work their way up” on the job ranged from 71 percent of Hispanic youth with disabilities to 91 percent of African American youth with disabilities in 1990, and from 64 percent of White youth with disabilities to 84 percent of African American youth with disabilities in 2005.

Table 20. Comparisons between 1990 and 2005 of perceptions of the working conditions of employed youth with disabilities out of high school 1 to 4 years, by household income, race/ethnicity, and gender

	Household income			Race/ethnicity			Gender	
	Low	Middle	High	White	African American	Hispanic	Male	Female
Percentage of youth who reported they:								
Were pretty well paid for their work								
Cohort 1 (1990)	76.8 (6.58)	77.1 (6.84)	73.4 (7.92)	78.8 (4.38)	65.5 (11.64)	78.3 (13.64)	78.0 (4.48)	70.7 (7.69)
Cohort 2 (2005)	55.6 (12.01)	68.7 (10.49)	81.9 (9.92)	71.7 (7.28)	48.7 (18.82)	43.9 (21.93)	65.6 (7.91)	64.8 (12.04)
Percentage-point difference	-21.2	-8.4	+8.5	-7.1	-16.8	-34.4	-12.4	-5.9
Were treated pretty well by others on the job								
Cohort 1 (1990)	98.1 (2.13)	97.4 (2.59)	95.8 (3.60)	97.8 (1.57)	99.0 (2.44)	91.5 (9.30)	98.6 (1.27)	92.8 (4.37)
Cohort 2 (2005)	82.9 (9.03)	98.7 (2.55)	97.9 (3.70)	95.8 (3.22)	70.0 (17.25)	80.9 (17.40)	90.8 (4.79)	89.8 (7.61)
Percentage-point difference	-15.2	+1.3	+2.1	-2.0	-29.0	-10.6	-7.8	-3.0
Had lots of chances to work their way up								
Cohort 1 (1990)	84.7 (5.66)	74.8 (7.07)	73.5 (7.93)	80.2 (4.30)	90.5 (7.18)	71.2 (15.49)	82.5 (4.15)	73.7 (7.45)
Cohort 2 (2005)	69.1 (10.90)	70.8 (10.23)	73.4 (11.39)	63.5 (7.75)	84.3 (12.26)	75.0 (19.14)	65.4 (7.86)	73.5 (11.10)
Percentage-point difference	-15.6	-4.0	-0.1	-16.7	-6.2	+3.8	-17.1	-0.2

NOTE: Standard errors are in parentheses. Findings are reported for youth with disabilities who had been out of high school 1 to 4 years and were currently employed. NLTS percentages are weighted population estimates based on a sample of approximately 520 youth with disabilities. NLTS2 percentages are weighted population estimates based on a sample of approximately 490 youth with disabilities.

SOURCE: U.S. Department of Education, Office of Special Education Programs, National Longitudinal Transition Study (NLTS), Wave 2 parent/youth interview, 1990; U.S. Department of Education, Institute of Education Sciences, National Center for Special Education Research, National Longitudinal Transition Study-2 (NLTS2), Wave 3 youth interview/survey, 2005.

Based on gender, the percentage of males and females who reported they were “pretty well” paid for their work was 78 percent and 71 percent, respectively, in 1990, and 66 percent and 65 percent of males and females, respectively, in 2005. The percentage of males and females who reported they were “treated pretty well” on the job was 99 percent and 93 percent, respectively, in 1990, and 91 percent and 90 percent of males and females, respectively, in 2005. The percentage of males and females who reported they had “lots of chances to work their way up” on the job was 83 percent and 74 percent, respectively, in 1990, and 65 percent and 74 percent of males and females, respectively, in 2005.

## Summary

This chapter has presented findings related to differences in employment status and characteristics of employment of youth with disabilities employed at the time of the interview. Analysis was based on youth with disabilities who had been out of high school 1 up to 4 years in

1990 and 2005. Overall, no significant differences were found between the two cohorts with one exception. At the time of the interview, employed youth with disabilities were more likely to receive paid vacation or sick leave in 1990 (60 percent) than 2005 (38 percent). All other findings for 1990 and 2005 for youth with disabilities as a whole did not vary significantly, including employment status (62 percent and 56 percent, respectively), job duration (15 months and 13 months), hours employed per week (38 hours and 35 hours), type of job, wages (\$9.10 and \$9.00), or receipt of health insurance from the employer (52 percent and 33 percent). Similarly, findings for job satisfaction and perceptions of working conditions did not differ significantly between 1990 and 2005.

No differences in employment status and characteristics of employment between 1990 and 2005 were found for youth with disabilities based on disability category.

Most employment-related experiences did not differ significantly between 1990 and 2005 by high school leaving status, with two exceptions. High school completers were more likely to receive health insurance from their employer in 1990 than 2005 (57 percent vs. 32 percent) and were more likely to receive vacation or sick leave benefits in 1990 than 2005 (62 percent vs. 39 percent).

Few significant differences based on demographic characteristics were noted between the cohorts. Females were more likely to have reported full-time employment in 1990 than 2005 (54 percent vs. 21 percent). Males were more likely to report receipt of employer provided health insurance (57 percent vs. 33 percent) and vacation or sick leave (63 percent vs. 39 percent) in 1990 than 2005. Additionally, differences between 1990 and 2005 were found for receipt of health insurance benefits of youth with disabilities, by household income and race/ethnicity. Youth with disabilities from families with the highest incomes (53 percent vs. 20 percent) and White youth with disabilities (52 percent and 28 percent) were more likely to receive health insurance benefits from their jobs in 1990 than in 2005.