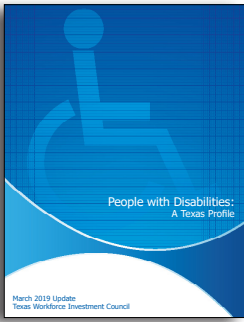


People with Disabilities: A Texas Profile

2019 Update



The Texas Workforce Investment Council (Council) prepared this updated report to detail the demographic characteristics of individuals with disabilities in Texas. While there is much comparative national data in the full report, this document focuses primarily on the analysis devoted to people with disabilities in Texas.

Individuals with disabilities experience numerous challenges associated with participation in the labor force. Their unemployment rate is higher, they are more likely to work part time and, on average, they earn less than individuals without disabilities at every level of educational attainment. However, individuals with disabilities enhance workforce diversity and can offer employers unique skill sets and perspectives. People with disabilities must think creatively about how to solve problems and accomplish daily tasks. This resourcefulness can translate into innovative thinking, new ideas, and alternative approaches to dealing with business challenges. Because people with these attributes have the potential to strengthen the Texas labor market, individuals with disabilities are a valuable resource for Texas employers and the Texas economy. The Texas workforce system

must support employment opportunities for people with disabilities in the public and private sectors and ensure that employers have access to every available skilled worker to maintain economic growth.

Individuals with Disabilities in Texas

Texas has the second largest number of individuals with disabilities of all the states. The percentage of individuals with disabilities relative to the entire Texas population (11.8 percent) has remained stable over the past seven years, although the Texas population has grown considerably over that same time period. Approximately 54 percent of Texans 75 and older had a disability. Overall, 11.84 percent of females (1,686,794 individuals) and 11.81 percent of males (1,660,211 individuals) reported having a disability.

Differences between individuals with and without disabilities can be observed when considering the individuals' level of educational attainment. Approximately 24 and a half percent of individuals 25 years of age and older with less than a high school diploma or equivalency had a disability. Only 9.7 percent of individuals with a bachelor's degree or higher had a disability.

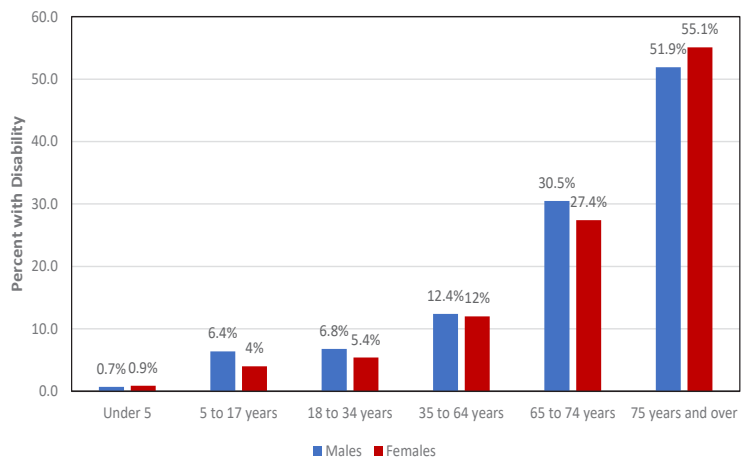
The population of individuals with disabilities in Texas is not evenly distributed across the state. More than half (52 percent) of Texas' population of individuals with disabilities resided in these 10 counties: Harris, Bexar, Dallas, Tarrant, Hidalgo, Travis, El Paso, Collin, Denton, and Cameron. The map at right shows the number of individuals with disabilities by local workforce development area.

Labor Force Characteristics

In 2017, 854,303 individuals (six percent) of the total civilian labor force 16 and older in Texas had a disability. Approximately 56 percent of labor force participants with disabilities in Texas (477,200 individuals) were male, and approximately 44 percent (377,103 individuals) were female.

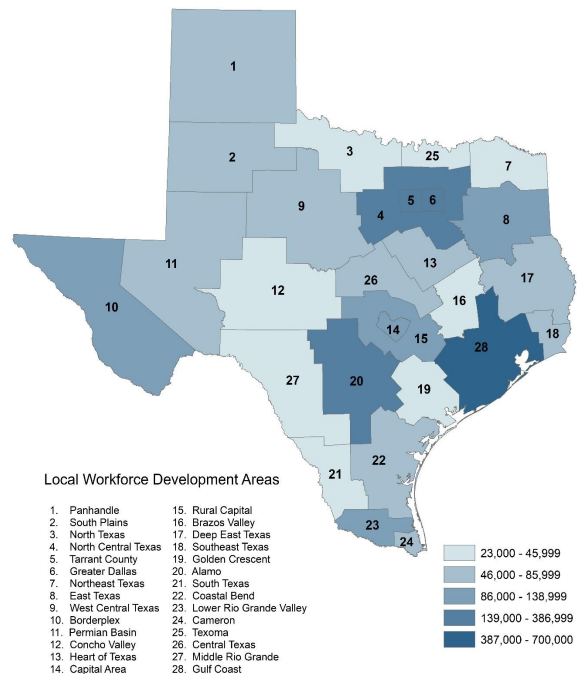
The average age of a labor force participant with a disability was 50 years of age. Individuals between the ages of 25 to 64 made up the largest group of labor force participants with disabilities and accounted for 5.2 percent of labor force participants in that age range.

Percent of Individuals with Disabilities by Age and Gender in Texas



Source: 2017 ACS microdata. Percentages indicate the portion of men and women in each age category reporting a disability.

Number of Individuals with Disabilities in Texas



Source: U.S. Census Bureau, 2017.

Employment of Individuals with Disabilities

Labor force participants with disabilities held various jobs in industries throughout Texas. Approximately six percent of the employees of private, for-profit companies and almost six and a half percent of federal, state, or local government employees had a disability.

Construction was the industry that employed the largest number of labor force participants with disabilities (61,273, or 7.1 percent of all Texas labor force participants with disabilities). More than six and a half percent of Texas labor force participants with disabilities (56,668 individuals) worked in the restaurants and other food services industry. The third largest employer of labor force participants with disabilities (49,808 individuals) was elementary and secondary schools.

The average age of a labor force participant with a disability in Texas was 50 years old. The largest number of employed labor force participants with disabilities were between the ages of 25 to 64 and comprise 5.2 percent of labor force participants in that age range. Between the ages of 65 to 74, employed labor force participants with disabilities accounted for 16.1 percent of the age-specific labor force.

Texas Labor Force Participants with and without Disabilities by Age Category

Age Categories	Total Labor Force Participants in each Age Category	Employed Labor Force Participants With a Disability		Unemployed Labor Force Participants With a Disability		Employed Labor Force Participants Without a Disability		Unemployed Labor Force Participants Without a Disability	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
16 to 24 years	1,947,061	65,575	3.3%	16,502	0.8%	1,684,419	85.3%	207,565	10.5%
25 to 64 years	11,266,604	583,287	5.2%	59,977	0.5%	10,221,475	90.7%	401,865	3.6%
65 to 74 years	582,081	93,749	16.1%	4,474	0.8%	467,479	80.3%	16,379	2.8%
75 years and over	98,324	30,204	30.7%	535	0.5%	65,362	66.5%	2,223	2.3%
Total	13,921,070	772,815	5.6%	81,488	0.6%	12,438,735	89.4%	628,032	4.5%

Source: 2017 ACS microdata.

Texas labor force participants with disabilities who worked full time earned an average salary of \$35,710 (inflation adjusted for 2017) compared to \$50,484 for labor force participants without disabilities. Salary differences also exist within the population of labor force participants with disabilities based on numerous demographic factors. On average, male labor force participants with disabilities earned \$41,820, whereas female participants earned \$28,048. Additionally, salaries varied depending on level of educational attainment. At every educational level, the average salaries of individuals with disabilities were lower than the salaries for individuals without disabilities, and the differences between salaries were larger as educational levels increased.

Approximately 26 percent of individuals with disabilities who worked full time and 24.7 percent of individuals with disabilities who worked part time reported ambulatory difficulty—the difficulty most frequently reported.

Types of Disabilities Reported by Individuals Age 16 and over by Labor Force Participation

Disability	Full-Time Workers		Part-Time Workers		Not in Labor Force	
	Number	Percent	Number	Percent	Number	Percent
Ambulatory difficulty	188,091	25.6%	101,342	24.7%	1,412,351	63.1%
Independent living difficulty	66,733	9.1%	59,407	14.5%	1,049,927	46.9%
Cognitive difficulty	123,932	16.9%	97,581	23.8%	871,015	38.9%
Hearing difficulty	182,841	24.9%	72,000	17.5%	645,623	28.8%
Self-care difficulty	34,976	4.8%	22,925	5.6%	598,318	26.7%
Vision difficulty	138,641	18.9%	57,494	14.0%	463,966	20.7%

Source: 2017 ACS microdata. The same individual may report multiple disabilities.

Observations

Individuals with disabilities enhance workforce diversity and offer employers the skills, knowledge, and experience that Texas businesses need to thrive. These individuals can strengthen the current and future Texas economy and are a valuable resource for Texas employers. The Texas workforce system must ensure that employers have access to every potential skilled worker. Private and public sector workplaces that support integrated employment opportunities, as well as greater use of assistive technologies in the workplace, can provide individuals with disabilities the opportunity to gain and maintain employment.

The Texas Workforce Investment Council was created in 1993 by the 73rd Texas Legislature. As an advisory body to the Governor and the Legislature, the development of an integrated strategic plan for the workforce system is one of the Council's primary responsibilities. Because all Texans are part of the critical pool of potential employees that is and will be required by Texas employers, *The Texas Workforce System Strategic Plan FY 2016–FY 2023* includes action plans targeted for increased employment outcomes for populations with disabilities. Detailed demographic analyses and maps are available at https://gov.texas.gov/organization/twic/demographics_disability.