

Employment & Cognitive Disabilities

Employment Opportunities Benefit NH Adults with Cognitive Disabilities

Working-age adults with cognitive disabilities in New Hampshire (NH) are less likely to live in poverty and more likely to report that they feel healthier when they work for wages or are self-employed.



31% of employed adults ages 18 to 64 with cognitive disabilities report their health is “fair” or “poor,” compared to 51% who do not have jobs¹



12% of employed adults ages 18 to 64 with cognitive disabilities have annual household income less than \$15,000, compared to 35% who do not have jobs¹

“[My job] solidifies my position in the community. It gives me a sense of purpose and an income.”

John lives in Lebanon, NH and has a brain injury and visual impairment

Addressing barriers to employment ensures more people with cognitive disabilities are able to work.

- Better access to education and training programs are needed to build skills and qualifications.²
- Access to health care and inclusion in health promotion programs reduces the risk of secondary medical conditions and affords better management of chronic illnesses.³
- Increasing vocational rehabilitation services and supports for adults with intellectual and developmental disabilities (IDD) greatly improves their likelihood of getting a job.⁴



Job Search Support
results in 1.4 times
greater odds a
person with IDD will
find work⁴



Job Placement Support
with job search support =
4 times greater odds
a person with IDD will
find work⁴

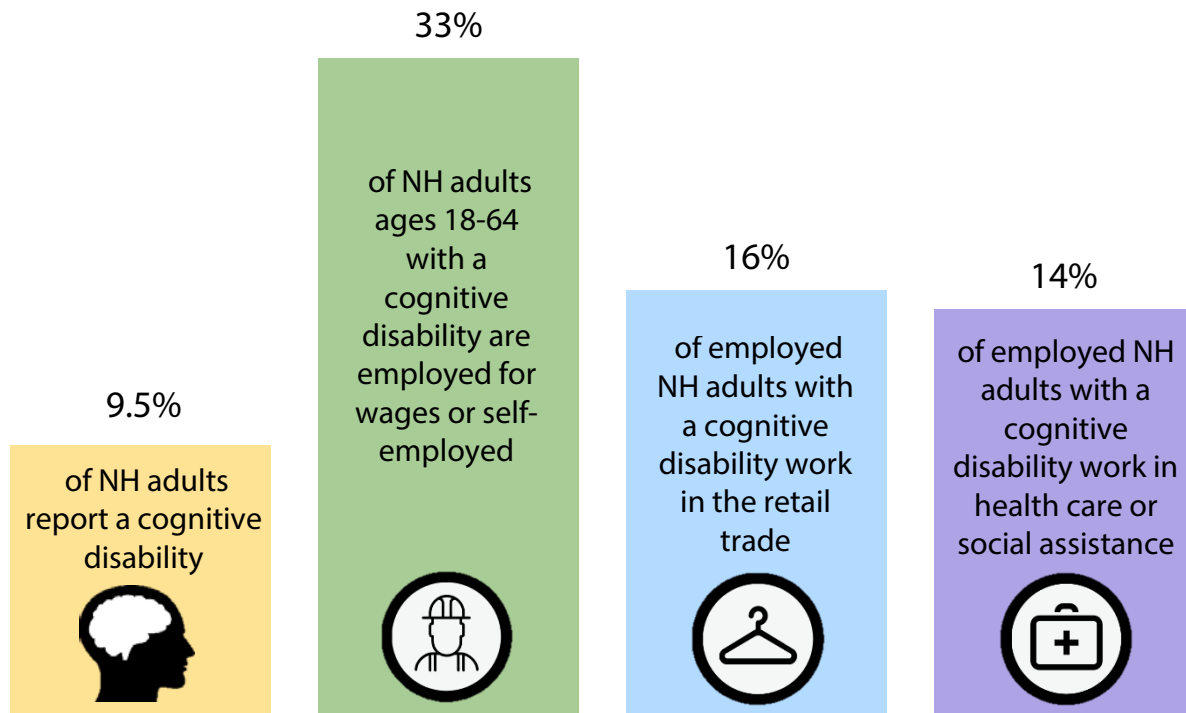


On-the-Job Support
with job search and
placement support =
16 times greater odds a
person with IDD will
find work⁴

Alex volunteered at a hospital for a year. He told us, “I put together IV kits and paperwork. Everyone knows me there. I really wish I could get paid to work there.”

Alex lives in Dover, NH and has a developmental disability

Employment among People with Cognitive Disabilities in NH¹



References

1. Behavioral Risk Factor Surveillance System, 2013-2015. Thanks to Dr. Kim Lim from NH Division of Public Health Services for data analyses.
2. Sevak, P., Houtenville, A. J., Brucker, D. L., & O'Neill, J. (2015). Individual characteristics and the disability employment gap. *Journal of Disability Policy Studies*, 26(2), 80-88.
3. Ervin, D. A., Hennen, B., Merrick, J., & Morad, M. (2014). Healthcare for persons with intellectual and developmental disability in the community. *Frontiers in Public Health*, 2, 1-8.
4. Nord, D. (2016). More job services – better employment outcomes: Increasing job attainment for people with IDD. *Intellectual and Developmental Disabilities*, 54(6), 402-411.

The NH Disability & Public Health Project (DPH) is a collaboration between the Institute on Disability at the University of New Hampshire and the NH Division of Public Health Services. DPH is funded by cooperative agreement #NU59DD000954-04-00 with the U.S. Centers for Disease Control & Prevention (CDC). This data brief is the responsibility of DPH and does not necessarily represent the views of CDC or U.S. DHHS.



Alternative formats available on request.

<http://nhdisabilityhealth.org> | dph.iod@unh.edu | (603) 862-4320 | Relay 711