



Why Do People with MR in SC Lose Their Jobs? What Predicts Rehire?

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[Purpose]

- **Popular Belief:** People with MR are more reliable and stable employees than the general worker
- **Research Evidence:** Employed individuals with mental retardation (MR) experience high levels of job movement and job loss
- **Which is true?**

Findings from South Carolina

Industry	Job Tenure (Years)	
	Individuals with MR	General Workers
Food Service	2.2	1.5
Cleaning and Building Services	2.3	2.7

- Individuals with MR who gain employment maintain employment for periods that are similar to those of workers without a disability

[Purpose]

- To explore how often and for what reasons individuals with MR lose their jobs
- To determine what characteristics of individuals and their Boards help workers who have lost jobs get rehired

South Carolina Mental Retardation Employment Survey

- Developed in 1995
- Cooperative effort between USC School of Medicine and SC DDSN
- Goals
 - To assess the level and types of employment among individuals with MR
 - To determine the frequency and causes of job loss in this population
 - To provide feedback to DDSN and to the disability Boards
- The effort relies on the assistance of the local disability Boards

[What Boards Do]

- Each year the employment survey form is sent to each disability Board in South Carolina
- The survey form is used to collect the following data about individuals with MR who are working in the state:
 - Job Type
 - Business name
 - Type of business
 - Use of a job coach
 - Average weekly hours worked
 - Average weekly wages earned
 - Total number of weeks worked in the year

[What We Do]

- Responses from the Boards are entered into a common database with the information from all of the other Boards
- A complete list of consumers who were served by each Board during the year and their characteristics is obtained from DDSN
- Client characteristics, including demographic, social, and medical characteristics, obtained from DDSN are then matched with employment and job loss information provided by the Boards

[Who Was Included?]

- Adults at least 18 years old in 2001 and no more than age 64 in 2003
- Reported wages greater than \$47 per week for 6 months out of the year in 2001
- Served by DDSN from 2001-2003
- Did not live in regional centers or intermediate care facilities

[What We Did]

- Data on the average hours worked and weekly wages of employed consumers was used to compute state and Board employment percentages
- Job loss reports were combined to determine the causes of documented job losses
- Statistical analyses of the data were used to identify consumer and Board characteristics that were associated with re-employment

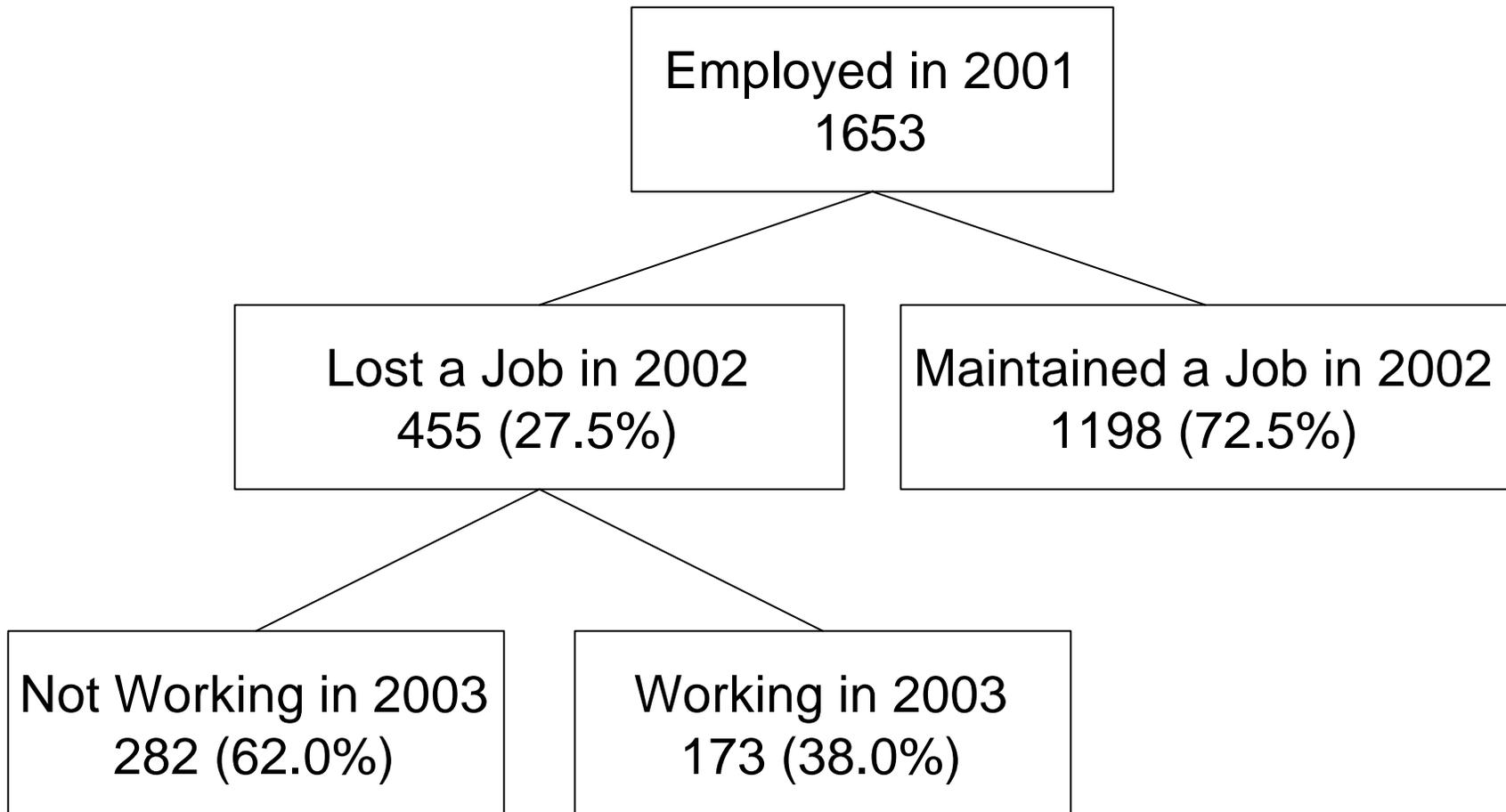
[What is re-employment?]

- Reported wages greater than \$47 for 6 months out of the year in 2001
- Did not report meeting the employment criteria in 2002
- Reported wages greater than \$47 per week at some point in 2003

[Results]

- 19,555 individuals with MR were served by SC DDSN from 2001-2003
 - From this group 12,839 people were aged at least 18 in 2001 and 64 in 2003
- 1653 individuals met the employment criteria in 2001
- The proportion of employed individuals was approximately 15% for each year

Flow Chart of Employment



[Job Losses]

- 72.5% of workers maintained their jobs from 2001 to 2002
- 27.5% of people employed in 2001 lost their jobs and did not work in 2002
- Only 38% of individuals who did not work in 2002 became re-employed in 2003
- This means that 68% of workers who lost a job in 2002 were not rehired in the following year

Reasons for Job Loss

Reasons for Job Loss	% of Total Losses
Performance Problem/Terminated	28.1
Quit	21.9
Health Problem	10.9
Laid Off	10.9
Death, Arrested, Moved, Retired, Left Program	9.4
Behavior Problem	7.8
Better Job	6.3
Family, Caregiving, Transportation	4.7

What Helps Workers Get Re-employed?

- Job Coaches

- Individuals who were assisted by a job coach in 2003 were three times as likely as those who had no job coach to be re-employed in 2003
- Job coaches provide individual assistance in identifying employment opportunities, obtaining a job geared toward personal interests, and sustaining necessary job skills

What Helps Workers Get Re-employed?

■ Board Size

- Individuals served by a large Board were 2.5 times as likely to be re-employed as those served by a small Board
- Large Boards may be able to provide more structured vocational assistance
- Large Boards may also be located in larger cities which have more numerous and varied employment opportunities

- There were no significant differences in re-employment outcomes based on sex, age, or residential type

[Conclusions]

- There was an encouraging 72.5% job retention rate among workers with MR who were employed in 2001
- Job loss should be a cause of concern since only 38% of workers were successfully re-employed
- This statistic suggests that it is very difficult for these individuals to obtain re-employment after a job loss

[Conclusions]

- Job loss for workers with MR has negative consequences for the individual as well as the Board
- Efforts should be made to prevent people from voluntarily quitting their jobs
- Attempts to identify job frustration, dissatisfaction, and poor work performance should be made to reduce the incidence of other preventable job losses

[Room for Improvement]

- What steps do you think could be taken to decrease the occurrence of job losses in individuals with MR?
- What other factors may be helping or hindering workers in getting rehired?