

# WORKERS WITH DISABILITIES

## Key Takeaways



In the **number of people with disabilities**

In the **number of employed people with disabilities**

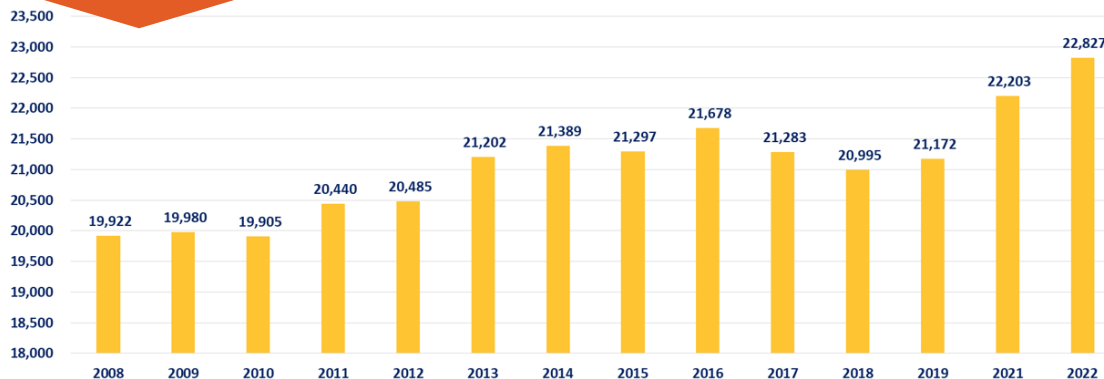
**5.1%** Of Boston's workforce

**8.9%** Of Boston's working age population

**Have a disability**

## Nationally

Number of People with a Disability (18-64) in U.S., (in 1,000)



## In September 2023,

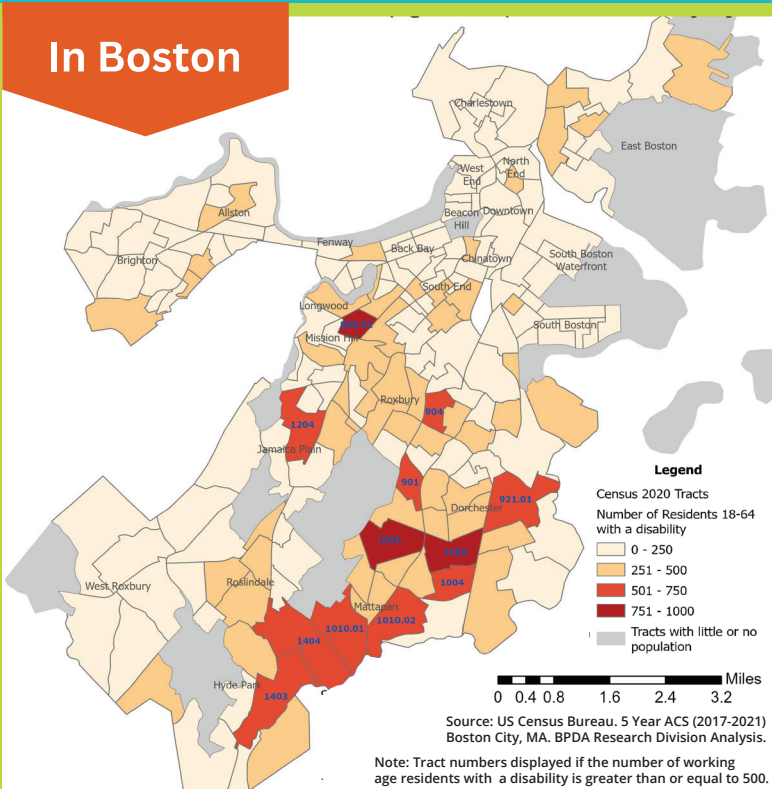
**Unemployment rate** 7.3%  
of labor force participants with disabilities

**Employment rate** 35% 38.2%  
of working age people with disabilities women men

**Labor force participation rate** 24.4%  
of people with disabilities

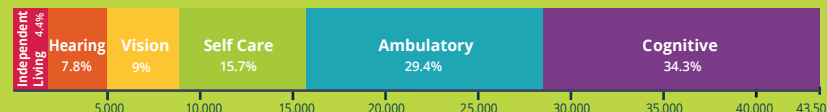
- **Cognitive difficulty** is the **main driver** of the recent post-pandemic increase in the prevalence of disabilities. It represents a **third of all disabilities** in 2021.
- **The national share of working-age people with a disability** who are employed surpassed pre-pandemic levels in Fall 2021 and has **continued to rise** since, reaching new heights in 2023.
- **The employment of people with a cognitive difficulty** has been **on the rise**, reaching **28.8%**, while the employment of people with an **ambulatory difficulty** has fallen below 20%.

## In Boston



## Boston Residents (aged 18-64) with Disabilities

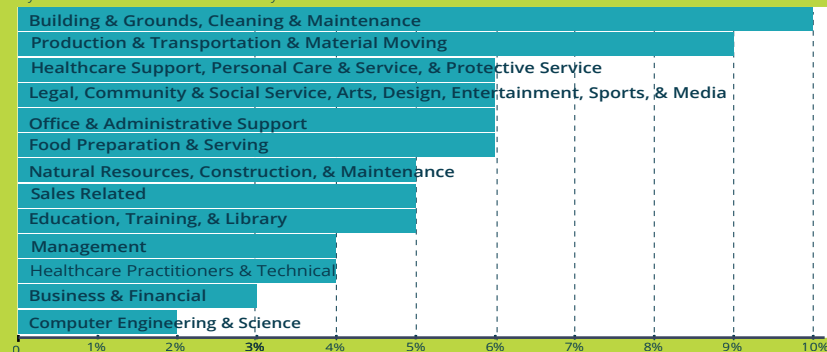
By Disability Difficulty Type



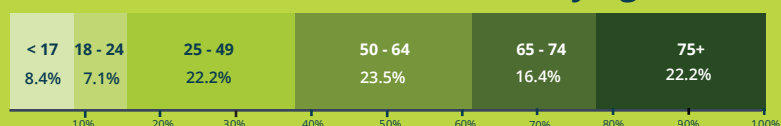
- **43,500** Boston residents aged 18-64 report having a disability, with the **two most common** difficulties being **cognitive and ambulatory**.
- In 2021, **42%** of working age **Boston residents with disabilities were employed**, making up **5.1%** of the residential workforce. This is an **increase** from 4.8% in 2016 and 4% in 2012.

## Top Occupations

By Share of Workers with a Disability



## Boston Residents with Disabilities by Age



## Educational Attainment



## Disability by Race/Ethnicity

Disability Status among working age Bostonians varies greatly by Race and by Ethnicity.



**\$34k** median annual earnings  
Compared to **\$51k** for workers without disabilities

**EARN < \$50,000/yr**

**bpda**

For more data about this topic, check out the Boston Planning & Development Agency Research Division website: <https://www.bostonplans.org/research>

Sources: US Census Bureau, 2008-2012, 2012-2016, & 2017-2021 American Community Surveys (PUMS), U.S. Census Bureau, 1 Year ACS (2008-2022) National. BPDA Research Division Analysis.