

# **Research projects related to people with disabilities in the labor force**

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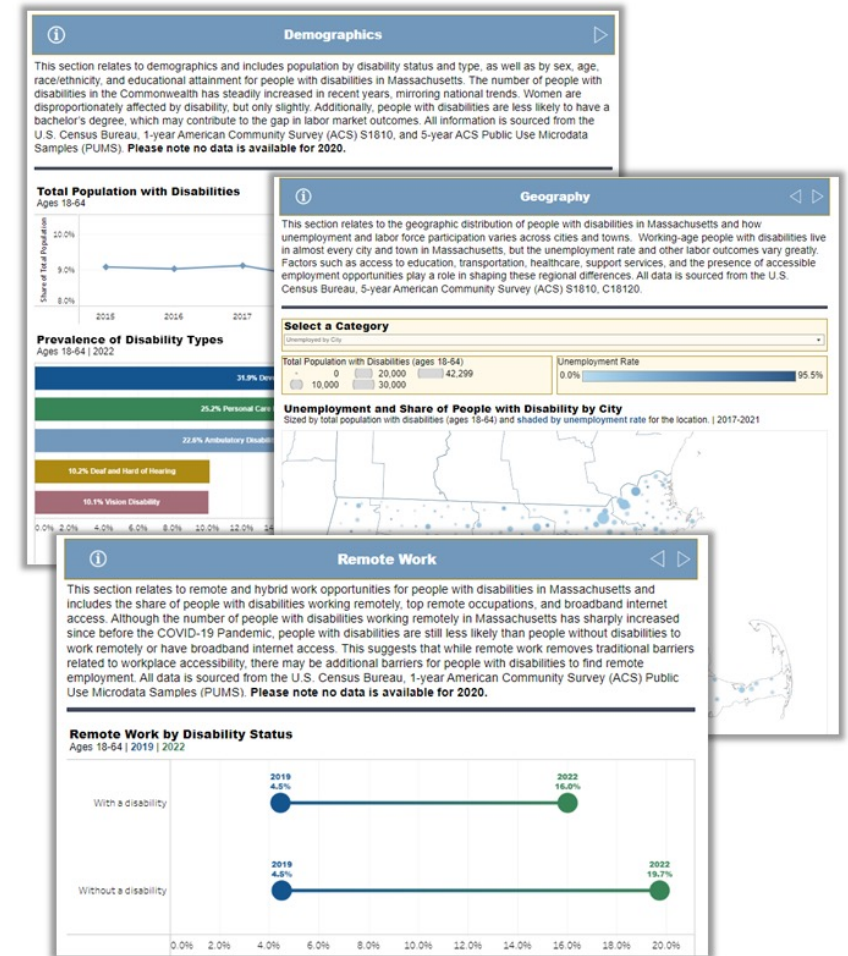


# Introductions

- Mark Rembert
  - Chief Economist
- David Jan
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# People with Disabilities Equity Dashboard Project

- Officially launched in April
- Provides a comprehensive view of employment-related insights, encompassing:
  - Disability type
  - Geographic variations
  - Remote work opportunities
  - Unemployment rates
  - Labor force participation
  - ...and more.
- <https://www.mass.gov/info-details/people-with-disabilities-in-the-massachusetts-labor-force>



# Going deeper...

In partnership with the **Commission on the Status of People with Disabilities**, we will be diving deeper into two topics related to the people with disabilities in the labor force:

1. Analysis of Commonwealth of Massachusetts as an employer of people with disabilities.
2. The effect of benefit cliffs on labor force participation among people with a disability.

# The Commonwealth as an employer of people with disabilities

- The Commonwealth has acknowledged the critical role it can play in leading by example by recruiting, hiring, and training a diverse workforce. This research effort seeks to deepen our understanding of the representation of people with disabilities within Massachusetts state government employment (Executive Branch).
- **Research goals:**
  - Analyze data on hiring and employment data on workers identifying as having a disability across agencies and job titles.
  - Compare data on employment with the Commonwealth with broader data on the workers with disabilities in Massachusetts.
  - Identify existing areas of strength in Commonwealth hiring practices and opportunities to strengthen practices.

**Phase 1:** Partner with the Commission on the Status of People with Disabilities to obtain data on state employee demographics to that can be used in the analysis.

- **Phase 2:** Analyze the data and produce a report.

# Benefit cliffs and labor force participation

- People with disabilities face numerous barriers to employment, including navigating complicated benefits eligibility rules when deciding whether and how much to work. The sudden loss or rapid phase out of benefits can create a disincentive to work. In some cases, increasing work earning beyond certain thresholds can leave an adult with disability worse off than
- **Research Questions:**
  - How do decreases in benefits (“benefit cliffs”) from increased employment income affect persons with disabilities and their incentive to work?
  - What are specific income thresholds when benefit cliffs impact workers who receive disability related benefits, and how much income is required to “cross the cliff.”
  - What are some of the most promising job opportunities in the labor market today for helping workers with a disability cross the benefit cliff?
  - How might workforce development programs better tailor programs and supports that account for benefit cliffs?

# Project status

- Collecting data
- Engaging experts
- Reviewing existing literature
- **Expecting to deliver final reports on August 16**