

Key Stats  
Oregon Business Leadership Network  
[www.obln.org](http://www.obln.org)

- Fastest growing segment of the population:
  - Between 1990 and 2000, the number of Americans with disabilities increased 25 percent, outpacing any other subgroup of the U.S. population.

There are about 452,125 working age (18-64) people with disabilities in Oregon.

63% of people with disabilities who are not currently working would prefer to work (compared to 42% of people without disabilities.)

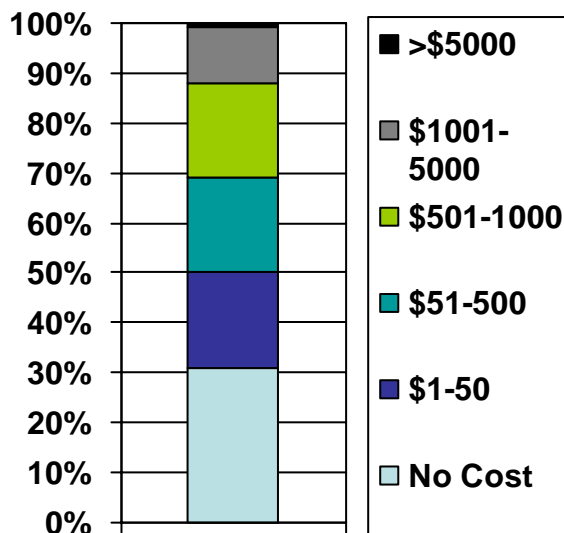
- More than \$220 billion in collective spending power – a largely untapped market
  - Compare to the teen market, with \$140 billion in purchasing power
- People with disabilities are just as likely to have attended college as people without disabilities
- 27% of Oregonians with disabilities have a college degree or post-graduate education
- Barriers to seeking employment include:
  - Potential loss of Social Security benefits
  - Lack of job training opportunities
  - Negative employer attitudes
  - Need for personal assistance services and workplace accommodations
- When employed people with disabilities were asked about their own job-finding and work experiences, 22% said they had encountered job discrimination.

Of those who experienced discrimination:

- 27% said they were refused a job interview because of their disability
  - 31% said they were refused a job because of their disability
  - 21% said they were denied a workplace accommodation
- Industry reports consistently rate workers with disabilities above average in performance, attendance, and safety
- Employers say the work ethic of employees with disabilities has a positive effect on the moral and productivity of their colleagues
- 
- 
- Millions of seasoned workers are reaching retirement age and leaving the workforce
- Those who remain in the workforce are increasingly likely to acquire disabilities as they age
- In Oregon, more than 22,500 people were injured at work in 2003
- Oregon employers paid out \$85 million in time loss dollars in 2003
- e injured at work in 2003

The average cost of 98% of all accommodation: \$528.

- Most frequent accommodation: flexible work schedule



- Currently, 35% of Oregon's workforce is age 45-64
- 25% more people are leaving the workforce due to disability, retirement, and death
- People near the retirement years account for nearly one in three disabled persons. As the boomer generation ages with less support from Social Security, more of this population

will be in the workforce. (Source: Paul Harrington, Northeastern University, Center for Labor Market Studies)

- 
- Experts predict that by 2010 the American economy will support 168 million new jobs but have only 158 million workers to fill them
- 
- than did so 10 years ago (U.S. Bureau of Labor Statistics)