

Iowa Comprehensive Statewide Needs Assessment

December 2022



Finding solutions. Generating success.

This report was prepared by the University of Iowa, Department of Counselor Education. Please contact Allison Levine (Allison-levine@uiowa.edu) for additional information and questions pertaining to this report.

Acknowledgements

This report would not have been possible without the time, expertise, and support of key individuals throughout our time on this project.

Special thanks to:

- Brandy Mcomber, Iowa Vocational Rehabilitation Services
- Dr. Cayte Anderson, University of Madison-Wisconsin
- Dr. Randall Boen, University of Iowa
- Jeffrey Haight, Iowa Vocational Rehabilitation Services
- Dr. Kayla Jackson, University of Iowa

Table of Contents

<i>Table of Contents</i>	3
<i>List of Tables</i>	5
<i>List of Figures</i>	6
<i>Executive Summary</i>	7
<i>Introduction</i>	9
Purpose of the Comprehensive Statewide Needs Assessment (CSNA)	9
Goals of the Needs Assessment	9
Focus Areas and Data Collection Strategies	9
Data Collection Strategies	10
<i>National, State, Local and Agency-Specific Data Related to Overall Agency Performance</i>	11
Iowa Population Statistics	11
Prevalence of People with Disabilities	13
Educational Attainment	15
Highest Level of Education Attainment Rates	15
Support for Students with Disabilities	16
Labor Force Participation and Unemployment Rates	19
National Labor Force Participation	19
National Labor Force Participation with a Disability	20
Iowa Labor Force Participation	24
Iowa Labor Force Participation with a Disability	27
General Occupations	29
Disability-specific Occupations	31
Income and Disabilities	34
Poverty and Disabilities	40
<i>Agency Performance</i>	43
Demographic Characteristics of Consumers	43
Disability Types	44
Service Costs	47
Services Provided	48
Purchased Services	48
Direct Services Provided: Pre-ETS	48
Direct Services Provided: General Consumers	49
Closure Data FF2017 - 2022	49
Closures Overall	49
<i>Survey Results</i>	51
IVRS Partner Data	51
Consumers with Most Significant Disabilities	52

Transition-Aged Youth	53
Consumers from Diverse Groups	53
Racial or ethnically diverse groups	53
Members of the LGBTQ+ Community	54
Consumers living in Rural Communities	54
<i>IVRS Staff Data</i>	55
Barriers by Group	56
Most Significant Disabilities	56
Transition-Aged Youth	56
Racial or Ethnically Diverse	57
Rural Communities	57
Service Accessibility by Group	58
Service Providers	59
One-Stop Centers	59
Service Providers and Vendors	59
Perceptions of Job at IVRS	60
<i>IVRS Consumer Data</i>	62
Self-Report Demographic Data	62
Services & Needs	62
Counselor Meeting	62
Barriers to Goals and Services	63
Open-Ended Responses: Barriers	65
Open-Ended Responses: Goals	66
One-Stop Center Use	66
<i>Focus Group Results</i>	68
Iowa Special Education Advisory Panel (SEAP)	68
Community Rehabilitation Partners	68

List of Tables

TABLE 1. DATA COLLECTION OVERVIEW	10
TABLE 2. AREA OFFICE, COUNTIES, AND LDWA	13
TABLE 3. PREVALENCE OF DISABILITY TYPES IN IOWA	14
TABLE 4. DISABILITY STATUS BY AGE IN IOWA	14
TABLE 5. DISABILITY STATUS BY RACE/ ETHNICITY	14
TABLE 6. EDUCATIONAL ATTAINMENT: POPULATION 25 YEARS AND OVER	15
TABLE 7. IOWA STUDENTS SERVED BY THE IDEA	16
TABLE 8. TOP 5 ALTERNATE TESTING PROPORTION BY DISTRICT	17
TABLE 9. PERCENTAGE OF THE POPULATION AGES 6 THROUGH 21 SERVED UNDER IDEA, PART B, BY DISABILITY CATEGORY, FALL 2019	18
TABLE 10. IDEA AND IVRS STUDENT REACH	19
TABLE 11. EMPLOYMENT STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION WITH NO DISABILITY (NUMBERS IN THOUSANDS)	20
TABLE 12. EMPLOYMENT STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION WITH A DISABILITY (NUMBERS IN THOUSANDS)	20
TABLE 13. EMPLOYMENT STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION BY DISABILITY STATUS AND ETHNICITY, 2021 ANNUAL AVERAGES (NUMBERS IN THOUSANDS)	21
TABLE 14. EMPLOYMENT STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION BY DISABILITY STATUS AND EDUCATIONAL ATTAINMENT, 2021 ANNUAL AVERAGES (NUMBERS IN THOUSANDS)	22
TABLE 15. 2021 MONTHLY LABOR FORCE PARTICIPATION BY DISABILITY (16 YEARS AND OLDER)	24
TABLE 16. U.S. BUREAU OF LABOR STATISTICS MONTHLY UNEMPLOYMENT RATES	25
TABLE 17. 2019 EMPLOYMENT RATE IN IOWA BY DISABILITY TYPE AGES 16-64	27
TABLE 18. 2019 DISABILITY STATUS AND EMPLOYMENT FOR THE TOTAL CIVILIAN NONINSTITUTIONALIZED POPULATION (TCNP)	27
TABLE 19. LABOR FORCE PARTICIPATION (EMPLOYMENT STATUS) BY DISABILITY STATUS AND TYPE	29
TABLE 20. LOCAL REGION TOP INDUSTRIES BY EMPLOYMENT: ACS 2019 1-YEAR ESTIMATE	31
TABLE 21. TOP U.S. OCCUPATION AND SUB-OCCUPATION BY DISABILITY STATUS AND SEX, 2021 ANNUAL AVERAGES	32
TABLE 22. TOP U.S. INDUSTRY AND WORKER CLASS BY DISABILITY STATUS AND SEX, 2021 ANNUAL AVERAGES	33
TABLE 23. 2016-2020 MEDIAN U.S. EARNINGS BY DISABILITY STATUS	34
TABLE 24. 2016-2020 MEDIAN SALARY ESTIMATES BY GENDER AND NO DISABILITY OF TOP 10 COUNTIES WITH HIGHEST 2019 MEDIAN SALARIES	35
TABLE 25. 2016-2020 MEDIAN SALARY ESTIMATES BY DISABILITY STATUS OF TOP 10 COUNTIES WITH HIGHEST 2019 MEDIAN SALARIES	36
TABLE 26. 2016-2020 MEDIAN SALARY ESTIMATES BY GENDER AND DISABILITY OF TOP 10 COUNTIES WITH HIGHEST 2019 MEDIAN SALARIES	37
TABLE 27. 2016-2020 MEDIAN SALARY ESTIMATES BY SEX AND NO DISABILITY OF 10 COUNTIES WITH LOWEST 2019 MEDIAN SALARIES	38
TABLE 25. 2016-2020 MEDIAN SALARY ESTIMATES BY DISABILITY STATUS OF TOP 10 COUNTIES WITH LOWEST 2019 MEDIAN SALARIES	39
TABLE 29. 2016-2020 MEDIAN SALARY ESTIMATES BY GENDER AND DISABILITY OF TOP 10 COUNTIES WITH LOWEST 2019 MEDIAN SALARIES	40
TABLE 30. 2019 POVERTY RATE BY DISABILITY TYPE	41
TABLE 31. 2019 POVERTY STATUS BY DISABILITY STATUS IN IOWA AGES 20-64	41
TABLE 32. GENDER OF IVRS CONSUMERS	43
TABLE 33. AGE OF IVRS CONSUMERS	43
TABLE 34. RACE/ETHNICITY OF IVRS CONSUMERS	43
TABLE 35. CONSUMERS BY REGION	44
TABLE 36. STUDENT STATUS	44
TABLE 37. PRIMARY DISABILITY CATEGORY	45
TABLE 38. SECONDARY DISABILITY CATEGORY	47
TABLE 39. COST BY GENDER	47
TABLE 40. COST BY RACE/ETHNICITY	47
TABLE 41. COST BY AGE	47
TABLE 42. TOP SERVICE CATEGORIES	49
TABLE 43. BOTTOM SERVICE CATEGORIES	47
TABLE 44. CLOSURE TYPE BY DISABILITY GROUP	50
TABLE 45. NEEDS TO BETTER ASSIST CONSUMERS	59

List of Figures

FIGURE 1. IOWA COUNTY POPULATION AND PERCENT CHANGE	11
FIGURE 2. NUMBER OF STUDENTS AGES 6 THROUGH 21 SERVED UNDER IDEA (INDIVIDUALS WITH DISABILITIES EDUCATION ACT), PART B	17
FIGURE 3. UNEMPLOYMENT RATE OF DISABLED PERSONS BY ETHNICITY	21
FIGURE 4. UNEMPLOYMENT RATE OF DISABLED PERSONS BY EDUCATIONAL ATTAINMENT	23
FIGURE 5. 2021 NATIONAL UNEMPLOYMENT RATES	24
FIGURE 6. U.S. BUREAU OF LABOR STATISTICS IA AVERAGE UNEMPLOYMENT RATE 2021-2022	25
FIGURE 7. 2021-2022 MONTHLY UNEMPLOYMENT RATES	26
FIGURE 8. OCCUPATIONAL EMPLOYMENT STATISTICS FOR THE U.S.	30
FIGURE 9. OCCUPATIONAL EMPLOYMENT STATISTICS FOR IOWA	30
FIGURE 10. 2016-2020 MEDIAN U.S. EARNINGS BY DISABILITY STATUS	34
FIGURE 11. TOP 10 2019 MEDIAN IOWA SALARIES	35
FIGURE 12. 2016-2020 MEDIAN SALARY ESTIMATES BY GENDER AND NO DISABILITY OF COUNTIES WITH HIGHEST 2019 MEDIAN SALARIES	36
FIGURE 13. 2016-2020 MEDIAN SALARY ESTIMATES BY GENDER AND DISABILITY OF COUNTIES WITH HIGHEST 2019 MEDIAN SALARIES	37
FIGURE 14. BOTTOM 10 MEDIAN IOWA SALARIES	38
FIGURE 15. 2016-2020 MEDIAN SALARY ESTIMATES BY DISABILITY STATUS OF COUNTIES WITH LOWEST 2019 MEDIAN SALARIES	39
FIGURE 16. 2016-2020 MEDIAN SALARY ESTIMATES BY GENDER AND NO DISABILITY OF COUNTIES WITH LOWEST 2019 MEDIAN SALARIES	40
FIGURE 17. POVERTY STATUS BY DISABILITY STATUS IN IOWA AGES 20-67	42
FIGURE 18. CLIENT POPULATIONS SERVED- IVRS PARTNERS	51
FIGURE 19. TOP 3 PERCEIVED BARRIERS FOR IVRS CONSUMERS - PARTNERS	52
FIGURE 20. TOP 3 PERCEIVED BARRIERS FOR IVRS CONSUMERS - PARTNERS	53
FIGURE 21. TOP 3 PERCEIVED BARRIERS FOR IVRS CONSUMERS: RURAL V. GENERAL (PARTNER)	54
FIGURE 22. CONSUMER POPULATIONS WORKED WITH (STAFF)	55
FIGURE 23. SERVICE PROVIDERS UNABLE REASONS (STAFF)	56
FIGURE 24. BARRIERS TO GOALS (STAFF)	57
FIGURE 25. ACCESS TO IVRS SERVICES (STAFF)	58
FIGURE 27. NEGATIVELY WORDED ITEMS	61
FIGURE 28. WHERE CONSUMERS REPORT MEETING COUNSELORS	62
FIGURE 29. PERSONAL BARRIERS TO EMPLOYMENT GOALS	63
FIGURE 30. OTHER BARRIERS TO EMPLOYMENT GOALS	64
FIGURE 31. BARRIERS TO IVRS SERVICES (CONSUMERS)	64
FIGURE 30. TRANSPORTATION BARRIERS	65

Executive Summary

This needs assessment is a report developed jointly by the University of Iowa (UI) Department of Counselor Education and Iowa Vocational Rehabilitation Services (IVRS). This needs assessment is in answer to the requirements of the Rehabilitation Act of 1973 as amended by Title IV of the Workforce Innovation and Opportunity Act (WIOA). The purpose of this report is to help inform the Unified State Plan developed by IVRS and their core partners across the state.

1. The vocational rehabilitation needs of individuals with most significant disabilities, including their need for supported employment services.

The needs among individuals with the most significant disabilities in Iowa were identified as different from those of the general disability population. Customized employment was identified as one of the least commonly used services from IVRS and was identified as an area that could be improved specifically for consumers with the most significant disabilities in feedback from IVRS stakeholders. Specific services such as Customized Discovery and Individual Placement and Support were identified as beneficial but limited to certain regions and thus not available to as many Iowans as possible.

Additionally, improved training for working with consumers with more complex needs was also identified as an area for improvement for Iowa rehabilitation service providers. This includes job coaches and other services providers who may not work directly for IVRS but may operate as a contractor. A salient comment made by a stakeholder is that individuals may be deemed eligible for VR services and subsequently denied by a provider based on their specific needs or diagnosis.

2. The vocational rehabilitation needs of individuals with disabilities who are minorities and individuals with disabilities who have been unserved or underserved by the vocational rehabilitation program.

The demographics of the consumers served by IVRS mirror the demographics of the state of Iowa. That is, there is little racial diversity among IVRS consumers, with majority of consumers being identified as white, with additional racial groups such as Black/African American, Asian, and Multiracial far behind. The proportion of people with disabilities within these racial groups remains around the 10% mark, however the proportion of the American Indian and Alaskan Native population with disabilities is higher, at 16%.

When asked about specific minority and underrepresented groups including consumers from racial or ethnically diverse backgrounds, those who are in the LGBTQ+ community, and those living in rural communities, IVRS staff and partners indicated that those in rural communities had the most unmet needs and needs that were distinctly unique from those of general consumers.

3. Assess the vocational rehabilitation needs of individuals with disabilities served through other components of the statewide workforce investment system as identified

by those individuals and personnel assisting those individuals through the components of the system

Majority of staff surveyed did not believe that Iowa One-Stop Centers effectively served the needs of people with disabilities in the state. Most consumer respondents also indicated that they had not used the IowaWORKs one-stop centers, and many were unsure whether they had. Among those consumers who had experience with the One-Stop Centers, the open-ended feedback provided indicated that they experienced inaccessibility while at the center (e.g., no interpreters, screen-reading technology, disability-trained staff), as well as within the job listings provided (i.e., jobs or employers that would be accommodation-friendly not listed). Consumer perceptions align with staff recommendations that One-Stop employees receive training for working with people with disabilities, and to partner more effectively with IVRS.

4. Assess the need to establish, develop, or improve community rehabilitation programs within the state.

Across all stakeholder groups there was a consistent concern about services and community rehabilitation programs available to people with disabilities in rural and less populated areas. Staffing issues were prevalent in the findings, ranging from lack of personnel to shortcomings in actual personnel hired in terms of their services and skills.

These concerns were greater than any concerns about other communities and sub-populations. However, based on the increased prevalence among people from Native American and Alaskan Native communities in Iowa, additional considerations should be made regarding community rehabilitation programs that are accessible to the Indigenous tribes in the state.

5. Youth with disabilities, and students with disabilities, including their need for pre-employment transition services or other transition services; and an assessment of the needs of individuals with disabilities for transition services and pre-employment transition services, and the extent to which such services provided under this part are coordinated with transition services provided under the Individuals with Disabilities Education Act (20 U.S.C. 1400 et seq.)

The available data demonstrate that IVRS is providing robust transition services. Primary areas of need identified by the data include improving relationships between VR and schools and by extension, training for VR staff to develop partnerships between schools and other community partners. Stakeholders in transition-age youth indicated that more information about IVRS services, processes, etc. should be better provided to parents and students. Partners also indicated that schools themselves often create barriers by way of funding or lack thereof.

Introduction

This needs assessment has been developed in collaboration with Iowa Vocational Rehabilitation Services (IVRS), the Iowa State Rehabilitation Council (ISRC), and the University of Iowa. IVRS and ISRC are recognized by the Rehabilitation Services Administration (RSA), United States Department of Education, as the state's vocational rehabilitation agency and council under the federal Rehabilitation Act of 1973, as amended. The University of Iowa has been contracted by IVRS in order to carry out the Comprehensive Statewide Needs Assessment for the state of Iowa.

Purpose of the Comprehensive Statewide Needs Assessment (CSNA)

Per The Rehabilitation Act of 1973, as amended and situated within Title IV of the Workforce Innovation and Opportunity Act (WIOA) each state's vocational rehabilitation agency are required to complete a periodic comprehensive statewide needs assessment (WIOA Section 102, Rehab Act Section 412). The purpose of the needs assessment is to inform the agency and the council as they develop strategic state plans, in addition to communicating these findings with the relevant stakeholders. The needs assessment provides a basis for state plan goals, objectives, and strategies.

Goals of the Needs Assessment

The goals for the Iowa CSNA align with those delineated in the Rehab Act; to answer the following questions pertinent to the needs of people with disabilities in the state of Iowa.

1. What are the rehabilitation needs of individuals with disabilities, particularly the vocational rehabilitation services needs of individuals with most significant disabilities, including their need for supported employment services?
2. What are the vocational rehabilitation services needs of minorities?
3. What are the vocational rehabilitation services needs of individuals with disabilities who have been unserved or underserved by the vocational rehabilitation program?
4. What are the vocational rehabilitation services needs of individuals with disabilities served through other components of the statewide workforce investment system?
5. What is the need to establish, develop, or improve community rehabilitation programs within the state?

Focus Areas and Data Collection Strategies

The 2022 CSNA focuses on these critical tasks:

1. Utilization of federal, state, and local data resources;
2. Analyzing service delivery needs for individuals with disabilities based on disability categories and geographic locations;
3. Identifying proportionately underserved and un-served populations;
4. Analysis of service patterns and outcomes comparing White IVRS consumers with IVRS consumers from racial or ethnic minority groups;
5. Analysis of participant experiences with IVRS or the service needs of individuals with disabilities who have not been served by IVRS;
6. Development of data-informed recommendations for improvement to help individuals with disabilities achieve competitive integrated employment

Data Collection Strategies

This CSNA includes a combination of quantitative and qualitative data from a variety of sources that inform the above goals of the CSNA. Table 1 is an overview of the data used.

Table 1. Data Collection Overview

Data Type	Existing/Collected	Details
IVRS data: demographics, expenditures, outcomes	Extant: Raw data from IVRS	
State & Federal Data: ACS, BLS, IDEA	Extant: Data from state and federal databases	
IVRS Partner Data	Collected: Surveys to IVRS Partners Focus Group Feedback	160 contacts; 32 completed surveys (20% response rate) 6 focus groups, 17 participants
Transition/Special Education Stakeholder Data	Collected: Open Forum Feedback at meeting	Met with SEAP on 9/9 Approx. 25 members
IVRS Consumer Data	Collected: Survey to Consumers Focus Group Feedback Existing: Consumer Satisfaction Survey	Closed: 11,388 contacts; 374 completed surveys (3% response rate) Active: 8063 contacts; 792 completed surveys (9.8% response rate) 6 focus groups scheduled, 4 held (2 incl no shows),
IVRS Staff Data	Collected: Survey to Staff (distributed by Bureau Chief)	235 contacts; 168 completed surveys (71% response rate)

National, State, Local and Agency-Specific Data Related to Overall Agency Performance

The following data was collected from National and State data sets to provide information related to population, disability prevalence, income, poverty, educational attainment, unemployment and labor force participation in Iowa.

Iowa Population Statistics

The State of Iowa is comprised of 99 counties. According to the 2020 5-year estimates American Community Survey¹ (ACS), Iowa's population is estimated to be 3,190,369. The population of Iowa is divided between rural and urban communities. Nearly 40% of the population, or 1,265,172 people, live in rural communities, defined as any open countryside or settlement with fewer than 2,500 residents (USDA ERS¹). Urban Iowa, or any area with densely settled territory (USDA ERS¹), includes 60% of the state's population, or 1,927,907 people (USDA ERS²). Figure 1 provides a visual representation of Iowa's population by county.

Iowa County Population and Percent Change

(from April 1, 2020 to July 1, 2021)

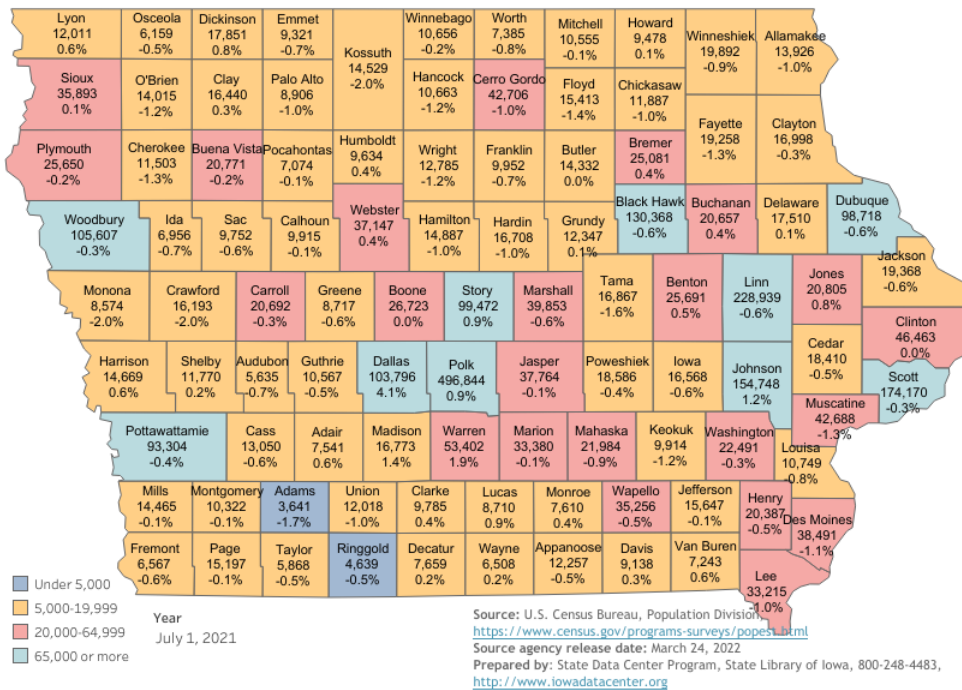


Figure 1. Iowa County Population and Percent Change

¹ Defining the "rural" in rural America. USDA ERS - Defining the "Rural" in Rural America. (n.d.). Retrieved July 31, 2022, from <https://www.ers.usda.gov/amber-waves/2008/june/defining-the-rural-in-rural-america#:~:text=Rural%20as%20defined%20by%20the,where%20municipal%20boundaries%20are%20dra> wn.

Iowa Workforce Development uses Local Workforce Development Boards (LWDB) to organize the state by region. There are 9 of these LWDBs and they include:

- Central
 - o Counties include: Boone, Dallas, Jasper, Madison, Marion, Polk, Story, and Warren
- East Central
 - o Counties include: Benton, Cedar, Iowa, Johnson, Jones, Linn, and Washington
- Mississippi Valley
 - o Counties include: Clinton, Des Moines, Henry, Jackson, Lee, Louisa, Muscatine, and Scott
- North Central
 - o Counties include: Calhoun, Hamilton, Humboldt, Pocahontas, Webster, and Wright
- Northeast
 - o Counties include: Allamakee, Black Hawk, Bremer, Buchanan, Butler, Cerro Gordo, Chickasaw, Clayton, Delaware, Dubuque, Fayette, Floyd, Franklin, Grundy, Hancock, Howard, Mitchell, Winnebago, Winneshiek, and Worth
- Northwest
 - o Counties include: Buena Vista, Clay, Dickinson, Emmet, Kossuth, Lyon, O'Brien, Osceola, Palo Alto, and Sioux
- South Central
 - o Counties include: Appanoose, Davis, Hardin, Jefferson, Keokuk, Lucas, Mahaska, Marshall, Monroe, Poweshiek, Tama, Van Buren, Wapello, and Wayne
- Southwest
 - o Counties include: Adair, Adams, Clarke, Decatur, Montgomery, Ringgold, Taylor, and Union
- Western:
 - o Counties include: Audubon, Carroll, Cass, Cherokee, Crawford, Fremont, Greene, Guthrie, Harrison, Ida, Mills, Monona, Page, Plymouth, Pottawattamie, Sac, Shelby, and Woodbury

IVRS uses Area offices (AOs), which complement the LDWBs. Table 2 indicates which counties are served by each AO, and the corresponding LDWB(s).

Table 2. Area Office, Counties, and LDWA

<i>Area Office</i>	<i>Counties Served</i>	<i>LDWBs</i>
<i>Ames</i>	Crawford, Carroll, Greene, Boone, Story, Marshall, Tama, Audubon, Guthrie, Jasper, Poweshiek	Western South Central
<i>Burlington</i>	Louisa, Henry, Des Moines, Lee	Mississippi Valley
<i>Cedar Rapids</i>	Benton, Linn, Jones	
<i>Council Bluffs</i>	Harrison, Shelby, Pottawattamie, Cass, Adair, Madison, Mills, Montgomery, Adams, Union, Clarke, Fremont, Page, Taylor, Ringgold, Decatur	
<i>Davenport</i>	Jackson, Clinton, Scott, Muscatine	Mississippi Valley
<i>Des Moines</i>	Dallas, Polk	Central
<i>Dubuque</i>	Clayton, Delaware, Dubuque	Northwest
<i>Fort Dodge</i>	Dickinson, Emmet, Clay, Palo Alto, Kossuth, Cherokee, Buena Vista, Pocahontas, Humboldt, Wright, Sac, Calhoun, Webster, Hamilton	Northwest North Central
<i>Iowa City</i>	Iowa, Johnson, Washington, Cedar	East Central
<i>Mason City</i>	Winnebago, Worth, Mitchell, Howard, Winneshiek, Allamakee, Hancock, Cerro Gordo, Floyd, Franklin, Hardin (West)	Northeast
<i>Ottumwa</i>	Warren, Marion, Mahaska, Keokuk, Lucas, Monroe, Wapello, Jefferson, Wayne, Appanoose, Davis, Van Buren	Central South Central
<i>Sioux City</i>	Lyon, Osceola, Sioux, O'Brien, Plymouth, Woodbury, Ida, Monona	Northwest Western
<i>Waterloo</i>	Chickasaw, Butler, Bremer, Fayette, Grundy, Black Hawk, Buchanan, Hardin (East)	Northeast

Prevalence of People with Disabilities

The following data represent disability prevalence statistics reported in the American Community Survey (ACS) (Institute on Disability). The ACS is conducted by the U.S. Census Bureau. The information is collected through a questionnaire mailed to a random sample of addresses. The data specific to disability are based on six questions. If individuals answer “yes” to any one of these six questions, they are classified as having a disability. The disability categories identified in the ACS are ambulatory, cognitive, hearing, independent living, self-care, and vision. Definitions and descriptions of methodology are available at <http://www.factfinder.census.gov>.

In Iowa, 11.8% of the population, or 365,878 people, are estimated to have a disability. Table 3 provides an overview of prevalence by disability type in Iowa.

Table 3. Prevalence of Disability Types in Iowa

<i>Disability Type</i>	Prevalence in Population	Total
Ambulatory	5.7%	166,469
Cognitive	4.6%	133,047
Independent Living	4.9%	116,095
Hearing	3.7%	115,539
Self-Care	2.0%	59,512
Vision	1.8%	55,255

Note. Employment rate based on 2018 ACS data, retrieved from Cornell University Yang-Tan Institute on Employment and Disability²

Table 4 provides an overview of disability status by age in Iowa.

Table 4. Disability Status by Age in Iowa

<i>Age</i>	Total	With a disability	Percent with a disability
Under 5 years	195,462	1,245	0.60%
5 to 17 years	530,902	27,765	5.20%
18 to 34 years	704,817	45,371	6.40%
35 to 64 years	1,160,335	131,980	11.40%
65 to 74 years	296,302	63,801	21.50%
75 years and over	218,674	95,716	43.80%

Table 5 provides an overview of disability status by race/ethnicity.

Table 5. Disability Status by Race/ Ethnicity

<i>Race/Ethnicity</i>	Total	With a disability	Percent with a disability
White alone	2,769,025	335,625	12.10%
Black or African American alone	112,676	11,292	10.0%
American Indian and Alaska Native alone	10,133	1,705	16.80%
Asian alone	79,011	4,533	5.70%
Native Hawaiian and Other Pacific Islander alone	3,923	387	9.90%
Some other race alone	39,614	3,066	7.70%
Two or more races	92,110	9,270	10.10%
White alone, not Hispanic or Latino	2,641,595	326,498	12.40%
Hispanic or Latino (of any race)	192,803	14,150	7.3%

² Erickson, W., Lee, C., & von Schrader, S. (2020). 2018 Disability Status Report: Iowa. Ithaca, NY: Cornell University Yang-Tan Institute on Employment and Disability(YTI).

Educational Attainment

Five-year estimates of educational attainment in Iowa indicate that approximately 92.5% of the population has graduated high school, while it is estimated that 29.3% of Iowans have a Bachelor's degree or higher, as compared to the U.S. estimate of 32.9%. Table 4 shows rates of both High School Graduation and Education at or above a Bachelor's degree for the State's total population among adults 25 years and older.

Table 6. Educational Attainment: Population 25 years and over

Area	*US	*IA	Lowest	Highest
HS grad (includes equivalency)	32.1%	28.1%	Emmet County, Iowa (6.3%)	Lyon County, Iowa (55.0%)
Some college, no degree	20.3%	20.6%	Dallas County, Iowa (16.3%)	Wright County, Iowa (27.0%)
Associate's degree	8.6%	11.8%	Decatur County, Iowa (7.7%)	Hamilton County, Iowa (18.1%)
Bachelor's degree	20.2%	19.7%	Wayne County, Iowa (9.9%)	Dallas County, Iowa (34.4%)
Graduate or professional degree	12.7%	9.6%	Franklin County, Iowa (2.6%)	Johnson County, Iowa (25.2%)
Percent high school graduate or higher	88.5%	92.5%	Buena Vista County, Iowa (77.9%)	Story County, Iowa (96.8%)
Percent Bachelor's degree or higher	32.9%	29.3%	Wayne County, Iowa (14.3%)	Johnson County, Iowa (54.3%)

*source: U.S. Census Bureau, 2020: ACS 5-year estimates³

Highest Level of Education Attainment Rates

The National average for the total population over the age of 25 whose highest level of educational attainment is high school graduation or equivalent is 32.1%, and the State average is 28.1%. The rate of Iowa residents aged 25 or older whose highest educational attainment is an Associate's degree is 3.2% higher than the national average. Conversely, the rate of Iowa residents whose highest level of educational attainment is a graduate or professional degree is 3.1% lower than the national average. Johnson County has the highest rate of individuals whose highest educational attainment is a graduate or professional degree, nearly double the US average. The high school graduation rate for Iowa residents is four percent lower than the national average, and the rate of individuals that have attained a Bachelor's degree or higher are lower than the national average by 3.6%. Story County has the highest rate of high school graduates at 96.8%, while Johnson County has the highest rate of those who have attained a Bachelor's degree or higher at 54.3%.

³https://data.census.gov/cedsci/table?q=educational%20attainment&g=0100000US,%2404000%24001_0400000US19,19%240500000&tid=ACSS15Y2020.S1501

Support for Students with Disabilities

IDEA

Students with disabilities receive assistance from the Individuals with Disabilities Education Act (IDEA). The IDEA serves four purposes:

- 1) Provide free and appropriate education to students with disabilities.
- 2) Protect the rights of students with disabilities and their families.
- 3) Ensure children with disabilities in each state have access to IDEA resources.
- 4) Evaluate the IDEA reach among children with disabilities.

Per these four aims, the IDEA reports the number of children with disabilities who received IDEA services. The report breaks down the population served in each state by Autism, deaf or blindness, developmental delay, emotional disturbance, hearing impaired, intellectual disabilities, multiple disabilities, orthopedic impairment, other health impairment, specific learning disability, speech or language impairment, traumatic brain injury, and visual impairments. In Iowa, 65,010 students with disabilities were served from 2020-2021⁴, although no breakdown was provided for the type of disability served due to questionable data quality. The most recent breakdown of IEP accommodations provided by the IDEA was published in 2018-2019⁵. Sixth, seventh, and eighth grade students with IEPs received the most accommodations for reading and math. These data are broken down in Table 5 below. Figure 2 visually compares these data for reading and math accommodations.

Table 7. Iowa Students Served by the IDEA

Grade	Number of students served Math IEP with accommodations	Number of students served Reading IEP with accommodations	Year
3	2638	2634	2018-2019
4	2981	2972	2018-2019
5	3531	3523	2018-2019
6	3886	3861	2018-2019
7	3859	3856	2018-2019
8	3838	3815	2018-2019
HS	2879	2867	2018-2019

⁴ Source: U.S. Department of Education, EDFacts Data Warehouse (EDW): "IDEA Part B Child Count and Educational Environments Collection," 2020-21. Data extracted as of July 7, 2021 from file specifications 002 and 089.

⁵ Source: U.S. Department of Education, EDFacts Data Warehouse (EDW): "IDEA Part B Assessment," 2018-19. Data extracted as of July 7, 2021 from file specifications 002 and 089.

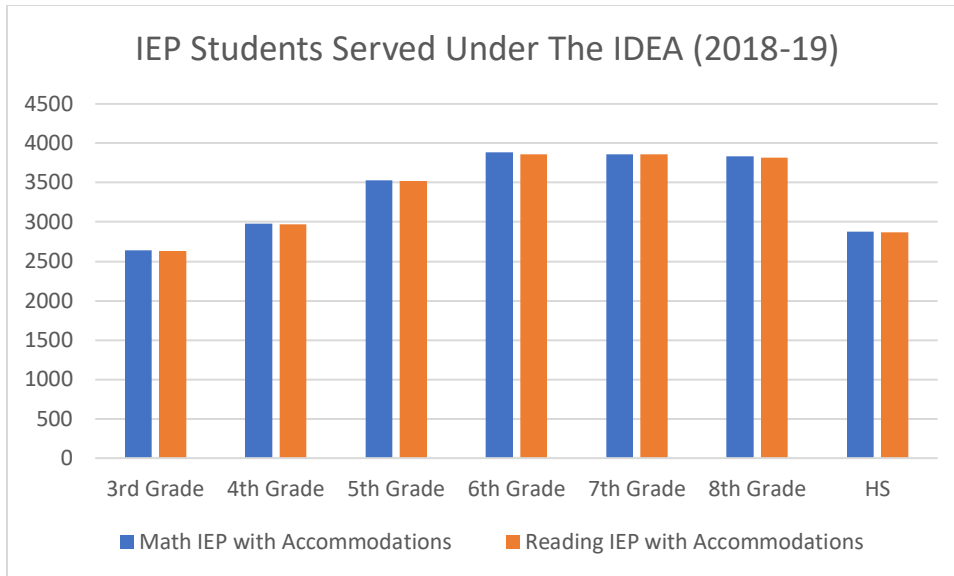


Figure 2. Number of students ages 6 through 21 served under IDEA (Individuals with Disabilities Education Act), Part B

The Iowa Department of Education (IDOE) published alternate assessment participation rates for all counties in Iowa. These assessment accommodations are provided for special education students for English language arts (ELA), math, and/or science. Data were provided for 327 Iowa school districts. Stratford Community School District had the highest proportion of students who took the alternate ELA assessment and alternate math assessment: 6.25% (2 of 32 students tested) for both subjects. In science, four school districts had fewer than 10 students who participated in state assessments, so they were not considered in comparisons of proportions of students who completed alternate tests. Of those who were included, Essex Community School District had the highest proportion of students who took the alternate science assessment: 6.82% (3 of 44 students tested). Table 8 presents the top five districts with the highest proportion of students who took alternative assessments for ELA, math, and science.

Table 8. Top 5 Alternate Testing Proportion by District

Assessment Subject	District with Highest Proportion of Alternative Assessments	Total Students Tested	Percent of Alternate Assessments
ELA	1. Stratford Comm School District	32	6.25%
	2. Essex Comm School District	124	3.23%
	3. Orient-Macksburg Comm School District	104	2.88%
	4. Mormon Trail Comm School District	145	2.76%
	5. Sidney Comm School District	330	2.73%
Math	1. Stratford Comm School District	32	6.25%
	2. Essex Comm School District	124	3.23%

	3. Orient-Macksburg Comm School District	104	2.88%
	4. Mormon Trail Comm School District	145	2.76%
	5. Sidney Comm School District	330	2.73%
Science	1. Essex Comm School District	44	6.82%
	2. Schleswig Comm School District	35	5.71%
	3. Laurens-Marathon Comm School District	20	5.00%
	4. Andrew Comm School District	21	4.76%
	5. Eldora-New Providence Comm School District	94	4.26%

The IDEA provided a breakdown of persons ages 6-21 served according to their disability. In total, the IDEA served 9.5% of the total U.S. population within the age range of 6-21. Learning disability was the most common disability among those served (3.6%). The disabilities that appeared the least among those served (<.05% for all) included deaf-blindness, traumatic brain injury, visual impairment, and orthopedic impairment. Table 9 breaks down all disability types of students served under the IDEA in fall 2019.

Table 9. Percentage of the population ages 6 through 21 served under IDEA, Part B, by disability category, Fall 2019

Individuals with Disabilities Education Act	
Disability	2019 Percentage Served*
All disabilities (listed below)	9.5
Specific learning disability	3.6
Other health impairment	1.6
Speech or language impairment	1.6
Autism	1.1
Intellectual disability	.6
Emotional disturbance	.5
Multiple disabilities	.2
Hearing impairment	.1
Deaf-blindness	<.05
Traumatic brain injury	<.05
Visual impairment	<.05
Orthopedic impairment	<.05

*Percentage was calculated by dividing the number of students ages 6 through 21 served under IDEA, Part B, in the disability category in the year by the estimated U.S. resident population ages 6 through 21 for that year, then multiplying the result by 100.

IVRS

The Iowa Vocational Rehabilitation Service (IVRS) provides vocational services to lowans with disabilities to assist in preparing for, obtaining, retaining and advancing in employment, living independently, and determining Social Security eligibility. The IVRS provides services in collaboration with 70 community rehabilitation programs, including rehabilitation services and occupational skills training.

Compared to the 65,010 Iowa students served by the IDEA from 2020-2021, the IVRS served 6,413 potentially eligible students in 2020. The IVRS serves a smaller range of students than the IDEA: ages 14-21 compared to ages 6-21. Both the IDEA and IVRS provided comprehensive data for 2019. The IDEA served 65,386,761 individuals ages 6-21 in the resident population of the U.S, amounting to 9.7% of the total U.S. resident population within the ages of 6-21⁶. The IVRS served 7,825 potentially eligible students ages 14-21. Table 10 below includes 2019 data for both the IDEA and the IVRS.

Table 10. IDEA and IVRS Student Reach

Individuals with Disabilities Education Act (2019)			
Total served under part B (ages 6-21)			
In the 50 states, DC, BIE schools, PR, the four outlying areas, and the three freely associated states	In the 50 states, DC, and BIE schools	Resident population ages 6-21 in the 50 states and DC	Percentage of resident population ages 6 through 21 served under part B in the 50 states, DC, and BIE schools
6,472,061	6,374,498	65,386,761	9.7%
Iowa Vocational Rehabilitation Service (2019)			
Agency-Wide (ages 14-21)			
Potentially eligible students served	Job candidates served	Total job candidates served	Closed, rehabilitated
7,825	16,518	24,343	1,930

Sources: IVRS Performance Report SFY 21⁷ & 43rd Annual Report to Congress on the Implementation of the Individuals with Disabilities Education Act, 2021⁸

Labor Force Participation and Unemployment Rates

National Labor Force Participation

The U.S. Bureau of Labor Statistics classifies age ranges into three categories in their Employment Status of the Civilian Noninstitutional Population by Disability Status Report: Total, 16 years and over, 16 to 64 years, and 65 years and over. According to values reported by the U.S. Bureau of Labor Statistics, the unemployment rate for non-disabled persons in 2021 was lower than in 2020 for all age categories, including 16 years and older (a 2.8% difference), 16 to 64 years (a 2.7% difference), and 65 years and over (a 3.1% difference).

Likewise, the employment population ratio for non-disabled persons increased from 2020 to 2021 for most age categories, including 16 years and older (a 1.9% increase), 16 to 64 years (a 2.5% increase), and 65 years and older (a 0.1% increase). Table 11 below breaks down the U.S. population by civilian noninstitutional and civilian labor force and presents the corresponding employment and unemployment ratios for the years 2020 and 2021.

⁶ 43rd Annual Report to Congress on the Implementation of the Individuals with Disabilities Act, 2021

⁷ <https://ivrs.iowa.gov/sites/default/files/2021-12/IVRS%20Performance%20Report%20SFY%202021.pdf>

⁸ [43rd Annual Report to Congress on the Implementation of the Individuals with Disabilities Education Act, 2021](#)

Table 11. Employment Status of the Civilian Noninstitutional Population with No Disability (Numbers in Thousands)

Characteristic	2020			2021		
	Total, 16 + years	16 to 64 years	65 + years	Total, 16+ years	16 to 64 years	65 + years
Civilian noninstitutional population	230,411	190,895	39,515	230,361	189,669	40,692
Civilian labor force	154,620	145,151	9,469	154,585	145,127	9,458
Employed	142,441	133,667	8,774	146,631	137,567	9,064
Employment-population ratio	61.8	70.0	22.2	63.7	72.5	22.3
Unemployed	12,178	11,484	694	7,954	7,560	394
Unemployment rate	7.9	7.9	7.3	5.1	5.2	4.2
Not in labor force	75,791	45,744	30,047	75,776	44,542	31,234

Source: U.S. Bureau of Labor Statistics

National Labor Force Participation with a Disability

According to values reported by the U.S. Bureau of Labor Statistics, the unemployment rate in 2021 for people with disabilities was lower than in 2020 for all age categories, including 16 years and older (a 2.5% difference), 16 to 64 years (a 2.6% difference), and 65 years and over (a 2% difference).

Similarly, the employment population ratio increased from 2020 to 2021 for most age categories, including 16 years and older (a 1.2% increase) and 16 to 64 years (a 2.3% increase). The employment population ratio remained the same for those 65 years and older (6.9%). Table 12 below breaks down the U.S. population by civilian noninstitutional and civilian labor force and presents the corresponding employment and unemployment ratios for the years 2020 and 2021.

Table 12. Employment Status of the Civilian Noninstitutional Population with a Disability (Numbers in Thousands)

Characteristic	2020			2021		
	Total, 16 + years	16 to 64 years	65 + years	Total, 16+ years	16 to 64 years	65 + years
Civilian noninstitutional population	29,918	14,826	15,092	31,084	15,586	15,498
Civilian labor force	6,123	4,979	1,144	6,619	5,477	1,142
Employed	5,354	4,310	1,043	5,950	4,886	1,063
Employment-population ratio	17.9	29.1	6.9	19.1	31.4	6.9
Unemployed	769	669	101	669	591	78
Unemployment rate	12.6	13.4	8.8	10.1	10.8	6.8
Not in labor force	23,796	9,847	13,948	24,465	10,108	14,357

Source: U.S. Bureau of Labor Statistics

The U.S. Bureau of Labor Statistics provided 2021 annual employment averages for the White, Black or African American, Asian, and Hispanic or Latino disabled populations. Of these four

ethnicities, the disabled Black or African American population had the highest unemployment rate (15.1%) and the disabled Asian population had the lowest unemployment rate (8.5%).

The disabled Hispanic or Latino population had the highest employment-population ratio (21.3%), and the disabled Black or African American population had the lowest employment-population ratio (15.4%). Table 13 below breaks down the U.S. population by civilian noninstitutional and civilian labor force and presents the corresponding employment and unemployment ratios for disabled persons by ethnicity. Figure 3 below shows the distribution of unemployment rates and employment-population ratios.

Table 13. Employment status of the Civilian Noninstitutional Population by Disability Status and Ethnicity, 2021 Annual Averages (Numbers in Thousands)

Characteristic	Persons with a disability			
	White	Black or African American	Asian	Hispanic or Latino
Civilian noninstitutional population	24,644	4,267	947	3,852
Civilian Labor Force	5,335	777	168	947
Employed	4,839	659	154	821
Employment-population ratio	19.6	15.4	16.2	21.3
Unemployed	497	118	14	126
Unemployment rate	9.3	15.1	8.5	13.3
Not in labor force	19,309	3,490	779	2,904

Source: U.S. Bureau of Labor Statistics

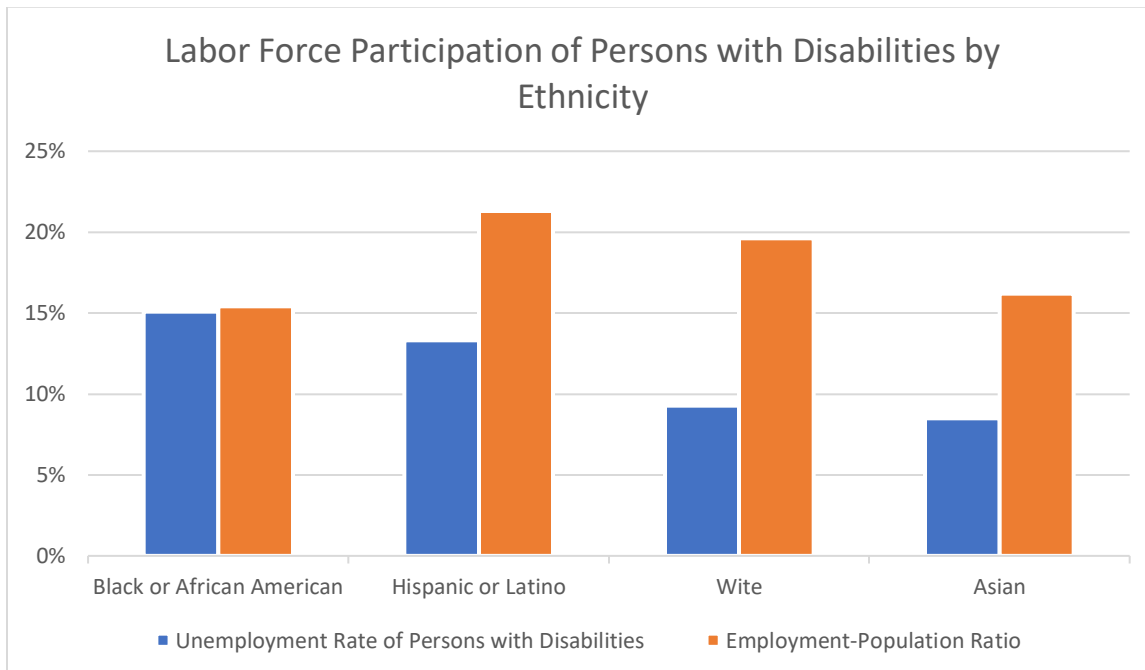


Figure 3. Unemployment Rate of Disabled Persons by Ethnicity

The U.S. Bureau of Labor Statistics provided 2021 annual employment averages for disabled populations by educational attainment, including less than a high school diploma, high school graduate with no college, some college or associates degree, and bachelor's degree and higher. Of these four levels of educational attainment, those with less than a high school diploma had the highest unemployment rate (15.7%) and those with a bachelor's degree or higher had the lowest unemployment rate (6.8%).

Likewise, those with a bachelor's degree and higher had the highest employment-population ratio (27.7%), and those with less than a high school diploma had the lowest employment-population ratio (8%). Table 14 below breaks down the U.S. population by civilian noninstitutional and civilian labor force and presents the corresponding employment and unemployment ratios for disabled persons by ethnicity. Figure 4 below shows the distribution of unemployment rates and employment-population ratios.

Table 14. Employment status of the Civilian Noninstitutional Population by Disability Status and Educational Attainment, 2021 Annual Averages (Numbers in Thousands)

Characteristic	Persons with a disability			
	Less than a high school diploma	High school graduates, no college	Some college or associates degree	Bachelor's degree and higher
Civilian noninstitutional population	4,654	10,596	7,962	6,088
Civilian Labor Force	443	1,740	1,966	1,808
Employed	374	1,548	1,799	1,685
Employment-population ratio	8.0	14.6	22.6	27.7
Unemployed	69	192	167	123
Unemployment rate	15.7	11.0	8.5	6.8
Not in labor force	4,211	8,856	5,997	4,280

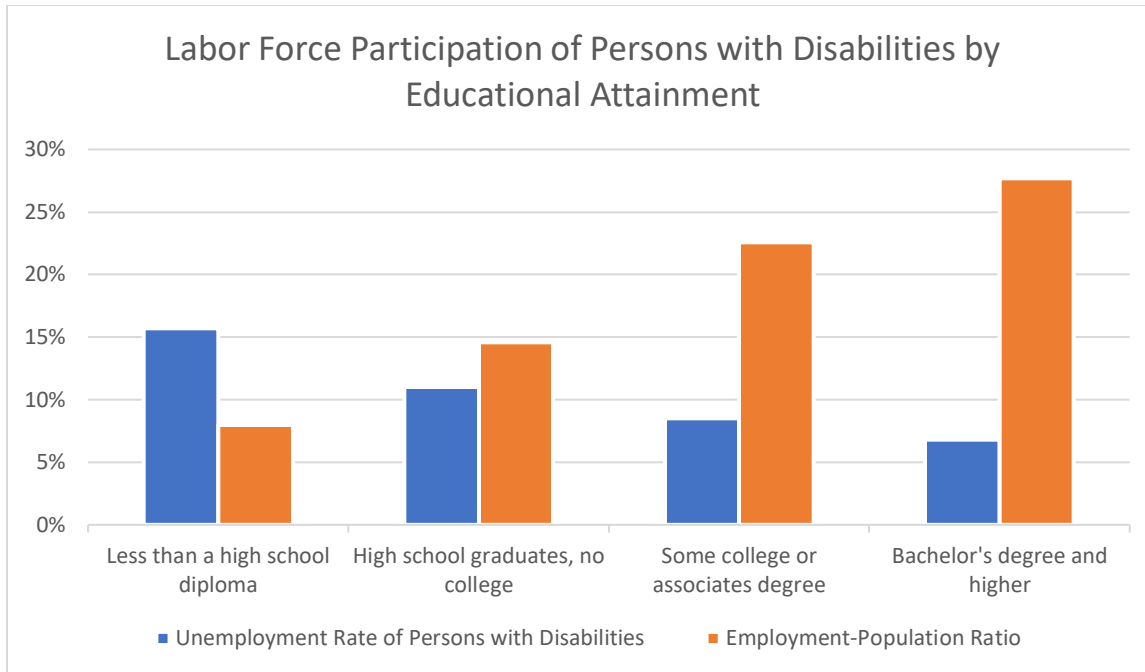


Figure 4. Unemployment Rate of Disabled Persons by Educational Attainment

The 2021 Current Population Survey (CPS) from the Labor Force Statistics provided quarterly estimates of the employment-population ratio by disability status (with or without disabilities). Quarters included January, April, July, and October. There was more fluctuation among people with disabilities compared to those without; the employment-population ratio had a variance of 1.83 and a standard deviation of 1.35 for people with disabilities. For people without disabilities, there was a variance of 0.99 and a standard deviation of 0.98. This equates to a 0.84 difference in variance and a 0.37 difference in standard deviation, where more fluctuation is observed for those with disabilities. For both populations, quarter four (October) had the highest employment-population ratio (20.8 for people with disabilities and 64.7 for people without disabilities). Quarter one was also consistently the lowest for both populations (17.6 for people with disabilities and 62.4 for those without). The linear increase in employment for each quarter suggests more people attain employment as the year progresses. Table 15 below includes all quarterly employment-population ratio estimates for those with and without disabilities. Table 15 also includes data provided by the U.S. Bureau of Labor Statistics for monthly unemployment rates by disability status in 2021. As expected, the unemployment rate is inversely related to the employment-population ratio; there is a linear negative trend across months. Consistent with the employment-population ratio, the unemployment rate for people with disabilities had greater fluctuation; for people without a disability, the variance was 1.03 and the standard deviation was 1.07, and for those with a disability the variance was 2.56 and the standard deviation was 1.60. This equates to a 1.53 difference in variance and a 0.53 difference in standard deviation, where more fluctuation is observed for those with disabilities. For both populations, the beginning of the year had the highest unemployment rates, although the highest rate for people with disabilities was in February (12.6%), whereas the highest unemployment rate for people without disabilities was in January (6.6%). Similarly, the lowest unemployment rate for people with disabilities was in November (7.7%), and the lowest unemployment rate for people without disabilities was in December (3.5%). Figure 5 visually presents unemployment data across months. In general, downward trends across months suggests more people found jobs as the year progressed, although a slight upward trend can be

observed during late spring and summer months (April-July), especially for people with disabilities.

Table 15. 2021 Monthly Labor Force Participation by Disability (16 Years and Older)

Group	Employment-Population Ratio											
	Jan. (Q1)	Feb.	Mar.	Apr. (Q2)	May	Jun.	Jul. (Q3)	Aug.	Sep.	Oct. (Q4)	Nov.	Dec.
People with Disabilities	17.6	NA	NA	18.6	NA	NA	19.4	NA	NA	20.8	NA	NA
People without Disabilities	62.4	NA	NA	63.4	NA	NA	64.1	NA	NA	64.7	NA	NA
Unemployment Rate												
People with Disabilities	12.0	12.6	10.2	9.6	10.2	10.9	12.1	10.9	9.0	9.1	7.7	7.9
People without Disabilities	6.6	6.3	6.0	5.6	5.3	5.9	5.4	5.0	4.4	4.0	3.7	3.5

Source: Labor Force Statistics from the Current Population Survey (CPS)

Source: U.S. Bureau of Labor Statistics⁹

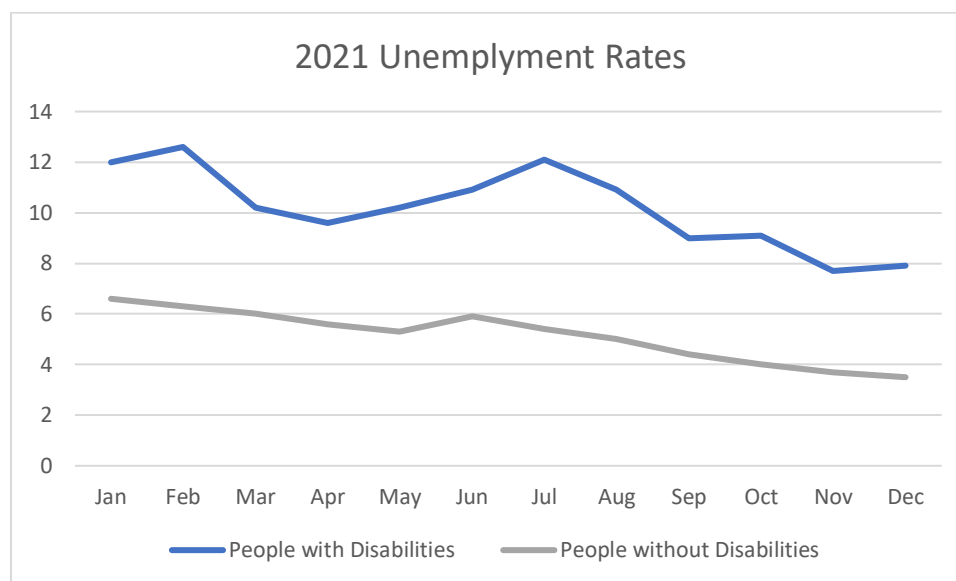


Figure 5. 2021 National Unemployment Rates

Iowa Labor Force Participation

According to the US Bureau of Labor Statistics¹⁰, Marshall County had the highest average unemployment rate in 2021 of 6.5%, and Lyon County had the lowest of 2.3%.

From January 2021 to June 2022, the average monthly Iowa unemployment rate had a downward trend, decreasing a total of 1.8 percentage points (see figure 6).

⁹ <https://data.bls.gov/pdq/SurveyOutputServlet>

¹⁰ U.S. Bureau of Labor Statistics. (n.d.). Lau Economic News releases. U.S. Bureau of Labor Statistics. Retrieved July 31, 2022, from <https://www.bls.gov/lau/#cntyaa>

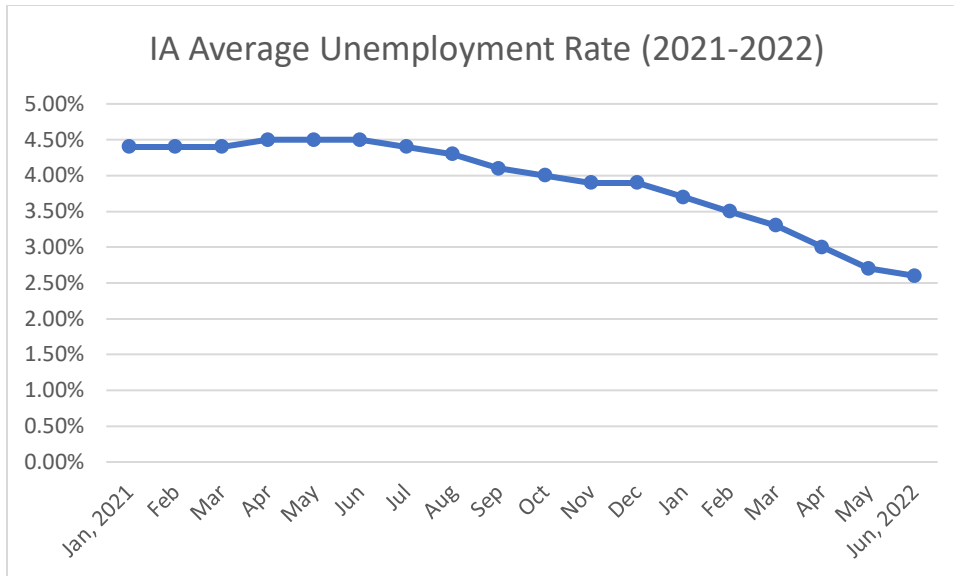


Figure 6. U.S. Bureau of Labor Statistics IA Average Unemployment Rate 2021-2022

From April 2021 to May 2022, the highest unemployment rate was seen in the U.S. in April, 2021: 6%. Each following month after April, the unemployment rates followed a downward trend. Iowa unemployment rates were consistent with the negatively skewed linear pattern for national unemployment. Although, Iowa’s highest rates of unemployment were 1.5% lower than the highest U.S. unemployment rate from April 2021 to May 2022 (4.5% for Iowa).

Consistent with the negative linear pattern for unemployment, the end of the specified year, May 2022, had the lowest unemployment rates both nationally (3.6%) and in Iowa (2.7%). Compared to the unemployment rate gap for the highest unemployment rates, the gap for the lowest unemployment rate reduced to only 0.9% lower for Iowa compared to the lowest national unemployment rate.

Overall, the average unemployment rate from April 2021 to May 2022 was lower in Iowa than the national average (3.88% compared to 4.59%). Iowa unemployment rates also had slightly less variance throughout the year than the national unemployment rates (0.008% and 0.003%, respectively). Monthly unemployment shifts for Iowa and the U.S. are graphically represented in Figure 7.

Of all Iowa counties, Marshall County had the highest unemployment rate within the specified months: 10.5%. Osceola county and Sioux county tied for the lowest unemployment rate within the specified months: 1.3%. Table 16 and Figure 7 below include a breakdown of the monthly unemployment rates for Iowa compared to the U.S., including the counties with the highest and lowest unemployment rates for each month.

Table 16. U.S. Bureau of Labor Statistics Monthly Unemployment Rates

2021-2022	US	IA	Highest Percent	Lowest Percent
Apr 21	6.0%	4.5%	Des Moines County 6.6%	Lyon County 2.1%
May 21	5.8%	4.5%	Des Moines County 6.2%	Marshall County 2.2%
Jun 21	5.9%	4.5%	Des Moines County 7.1%	Lyon County 2.3%
Jul 21	5.4%	4.4%	Des Moines County	Lyon County

			6.5%	2.3%
Aug 21	5.2%	4.3%	Des Moines County 6.7%	Lyon County, Osceola County 2.3%
Sep 21	4.7%	4.1%	Des Moines County 6.2%	Lyon County, Sioux County, 1.7%
Oct 21	4.6%	4.0%	Des Moines County 5.3%	Sioux County 1.8%
Nov 21	4.2%	3.9%	Des Moines County 5.2%	Lyon County 1.6%
Dec 21	3.9%	3.9%	Marshall County 6.9%	Osceola County 1.9%
Jan 22	4.0%	3.7%	Marshall County 10.5%	Osceola County 2.5%
Feb 22	3.8%	3.5%	Marshall County 9.0%	Lyon County, Osceola County, Taylor County 2.0%
Mar 22	3.6%	3.3%	Marshall County 8.10%	Osceola County 1.9%
Apr 22	3.6%	3.0%	Marshall County 5.0%	Osceola County 1.3%
May 22	3.6%	2.7%	Marshall County 4.2%	Sioux County 1.3%

Source: <https://www.bls.gov/lau/#cntyaa>

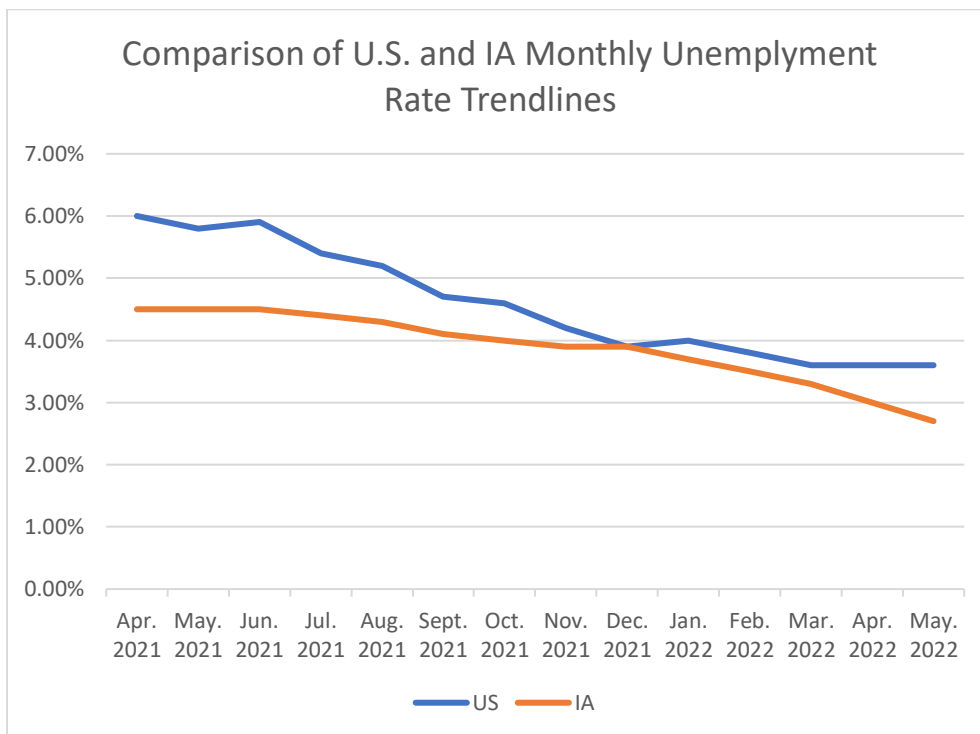


Figure 7. 2021-2022 Monthly Unemployment Rates

Iowa Labor Force Participation with a Disability

Cornell University provides a database that compiles data from the American Community Survey (ACS), the Current Population Survey, and EEOC charge data. The 2019 American Community Survey categorizes disabilities by six types: ambulatory, cognitive, independent living, hearing, self-care, and vision. ACS data from 2019 reflects all non-institutionalized, unemployed people between the ages of 16-64. Within this population, the most prevalent disability was hearing, making up 58.8% of unemployed people with disabilities. The least prevalent disability in the U.S. was self-care, making up only 20.7% of unemployed people with disabilities. Table 17 includes a corresponding breakdown of 2019 employments rate by disability type.

Table 17. 2019 Employment Rate in Iowa by Disability Type Ages 16-64

Disability Type	Employment Rate (%)
Ambulatory	30.1%
Cognitive	41.2%
Independent Living	27.7%
Hearing	58.8%
Self-Care	20.7%
Vision	50.3%

Source: [Disability Statistics](#) (2019 American Community Survey)

Cornell University provides values pulled from the ACS for people in the U.S. aged 21-64 with a disability: 19,477,300. The prevalence of those with no disability was determined by dividing the disability prevalence by the disability prevalence percentage and then subtracting the disability prevalence value (yielding 166,020,795). The prevalence of those with no disability was determined by dividing the disability prevalence by the disability prevalence percentage and then subtracting the disability prevalence value, yielding 166,020,795. Similarly, 170,700 people in the TCNP aged 21-64 had a disability, and 1,553,542 had no disability.

Of the total civilian noninstitutionalized population (TCNP) with no disability, the national 2019 employment rate was 80.7%. The national 2019 employment rate for the TCNP with a disability was approximately half: 39.2%. Of those with no disability who were unemployed, 16% were actively looking for work. Compared to those with no disability, less than half of those with a disability were unemployed but actively looking for work: 7.1%. Adding employment rates and the percent of those not working but actively looking for work and subtracting from 100%, 3.3% of those with no disability were unemployed and not actively looking for work, and 53.7% of those with a disability were unemployed and not actively looking for work. Table 16 compares TCNP unemployment rates between Iowa and the nation.

Table 18. 2019 Disability Status and Employment for the Total Civilian Noninstitutionalized Population (TCNP)

Group	United States TCNP		Iowa TCNP	
	With a Disability	No Disability	With a Disability	No Disability
Population Ages 21-64	19,477,300	166,020,795	170,700	1,553,542

Employment Rate	39.2%	80.7%	46.5%	85.4%
Not Working but Actively Looking for Work	7.1%	16.0%	7.3%	17.1%

Source: [Disability Statistics](#) (2019 American Community Survey)

The U.S. Census Bureau provides five-year estimates of labor force participation based on ACS data for 10 Iowa counties (presented in Table 17). Of those aged 20-64 within these 10 counties, Dallas County had the highest employment population ratio (86.6%), and Story County had the lowest employment population (75.5%). Similarly, Dallas County had the highest labor force participation rate (89.1%), and Story County had the lowest participation rate (77.7%). The highest unemployment rate, however, was observed in Polk County (4.2%), and the lowest unemployment rate was observed in Pottawattamie County (2.3%).

Of Iowans aged 20-64 with a Disability, Johnson County had the highest employment population ratio (64.4%) and labor force participation rate (72.2%). Woodbury County had the lowest employment population (37.4%) and labor force participation rate (38.1%). Consistent with the unemployment rate for the total Iowa population, the highest unemployment rate for those with disabilities was observed in Polk County (15.1%). The lowest unemployment rate for those with disabilities, however, was observed in Woodbury County (1.9%).

Table 19. Labor Force Participation (Employment Status) by Disability Status and Type

County	Ages 20-64 Total			Ages 20-64 Disability		
	Employment Population Ratio	Unemployment Rate	Labor Force Participation Rate	Employment/ Population Ratio	Unemployment Rate	Labor Force Participation Rate
Black Hawk County	80.6	3.7	83.7	43.1	13.4	49.8
Dallas County	86.6	2.7	89.1	46.4	5.4	49.1
Dubuque County	83.4	2.6	85.7	55.5	5.6	58.8
Johnson County	79.9	3.6	83	64.4	10.5	72.2
Linn County	82.0	3.8	85.2	55.5	7.8	60.1
Polk County	81.0	4.2	84.7	43.4	15.1	51.1
Pottawattamie County	77.7	2.3	79.6	38.6	2.6	39.6
Scott County	78.2	3.3	81.0	39.0	13.0	44.8
Story County	75.5	2.8	77.7	54.5	5.6	57.7
Woodbury County	80.6	2.6	82.8	37.4	1.9	38.1

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates

General Occupations

The US Department Bureau of Labor and Statistics reported the largest state and nationwide occupations in May 2022. Figures 8 and 9 reflect the top 10 occupations for the U.S. and Iowa, respectively. In the U.S., occupations totaled 140,886,310. In Iowa, occupations totaled 1,484,970. The top 10 occupations for both Iowa and the nation were very similar; 9 of the 10 occupations that appeared in the top 10 list of U.S. occupations also appeared in the top 10 list of Iowa occupations. For both the U.S. and Iowa, administrative support occupations were the largest: 18,299,380 in the U.S. and 17,960 in Iowa. Nationwide, however, retail sales workers ranked 10th in the top occupations but did not rank in the top 10 for Iowa. Similarly, in Iowa, Construction and extraction occupations ranked 10th but did not rank in the top 10 occupations in the nation.

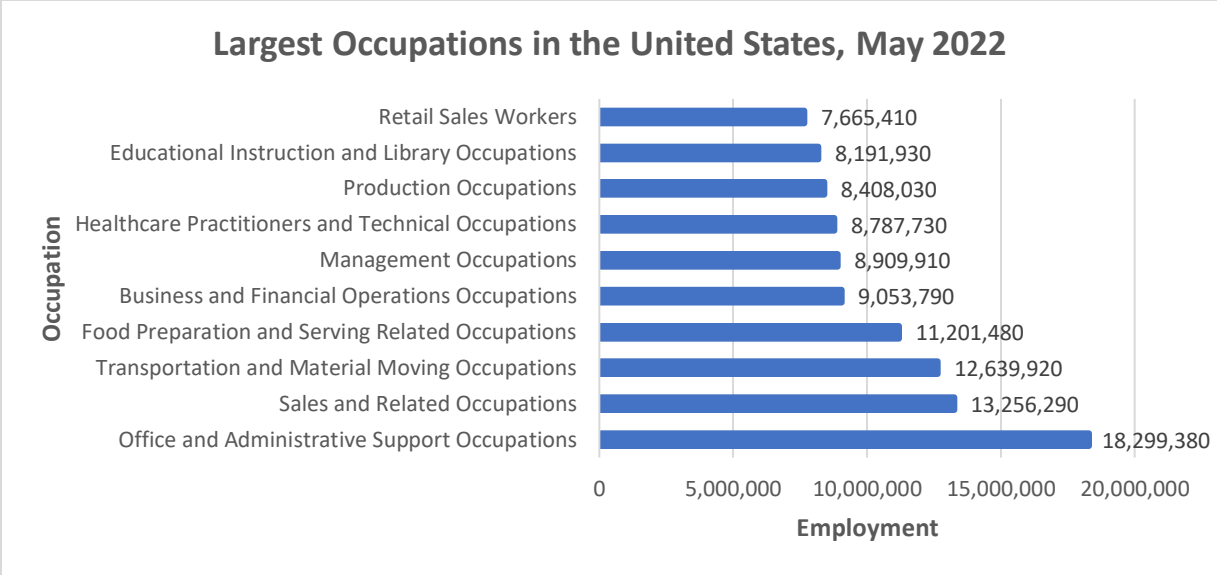


Figure 8. Occupational Employment Statistics for the U.S.

Source: [Bureau of Labor Statistics](https://www.bls.gov)

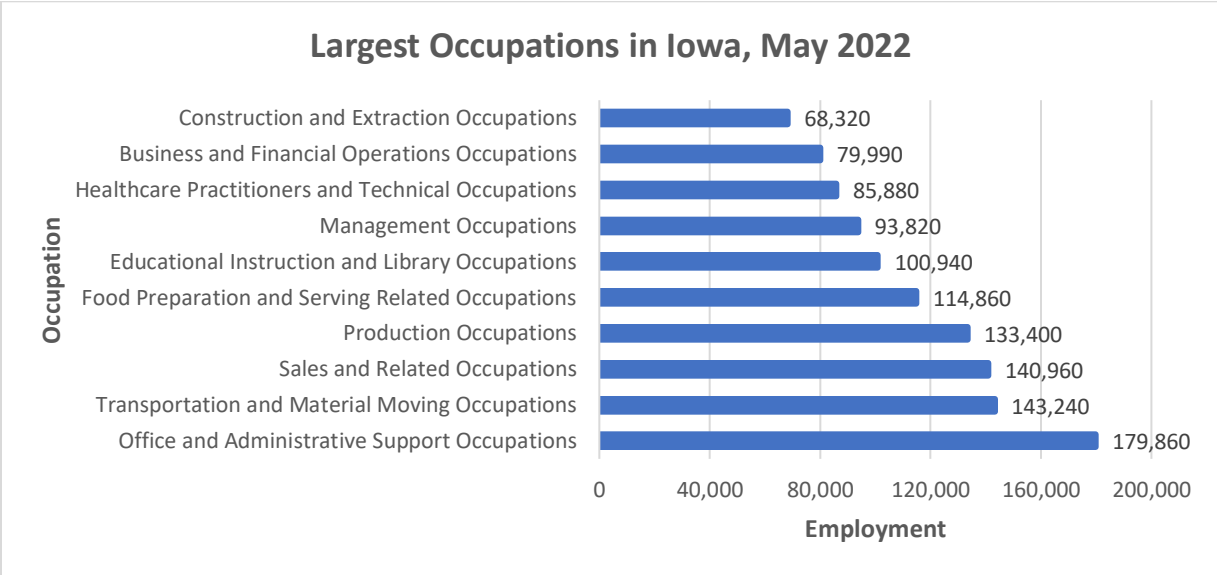


Figure 9. Occupational Employment Statistics for Iowa

Source: [Bureau of Labor Statistics](https://www.bls.gov)

Based on the ACS 2019 1-year estimate, the top five industries in Iowa differed from the leading industries in the U.S. Educational services. Healthcare and social assistance was the only industry with overlapping representation among leading industries for both. Nationwide, this industry accounted for 23.29% of employment (ranked number 1), and in Iowa, this industry accounted for 37.78% of statewide employment (ranked number 2). Other top industries nationwide included professional, scientific, and management, and administrative and waste management service, retail trade, manufacturing, and arts, entertainment, and recreation, and accommodation and food services. Other top industries in Iowa included management, business, science, and arts occupations, sales and office occupations, production,

transportation, and material moving occupations, and service occupations. Table 20 presents a comprehensive breakdown of these top industries for the nation and Iowa.

Table 20. Local Region Top Industries by Employment: ACS 2019 1-Year Estimate

Region	Industry	Estimate	Margin of Error	Percent
US* (Civilian employed population 16 years and older: 158,758,794 ±158,474)	1. Educational services, and health care and social assistance	36,971,212	±10,312	23.29%
	2. Professional, scientific, and management, and administrative and waste management services	18,764,289	±8,662	11.82%
	3. Retail Trade	17,216,634	±8,818	10.84%
	4. Manufacturing	15,770,698	±9,170	9.93%
	5. Arts, entertainment, and recreation, and accommodation and food services	15,334,575	±6,960	9.66%
IA* (Total Employment: 1,618,556 ±12,600)	1. Management, business, science, and arts occupations:	611,501	±10,312	37.78%
	2. Educational services, and health care and social assistance:	397,983	±8,662	24.59%
	3. Sales and office occupations:	313,110	±8,818	19.35%
	4. Production, transportation, and material moving occupations:	281,212	±9,170	17.37%
	5. Service occupations:	255,954	±6,960	15.81%

Source: U.S. Census Bureau, 2019: American Community Survey 1-Year Estimates Subject Table (B24050 for IA & S2405 for US)

Disability-specific Occupations

In 2021, the US Census Bureau released annual averages of employed persons by disability status, occupation, and sex. In total, 5,950,000 disabled US residents were employed. More disabled men were employed than women, totaling a 314,000-person difference with women making up 47% of the total disabled workforce. Similarly, more non-disabled men were employed than non-disabled women, totaling an 8,763,000-person difference with women making up 47% of the total non-disabled workforce.

Of those with disabilities who were employed, top occupations included management, professional, and related occupations (36.5%), sales and office occupations (21.4%), professional and related occupations (20.6%), and service occupations (18.2%). The top industry for employed people with disabilities was nonagricultural industries (97.5%). Of nonagricultural industries, education and health services (20.7%), retail trade (13%), and professional and business services (12.3%) were the top sub-industries. The breakdown of working classes for disabled employees included 90.3% wage and salary workers, of which 76.5% were in private industries and 13.9% were in government industries. Of the 13.6% of disabled workers in government industries, 3.1% were federally employed, 4.9% were employees of the state, and 5.8% were local employees. Tables 21 and 22 include all occupation, industry, and worker class breakdowns of disabled and non-disabled employees in 2021.

Table 21. Top U.S. Occupation and Sub-Occupation by Disability Status and Sex, 2021 Annual Averages

Industry and class of worker	Persons with a disability			Persons with no disability		
	Total	Men	Women	Total	Men	Women
Total Employed (in thousands)	5,950	3,132	2,818	146,631	77,697	68,934
Occupation as a percent of total employed						
Total employed	100.0	100.0	100.0	100.0	100.0	100.0
Management, professional, and related occupations	36.5	34.5	38.8	42.7	38.6	47.2
Management, business, and financial operations occupations	15.9	17.5	14.2	18.4	18.9	17.7
Sales and office occupations	21.4	14.2	29.6	19.7	14.4	25.7
Office and administrative support occupations	11.5	5.7	17.9	10.3	5.4	15.8
Professional and related occupations	20.6	17.0	24.5	24.3	19.7	29.5
Education, training, and library occupations	5.3	2.7	8.1	5.9	2.9	9.2
Service occupations	18.2	14.9	21.8	15.9	12.7	19.5
Food preparation and serving related occupations	5.3	4.7	6.0	4.8	4.1	5.6
Production, transportation, and	14.6	20.4	8.1	12.6	18.0	6.5

material moving occupations						
Transportation and material moving occupations	8.7	12.5	4.5	7.4	11.0	3.4
Natural resources, construction, and maintenance occupations	9.3	16.0	1.8	9.1	16.3	1.1
Installation, maintenance, and repair occupations	3.9	6.9	0.6	3.1	5.7	0.3

Table 22. Top U.S. Industry and Worker Class by Disability Status and Sex, 2021 Annual Averages

Industry and class of worker	Persons with a disability			Persons with no disability		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands)	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture and related industries	2.5	3.3	1.5	1.5	2.0	0.9
Nonagricultural industries	97.5	96.7	98.5	98.5	98.0	99.1
Education and health services	20.7	11.1	31.4	22.8	11.0	36.1
Retail trade	13.0	12.4	13.7	10.5	10.2	10.9
Manufacturing	9.7	13.2	5.9	9.6	12.9	6.0
Leisure and hospitality	8.7	8.3	9.1	8.3	7.7	9.0
Construction	6.6	10.5	2.2	7.4	12.5	1.7
Financial activities	6.6	6.3	6.9	7.0	6.4	7.8
Class of Worker as a Percent of Total Employed						
Total employed*	100.0	100.0	100.0	100.0	100.0	100.0
Wage and salary workers**	90.3	89.5	91.3	93.5	92.8	94.4
Private industries	76.5	77.6	75.2	80.0	81.8	77.9
Government	13.9	11.8	16.1	13.6	10.9	16.5
Federal	3.1	3.2	3.1	2.5	2.6	2.4
State	4.9	3.9	6.1	4.5	3.3	5.9
Local	5.8	4.8	6.9	6.5	5.0	8.2
Self-employed workers, unincorporated	9.6	10.4	8.6	6.4	7.2	5.5

*Includes a small number of unpaid family workers, not shown separately

**Includes self-employed workers whose businesses are incorporated

Income and Disabilities

According to ACS 5-year estimates, there is an earnings gap between males and females without a disability, people with a disability and without a disability, and males with a disability and females with a disability. The median earnings for males with no disability was \$13,225 more annually than females with no disability, \$14,977 more for people with no disability compared to those with a disability, and \$10,133 more for males with a disability compared to females with a disability. Table 23 includes a breakdown of all median U.S. earnings by sex and disability status. Figure 10 visualizes these results.

STATE DATA

Table 23. 2016-2020 Median U.S. Earnings by Disability Status

Disability Status	Sex	Median Earnings	Margin of Error (+/-)
No disability	Total	\$36,522	\$208
	Male	\$43,559	\$292
	Female	\$30,334	\$199
With a disability	Total	\$21,545	\$583
	Male	\$26,911	\$763
	Female	\$16,778	\$863

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates

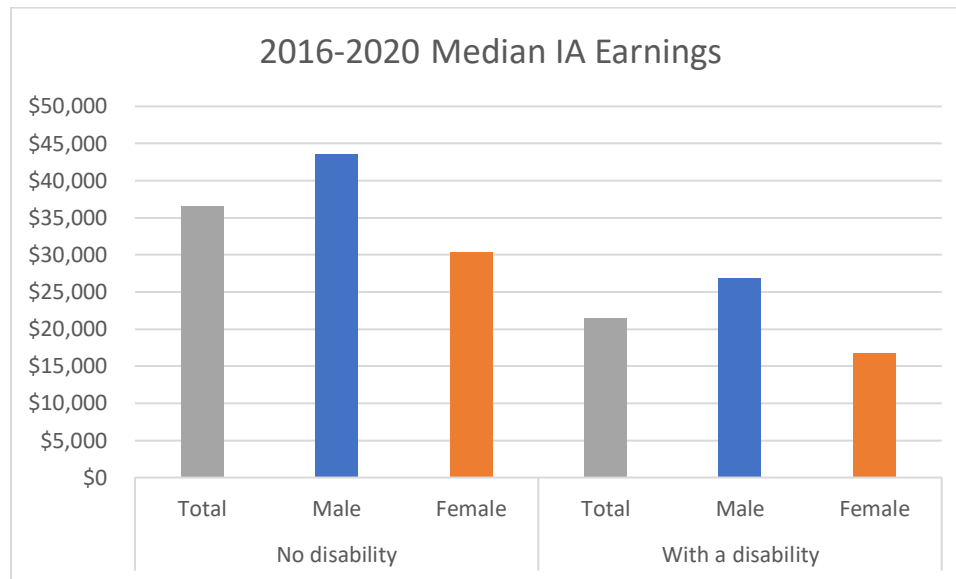


Figure 10. 2016-2020 Median U.S. Earnings by Disability Status

Highest Median Iowa Salaries

The U.S. Census Bureau administered the American Community Survey most recently in 2019¹¹. According to survey responses, the median U.S. income of people with disabilities aged 18 to 64 who worked full-time (defined as 35 or more hours per week for 50 to 52 weeks) was \$39,297. In Iowa, this median was \$38,164, which was \$1,133 lower than the national median.

¹¹ <https://disabilitycompendium.org/compendium/2020-annual-disability-statistics-compendium?page=10#:~:text=Table%205.1%3A%20In%202019%2C%20for%20community%2C%20median%20earnings%20were%20%2439%2C297.>

Compared to the national median for the same bracket of people without disabilities, there was a wage gap of \$7,021. In Iowa, the wage gap between people with disabilities and without was \$7,251.

In Iowa, counties with the top median salaries included Lyon County (\$38,000), Harrison County (\$35,000), and Monroe County (\$34,357). Figure 11 presents the distribution of the top 10 counties with the highest median earnings in 2019, as reported by the U.S. Bureau of Labor Statistics.

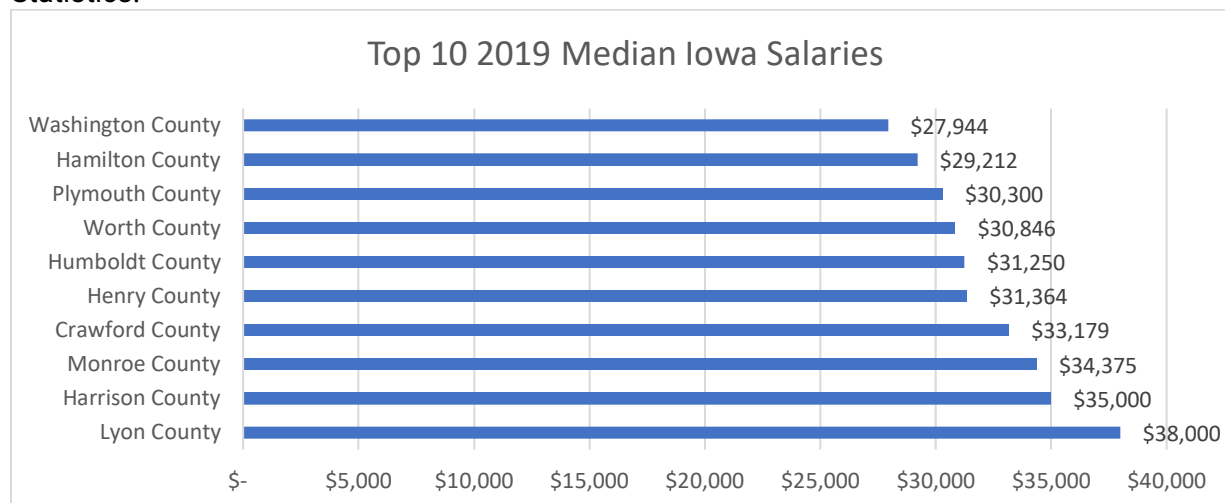


Figure 11. Top 10 2019 Median Iowa Salaries
 Source: https://www.bls.gov/oes/current/oes_nat.htm#00-0000

Five-year estimates from the U.S. Census Bureau’s ACS revealed that, consistent with national data, there tended to be an earnings gap in Iowa favoring males compared to females (without disabilities), people without disabilities compared to those with, and males with disabilities compared to females with disabilities. Specifically, of the top 10 earning counties in Iowa (based on 2019 earnings), males without disabilities had greater median earnings than females without disabilities. Of the top 10 earning Iowa counties, the county with the largest salary gap was Humboldt County, where median earnings for males without a disability was \$17,908 more than females without a disability. Harrison County had the smallest salary gap, where median earnings for males without a disability was \$9,822 more than females without a disability. Table 24 and Figure 12 include an exhaustive breakdown of the top 10 median earnings by sex for Iowa Counties.

Table 24. 2016-2020 Median Salary Estimates by Gender and No Disability of Top 10 Counties

County	Median Earnings of People with No Disabilities		Salary Gap
	Males	Female	
Washington	41,539	29,886	11,653
Hamilton	48,795	32,440	16,355
Plymouth	48,453	32,402	16,051
Worth	42,969	29,500	13,469
Humboldt	44,799	26,891	17,908
Henry	37,320	27,318	10,002
Crawford	40,303	24,980	15,323
Monroe	49,325	32,516	16,809

Harrison	44,226	34,404	9,822
Lyon	42,722	28,640	14,082

Source: State Data Center

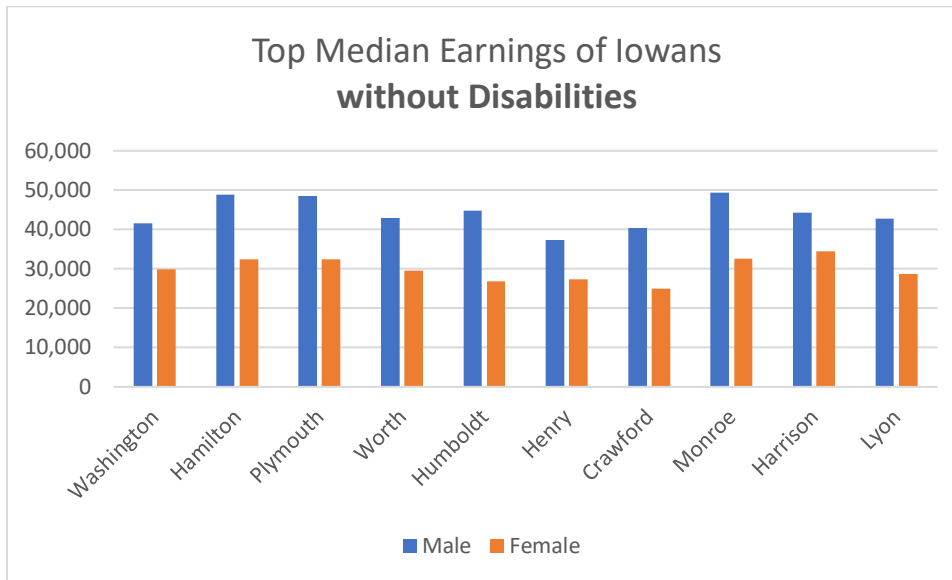


Figure 12. 2016-2020 Median Salary Estimates by Gender and No Disability of Counties with Highest 2019 Median Salaries

People without a disability also tended to have greater median earnings than those with. Henry County and Lyon County were the only two counties in which people with a disability had greater median earnings than those without. Of the top 10 earning Iowa counties, the county with the largest salary gap was Plymouth County, where people without a disability had a median salary that was \$10,382 higher than those with a disability. Table 25 includes an exhaustive breakdown of the top 10 median earnings by disability status for Iowa Counties.

Table 25. 2016-2020 Median Salary Estimates by Disability Status of Top 10 Counties with Highest 2019 Median Salaries

County	Median Earnings		Salary Gap
	No Disability	With a disability	
Plymouth	40,682	30,300	10,382
Hamilton	39,559	29,212	10,347
Washington	35,589	27,944	7,645
Humboldt	38,672	31,250	7,422
Monroe	41,206	34,357	6,849
Worth	36,221	30,846	5,375
Harrison	39,210	35,000	4,210
Crawford	34,209	33,179	1,030
Lyon	37,191	38,000	809
Henry	31,227	31,364	137

Source: State Data Center¹²

Lastly, males with a disability tended to have greater median earnings than females with a disability. Crawford County was the only top earning county where females with disabilities made more than males with disabilities; the median gap was \$6,227. Of the top 10 earning Iowa counties, the county with the largest salary gap was Monroe County, where males with a disability had a median salary that was \$29,327 higher than females with a disability. Table 26 and Figure 13 include an exhaustive breakdown of the top 10 median earnings by disability status and sex for Iowa Counties.

Table 26. 2016-2020 Median Salary Estimates by Gender and Disability of Top 10 Counties with Highest 2019 Median Salaries

County	Median Earnings of People with Disabilities		Salary Gap
	Males	Females	
Monroe	41,250	11,923	29,327
Lyon	50,455	21,227	29,228
Worth	34,167	10,521	23,646
Hamilton	38,906	17,083	21,823
Henry	39,712	22,014	17,698
Crawford	27,566	33,793	6,227
Washington	30,907	25,288	5,619
Plymouth	32,589	27,292	5,297
Harrison	35,208	34,861	347
Humboldt	32,473	NA	NA

Source: State Data Center

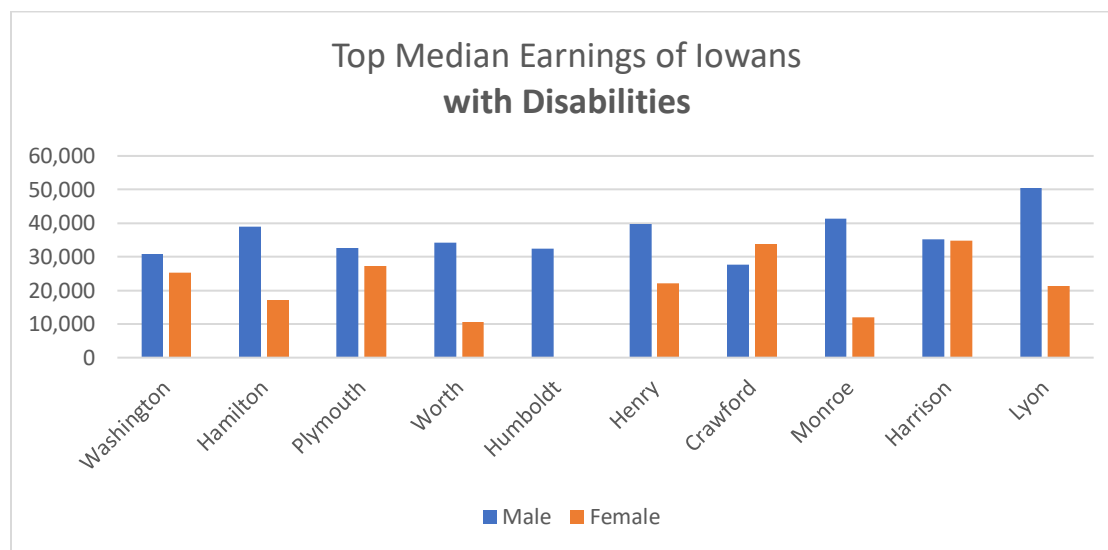


Figure 13. 2016-2020 Median Salary Estimates by Gender and Disability of Counties with Highest 2019 Median Salaries

¹² <https://www.iowadatatcenter.org/index.php/data-by-source/american-community-survey/median-earnings-disability-status-sex>

Lowest Median Iowa Salaries

Iowa counties with the lowest median salaries included Cherokee County (\$9,149), Mahaska County (\$12,052), and Union County (\$12,766). Figure 14 presents the distribution of the 10 lowest earning counties in 2019, as reported by the U.S. Bureau of Labor Statistics.

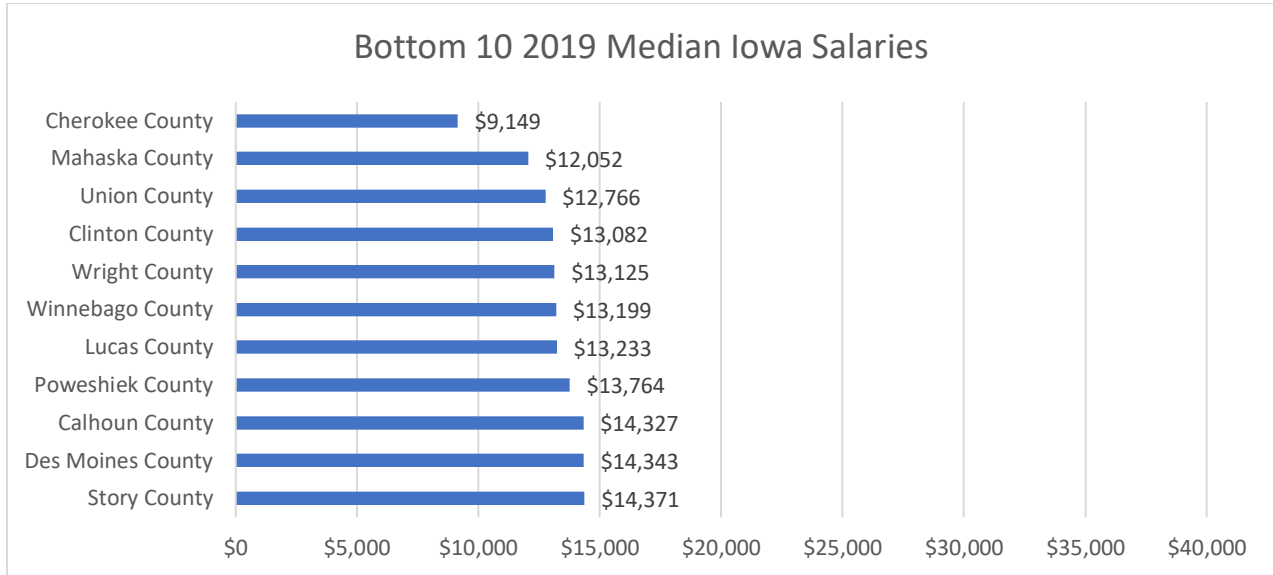


Figure 14. Bottom 10 Median Iowa Salaries
 Source: https://www.bls.gov/oes/current/oes_nat.htm#00-0000

Of the lowest earning Iowa counties, data from five-year estimates from the U.S. Census Bureau’s ACS also showed an earnings gap in Iowa favoring males compared to females (without disabilities), people without disabilities compared to those with, and males with disabilities compared to females with disabilities.

Specifically, males without disabilities had greater median earnings than females without disabilities. Of the 10 lowest earning Iowa counties, the county with the largest salary gap was Cherokee County, where median earnings for males without a disability was \$21,184 more than females without a disability. Story County had the smallest salary gap, where median earnings for males without a disability was \$6,362 more than females without a disability. Table 27 and Figure 15 include an exhaustive breakdown of the top 10 median earnings by sex for Iowa Counties.

Table 27. 2016-2020 Median Salary Estimates by Sex and No Disability of 10 Counties with Lowest 2019 Median Salaries

County	Median Earnings of People with No Disabilities		Salary Gap
	Males	Female	
Cherokee	46,378	25,194	21,184
Calhoun	45,024	26,388	18,636
Poweshiek	42,785	25,000	17,785
Clinton	45,554	27,889	17,665
Union	43,357	26,715	16,642
Lucas	46,475	30,290	16,185
Mahaska	42,014	26,348	15,666
Des Moines	41,930	26,896	15,034
Wright	41,095	26,603	14,492

Winnebago	37,315	30,622	6,693
Story	26,060	19,698	6,362

Source: State Data Center

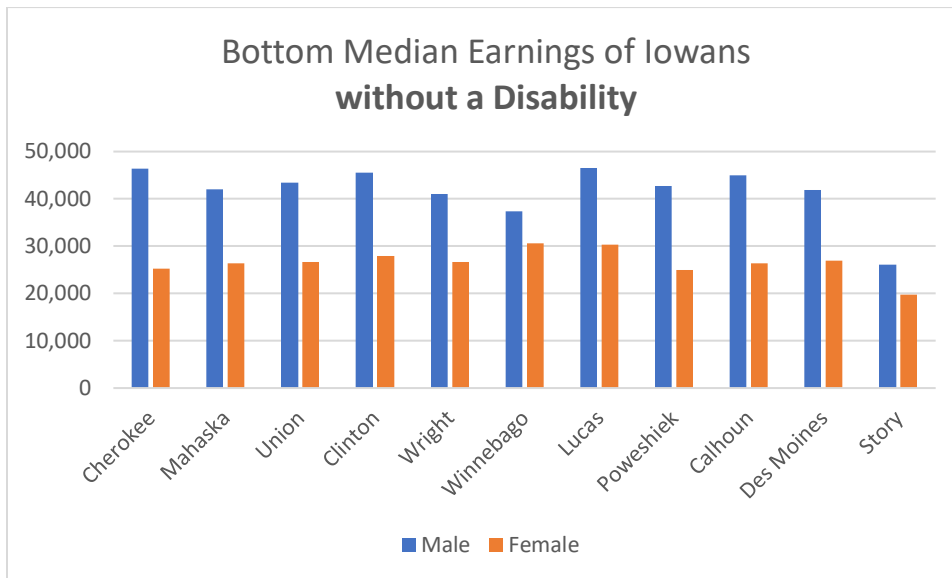


Figure 15. 2016-2020 Median Salary Estimates by Disability Status of Counties with Lowest 2019 Median Salaries

People without a disability also tended to have greater median earnings than those without. Of the 10 lowest earning Iowa counties, the county with the largest salary gap was Cherokee County, where people without a disability had a median salary that was \$25,669 higher than those with a disability. Story County had the smallest salary gap, where median earnings for people without a disability was \$8,405 more than people with a disability. Table 25 includes an exhaustive breakdown of the 10 Iowa counties with the lowest median earnings by disability status.

Table 28. 2016-2020 Median Salary Estimates by Disability Status of Top 10 Counties with Lowest 2019 Median Salaries

County	Median Earnings		Salary Gap
	No Disability	With a Disability	
Cherokee	34,818	9,149	25,669
Lucas	37,443	13,233	24,210
Clinton	34,541	13,082	21,459
Mahaska	33,234	12,052	21,182
Winnebago	33,704	13,199	20,505
Union	32,942	12,766	20,176
Calhoun	34,477	14,327	20,150
Wright	33,166	13,125	20,041
Poweshiek	33,744	13,764	19,980
Des Moines	32,813	14,343	18,470
Story	22,776	14,371	8,405

Source: State Data Center

Lastly, males with a disability tended to have greater median earnings than females with a disability. Of the 10 lowest earning Iowa counties, Calhoun County had the largest salary gap where males with a disability had a median salary that was \$24,191 higher than females with a

disability. Des Moines County had the smallest salary gap, where median earnings for males with a disability was \$3,165 more than females with a disability. Table 28 and Figure 16 include an exhaustive breakdown of the top 10 median earnings by disability status and sex for Iowa Counties.

Table 29. 2016-2020 Median Salary Estimates by Gender and Disability of Top 10 Counties with Lowest 2019 Median Salaries

County	Median Earnings of People with Disabilities		Salary Gap
	Males	Female	
Cherokee	NA	8,895	NA
Mahaska	16,944	11,512	5,432
Union	NA	12,127	NA
Clinton	17,756	10,511	7,245
Wright	NA	26,012	NA
Winnebago	28,583	NA	NA
Lucas	25,509	8,889	16,620
Poweshiek	14,651	10,944	3,707
Calhoun	31,029	6,838	24,191
Des Moines	16,210	13,045	3,165
Story	16,812	10,357	6,455

Source: State Data Center

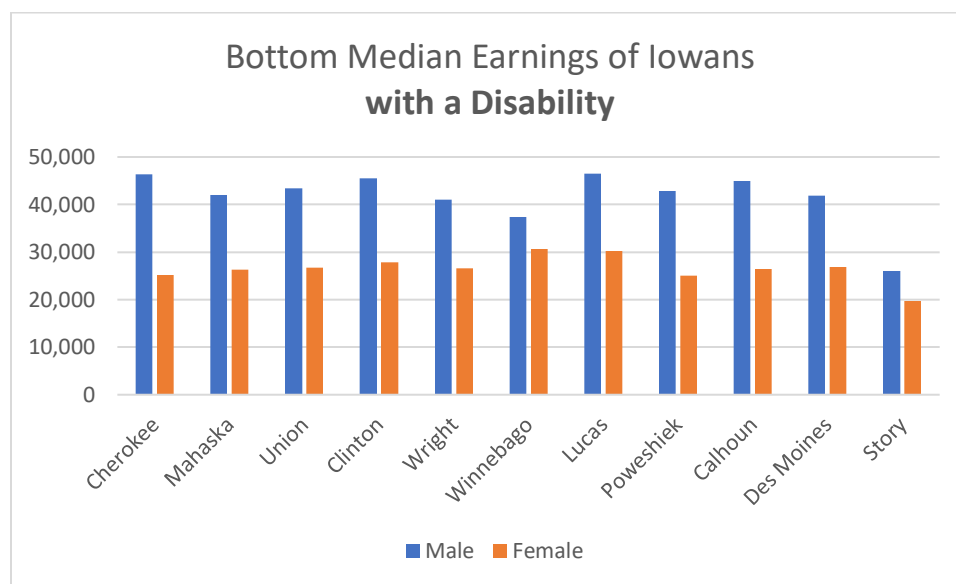


Figure 16. 2016-2020 Median Salary Estimates by Gender and No Disability of Counties with Lowest 2019 Median Salaries

Poverty and Disabilities

Cornell University’s compiled data from the ACS revealed that in 2019, poverty rates were consistently greater than 15% for people with disabilities, regardless of disability type in the U.S. In Iowa, poverty rates for people with disabilities were consistently higher than the national average, with rates greater than 20%, regardless of disability type. In the U.S., people with a self-care disability had the highest poverty rates of people with a disability: 31.2%. In Iowa, people with a cognitive disability had the highest poverty rates of people with a disability: 35.6%. Table 30 presents a breakdown of poverty rate by disability type for the U.S. and Iowa.

Table 30. 2019 Poverty Rate by Disability Type

Disability Type	United States	Iowa
Any Disability	25.1%	27.5%
Visual	26.1%	22.5%
Hearing	18.8%	21.7%
Ambulatory	28.6%	27.3%
Cognitive	29.9%	35.6%
Self-care	31.2%	33.4%
Independent Living	30.2%	34.7%

Source: <http://www.disabilitystatistics.org/reports/acs.cfm?statistic=7>

The U.S. Census Bureau released 2019 poverty data by county based on responses to the ACS. In Iowa, Polk County had the most Iowans living at and below poverty level: 259,003 and 28,072, respectively. Story County had the fewest Iowans living at poverty level, although Dallas County had the fewest Iowans living below poverty level: 43,870 and 2,137, respectively. Table 31 and Figure 17 include all Iowa counties with poverty counts provided in the ACS report by the U.S. Census Bureau.

Table 31. 2019 Poverty Status by Disability Status in Iowa Ages 20-64

County	Number of Iowans at Poverty Level	Number of Iowans Below poverty level
Polk County	259,003	28,072
Linn County	116,410	14,322
Scott County	88,218	10,422
Johnson County	72,845	19,998
Black Hawk County	64,003	9,881
Dallas County	53,007	2,137
Woodbury County	50,523	6,691
Dubuque County	46,836	5,984
Pottawattamie County	46,571	5,262
Story County	43,870	12,885

Source: ACSST1Y2019

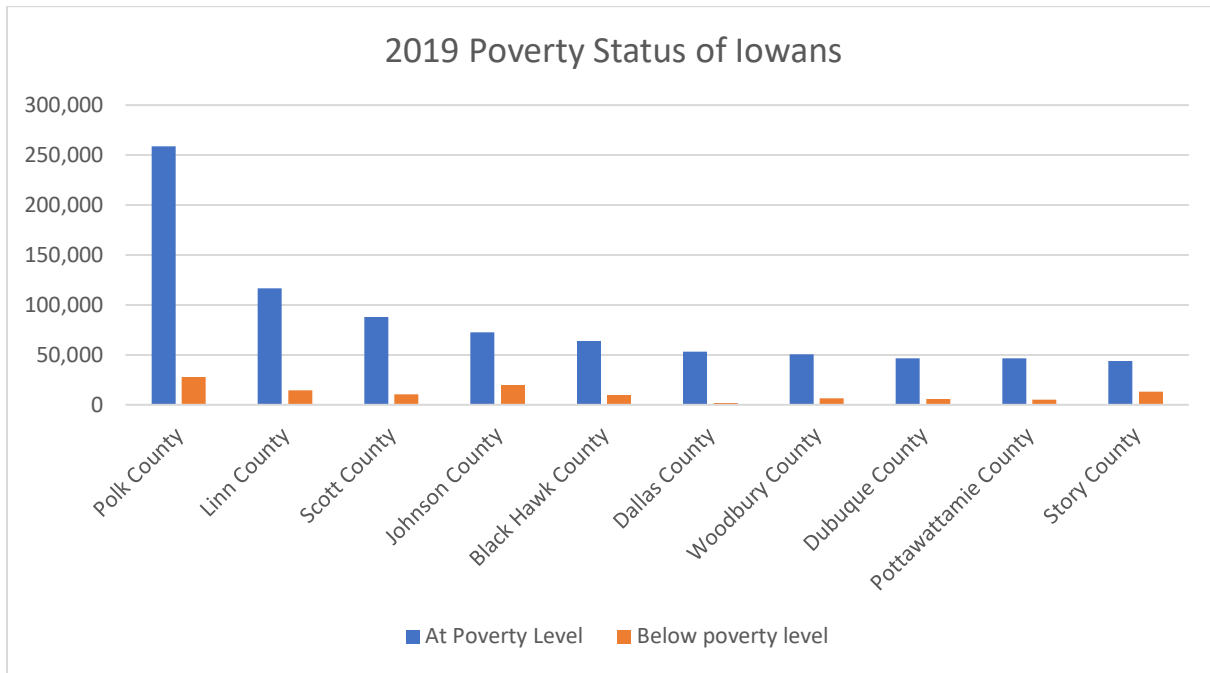


Figure 17. Poverty Status by Disability Status in Iowa Ages 20-67

Agency Performance

The following data relate to the performance of IVRS from program years 2017 – 2022.

Demographic Characteristics of Consumers

The population served by IVRS included mostly males, consumers under 18 years old, and people who identified as white. The LDWBs with the majority of consumers served include: Northeast Iowa, Central Iowa, East Central Iowa, and Western Iowa. 3.2%, or 910 individuals served identified as having Veteran status.

Table 32. Gender of IVRS Consumers

Gender	Frequency	Percent
MALE	16012	55.5
FEMALE	12687	44.0
Did Not Self Identify	77	.3
Missing	58	.2
Total	28834	100.0

Table 33. Age of IVRS Consumers

Age Range	Frequency	Percent
> 18	7606	26.4
18 - 25	7358	25.5
46 - 55	3922	13.6
26 - 35	3736	13.0
36 - 45	3375	11.7
56 - 65	2451	8.5
66 +	386	1.3
Total	28834	100.0

Table 34. Race/Ethnicity of IVRS Consumers

Race/Ethnicity	Frequency	Percent
White	23669	82.1
Black	2277	7.9
other	1722	6.0
Native American	413	1.4
Pacific Islander	333	1.2
Asian	280	1.0
Hispanic	140	.5
Total	28834	100.0

Table 35. Consumers by Region

Region	Frequency	Percent
Northeast Iowa LWDA	6444	22.3
Central Iowa LWDA	5048	17.5
East Central Iowa LWDA	4835	16.8
Western Iowa LWDA	3569	12.4
Mississippi Valley LWDA	3078	10.7
South Central Iowa LWDA	2047	7.1
Northwest Iowa LWDA	1329	4.6
North Central Iowa LWDA	918	3.2
Southwest Iowa LWDA	858	3.0
Missing	708	2.5
Total	28834	100.0

Table 36. Student Status

Student Status	Frequency	Percent
Not a student with a disability	17437	60.5
Individualized Education Program (IEP)	6428	22.3
This individual is not in secondary education	2596	9.0
A disabled student under an IEP	757	2.6
Missing	590	2.0
Other Documentation	495	1.7
504 Plan	472	1.6
A disabled student under a 504 plan	31	.1
A disabled student not under 504 plan or IEP	28	.1
Total	28834	100.0

Disability Types

The primary disabling condition for the majority consumers was listed as Depressive and other Mood Disorders, as shown in Table 35. Mental health disorders made up the majority of the top ten primary disabling conditions among the consumer data analyzed. Disorders generally aligned with transition-aged populations, such as intellectual disability (12.6%), specific learning disabilities (11.7%), ADHD (9.9%), and autism spectrum disorders (5.1%) were all among the most prevalent primary disabling conditions experienced by IVRS consumers.

The most common secondary disability conditions are listed as psychosocial impairments (33.6%), and no impairment (31.9%). The third most common secondary disabling condition indicated is cognitive impairments (13%), as represented in Table 37.

Table 37. Primary Disability Category

Disability Type	Frequency	Percent
15 - Depressive and other Mood Disorders	4207	14.6
25 - Intellectual Disability	3646	12.6
34 - Specific Learning Disabilities	3376	11.7
07 - Attention-Deficit Hyperactivity Disorder (ADHD)	2844	9.9
04 - Anxiety Disorders	1667	5.8
08 - Autism	1482	5.1
33 - Schizophrenia and other Psychotic Disorders	1382	4.8
30 - Physical Disorders/Conditions (n.e.c.)	1294	4.5
Missing Data	1274	4.4
00 - Cause unknown	1062	3.7
13 - Congenital Condition or Birth Injury	1001	3.5
01 - Accident/Injury (other than TBI or SCI)	781	2.7
05 - Arthritis and Rheumatism	526	1.8
24 - Mental Illness (not listed here)	521	1.8
16 - Diabetes Mellitus	419	1.5
29 - Personality Disorders	366	1.3
37 - Traumatic Brain Injury (TBI)	345	1.2
Not Answered	286	1.0
21 - Epilepsy	242	.8
12 - Cerebral Palsy	234	.8
35 - Spinal Cord Injury (SCI)	218	.8
11 - Cardiac and Other Circulatory Conditions	195	.7
36 - Stroke	187	.6
06 - Asthma and other Allergies	133	.5
28 - Parkinson's Disease & Other Neurological Disorders	125	.4
03 - Amputations	122	.4
18 - Drug Abuse or Dependence (other than alcohol)	119	.4
20 - End-Stage Renal Disease	113	.4
10 - Cancer	108	.4
32 - Resp Disorders, not Cystic Fibrosis or Asthma	101	.4
02 - Alcohol Abuse or Dependence	97	.3
26 - Multiple Sclerosis	91	.3
17 - Digestive	59	.2
27 - Muscular Dystrophy	52	.2
09 - Blood Disorders	41	.1
23 - Immune Deficiencies excluding HIV/AIDS	37	.1
31 - Polio	29	.1
19 - Eating Disorders	21	.1
14 - Cystic Fibrosis	18	.1
22 - HIV and AIDS	13	.0
Total	28834	100.0

Table 38. Secondary Disability Category

Disability Type (Secondary)	Frequency	Percent
18 - Psychosocial Impairments	9679	33.6
No Impairment	9209	31.9
17 - Cognitive Impairments	3742	13.0
15 - General Physical Debilitation	1571	5.4
Missing Data	1274	4.4
16 - Other Physical Impairments (not listed here)	792	2.7
10 - Mobility Orthopedic/Neurological Impairments	639	2.2
13 - Other Orthopedic Impairments	327	1.1
14 - Respiratory Impairments	323	1.1
12 - Both Mobility & Manipulation/Dexterity Orthopedic	310	1.1
19 - Other Mental Impairments	241	.8
11 - Manipulation/Dexterity Ortho/Neuro Impairments	215	.7
06 - Hearing Loss, Primary Communication Auditory	169	.6
09 - Communicative Impairments (expressive/receptive)	159	.6
02 - Other Visual Impairments	71	.2
05 - Hearing Loss, Primary Communication Visual	41	.1
07 - Other Hearing Impairments	29	.1
01 - Blindness	19	.1
03 - Deafness, Primary Communication Visual	16	.1
04 - Deafness, Primary Communication Auditory	8	.0
Total	28834	100.0

Service Costs

On average, the cost for services was highest among females, Asian consumers, and those in the 67+ age bracket. Tables 39, 40 and 41 display cost by demographic variable, from highest to lowest mean amount.

Gender	N	Median	Mean
Male	10,464	\$779.29	\$2,875.99
Female	8,750	\$723.50	\$3,118.37
Did not say	40	\$252.07	\$1,127.71

Table 39. Cost for Services by Gender

Race	N	Median	Mean
Asian	200	\$1,109.69	\$4,035.60
White	16,186	\$850.29	\$3,127.39
Pacific Islander	212	\$297.65	\$3,052.31
Hispanic	80	\$528.27	\$2,274.66
Native American	264	\$597.85	\$2,258.08
Other	1,002	\$432.39	\$2,040.70
Black	1,330	\$325.00	\$1,909.53

Table 40. Cost for Services by Race/Ethnicity

Age range	N	Median	Mean
> 18	5,043	\$1,582.00	\$4,214.60
18 – 25	4,808	\$1,320.00	\$3,755.99
26 - 35	2,530	\$643.32	\$2,572.80
36 – 45	2,320	\$342.90	\$2,001.63
46 – 55	2,698	\$234.14	\$1,653.50
56 – 65	1,635	\$166.51	\$1,261.71
66 +	240	\$225.37	\$1,861.19

Table 41. Cost for Services by Age

Services Provided

IVRS provides direct services via service delivery, as well as purchased services via vendors and area rehabilitation providers. Both categories are essential for improving outcomes for individuals with disabilities in the state of Iowa.

Purchased Services

There were a total of 72,764 purchased services from closures in FF2017 – 2022. The top three services during this time were Junior or Community College Training (17%), Four-Year College or University (15%), and Assessment (14%). The top purchased services are presented in Table 42.

Table 42. Top Purchased Services 2017 - 2022

Service Category	Frequency	Percent
<i>Junior or Community College Training</i>	12057	15
<i>Four-Year College or University</i>	10556	15
<i>Assessment</i>	10455	14
<i>Maintenance</i>	6577	9
<i>Transportation</i>	5673	8
<i>Job Search</i>	5026	7
<i>Supported Employment</i>	4876	7
<i>Occupational or Vocational Training</i>	4084	6
<i>Interpreter</i>	2399	3
<i>Rehabilitation Technology</i>	2181	3

Direct Services Provided: Pre-ETS

There are five required pre-employment transition services (pre-ETS) that VR's must provide in collaboration with Local Educational Agencies, per WIOA. Pre-ETS services are provided to all potentially eligible students, thus they are reported separately from overall direct services provided; Pre-ETS services accounted for 75% of all direct services provided from 2017 - 2022. The most commonly used Pre-ETS service was Pre-ETS workplace readiness training (n = 96,605), with Pre-ETS Job Exploration Counseling as the next most common (n = 64,552), followed by Pre-ETS Self-Advocacy Instruction (n = 60,550), Pre-ETS Counseling on Opportunities (59,886), and Pre-ETS Work-based Learning Experiences (n = 30105).

Direct Services Provided: General Consumers

The most common direct service provided among consumers was Counseling and Guidance (n = 39,681; 38% of services after Pre-ETS are removed), followed by Job Search (n = 22,863; 22% of services after Pre-ETS are removed), and Information and Referral (n = 9,452; 9% of services after Pre-ETS are removed). The top direct services used, separated from Pre-ETS services, can be found in Table 43.

Service Category	Frequency	Percent*
<i>Counseling and Guidance</i>	39681	38%
<i>Job Search</i>	22863	22%
<i>Information and Referral</i>	9452	9%
<i>Job Placement Assistance</i>	6281	6%
<i>On-the-Job Supports -- Short Term</i>	5854	6%
<i>Benefits Counseling</i>	4711	4%

Table 43. Top Service Categories

Note*. Percent was calculated after total Pre-ETS direct services (n = 311,698) were removed from overall direct services (n = 417,007).

Closure Data FF2017 - 2022

Closures Overall

Among those who sought services at IVRS from FF2017 to FF2022 (n = 28,834), 37.9% (n = 10,923) had successful case closures (i.e., rehabilitated). The largest proportion of unsuccessful case closures were a result of a consumer no longer being interested in receiving services or further services (n = 8,203), followed by IVRS being unable to locate or contact the consumer (n = 6,160).

When compared to national employment rates, IVRS has had employment rates above the national rates for program years 2019, 2020, and 2021. Table 44 demonstrates available data from Program Years 2019 to 2021 of Iowa compared to national rates.

Table 44. Iowa and National Employment Rates in Q4 PY19-21

Program Year	U.S.			Iowa		
	2021	2020	2019	2021	2020	2019
Total Served	808,303	811,591	872,862	13942	14047	15112
Exited	265,481	248,643	280,592	4009	3433	4118
Employment Rate Q4 (num)	112,284	128,532	129692	1849	2266	2304
Employment Rate Q4 (%)	48.0%	44.0%	43.6%	55.5%	53.6%	54.1%

Source: [WIOA Annual Reports](#)

Note. Data for program years 2018 and 2017 are not available via the WIOA link above

Closure by Gender

Of closures overall, 44% of closures included female-identified consumers (n = 12,687) and 56% male-identified consumers (n = 16,012). Males had a slightly higher proportion of successful closures as compared to females (38.33% vs. 37.52%), and females were slightly more likely to have their case closed after IPE services began (41.16% vs. 40.38%).

Closure by Race/Ethnicity

Of closures overall, White consumers had the highest proportion of successful closures (39.58% of closures among white consumers were successful). The group with the second most successful rehabilitation rate were Asian consumers, at 34.72%, followed by consumers identified as Hispanic (32.04%).

Closure by Disability Type

Among those with the most common primary disabilities such as Depressive and Other Mood Disorders, Intellectual Disabilities, and Specific Learning Disabilities, outcomes varied, with the most common outcomes being cases closed due to consumer being unable to be located or contacted, consumer stating they are no longer interested in receiving further services, and those securing competitive, integrated employment. The data in Table 44 represents employment outcomes compared to non-employment outcomes among these populations.

<i>Closure Type</i>	Depressive & Mood Disorders	Intellectual Disabilities	Specific Learning Disability
<i>Closed with Employment Outcome</i>	30%	45%	52%
<i>Closed without Employment Outcome</i>	70%	55%	48%

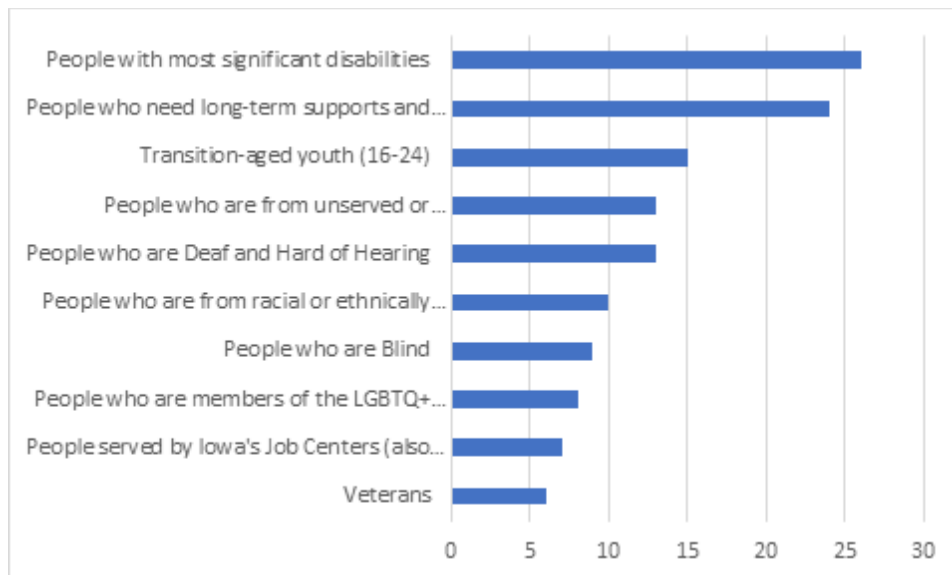
Table 45. Closure Type by Disability Group

Survey Results

IVRS Partner Data

The results of the partner survey were collected in September 2022 and included 32 IVRS partners. A majority who took part (N = 25, 78.1%) indicated they worked for a Community Rehabilitation Program (CRP) within the state. Others who took part in this survey indicated working at Developmental Disability Organizations (N = 2), an Individual Service Providers (N = 2), or another private or public service provider (N = 3). Survey data was collected through Qualtrics and was distributed to 163 Community Rehabilitation Partners working with IVRS, with 38 completed responses (23% response rate). When asked to report upon the client populations they work with on a regular basis, 26 (19.5%) of partners selected working with individuals with significant disabilities, and 24 (18%) reported people who may need long term employment support (Figure 18).

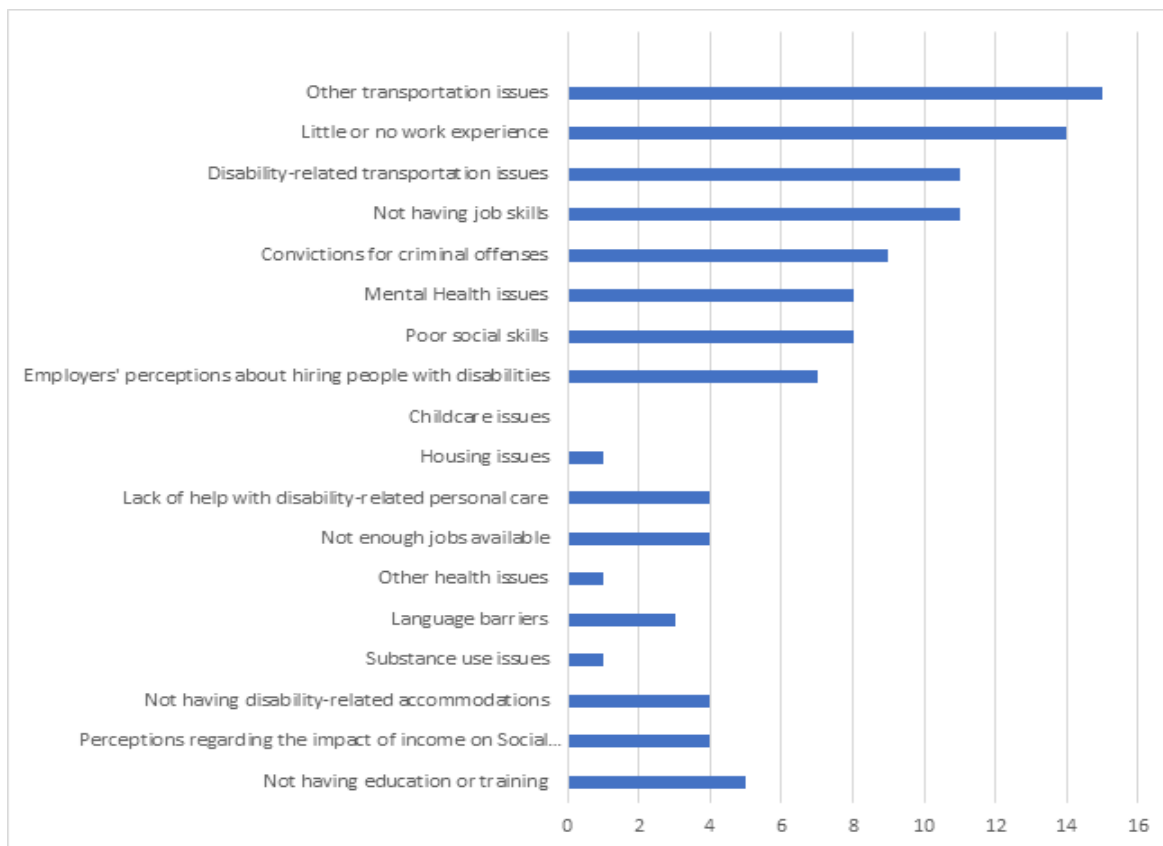
Figure 18. Client Populations Served- IVRS Partners



When asked to report upon the availability of resources that IVRS provides, the partners indicated that job search services (30; 18.3%), Job training services (25; 15.2%), and “other transportation assistance” (16; 9.7%) were the services most readily available to people with disabilities. Among the services that were lowest on this list, denoting low availability, were vehicle modification assistance and personal care attendance.

Most partners surveyed (26; 81.2%) agreed that the network of rehabilitation service providers in Iowa can meet IVRS consumers' vocational rehabilitation service needs. However, some service needs were identified as not currently being met. When asked; *what service needs are the network of rehabilitation service providers in Iowa unable to meet?* The IVRS partners identified Job development and placement for all consumers (4; 16%) and employment preparation (3; 12%) as potential areas. The primary reasons that vocational rehabilitation service providers are generally unable to meet the needs of consumers were identified as availability of providers in the area (5; 38.5%) and low reimbursement rates (4; 30.8%); as represented in Figure 19.

Figure 19. Top 3 Perceived Barriers for IVRS Consumers - Partners



According to the partner survey, the top three reasons that people with disabilities find it difficult to access IVRS services were:

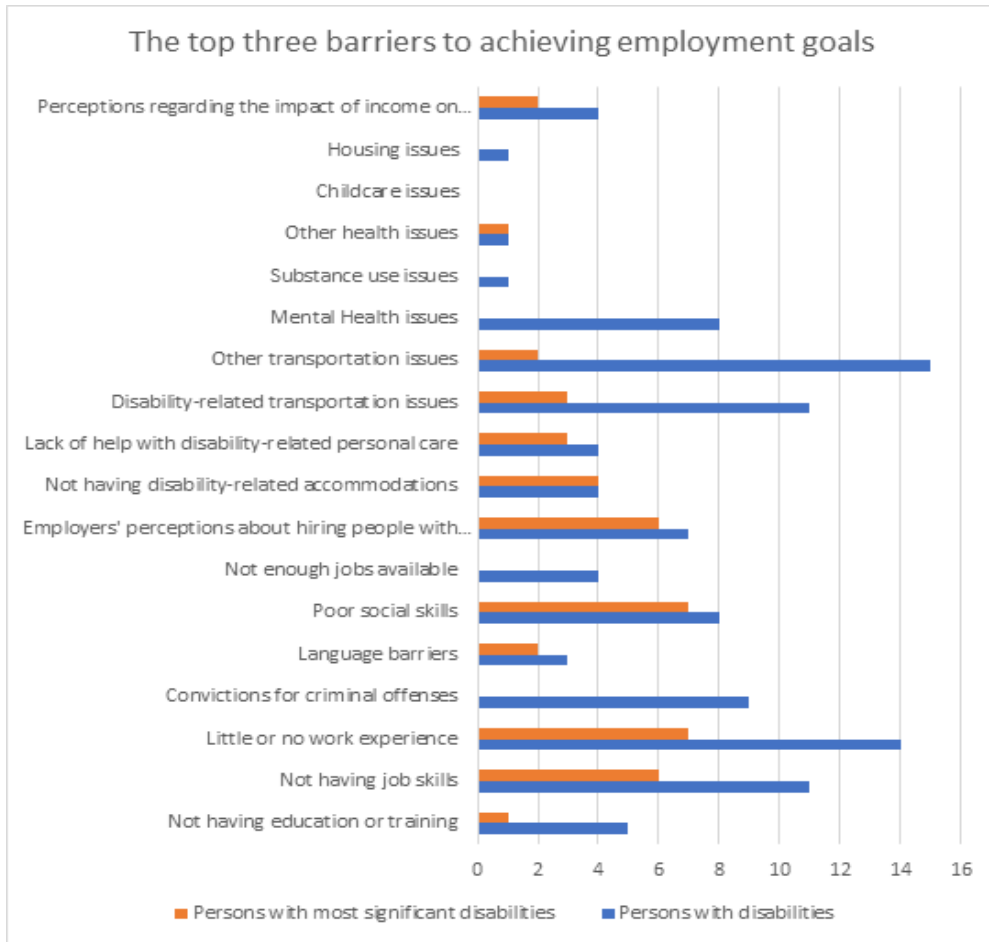
Limited accessibility of IVRS via public transportation (6; 10%),
 Slow service delivery (9; 15%), and
 Difficulties completing the application (9; 15%).

Consumers with Most Significant Disabilities

Most of those surveyed agreed that barriers to achieving employment goals for consumers with the most significant disabilities were different from the overall population of people with disabilities (yes – 18; 60%). Figure 20 represents the reported top perceived barriers for IVRS consumers with the most significant disabilities compared to barriers experienced by all consumers with disabilities.

Most partners did not believe that consumers with the most significant disabilities had significantly different barriers to accessing IVRS services as compared with all consumers with disabilities. The top barrier noted among those who indicated that barriers were different (n = 11) was Limited accessibility of IVRS via public transportation services.

Figure 20. Top 3 Perceived Barriers for IVRS Consumers - Partners



Transition-Aged Youth

The partners agreed that barriers to achieving employment goals for transition-aged youth differed from other disability populations (16; 59%). The most reported barriers included Little or no work experience (12; 26%), poor social skills (8; 17.39%), or limited work skills (6; 13%). No partners indicated that mental health issues, childcare, housing, or language barriers were barriers to employment among this population. Partners overwhelmingly did not believe that transition-aged youth had different needs in accessing IVRS services as compared to consumers from all groups.

Consumers from Diverse Groups

Racial or ethnically diverse groups

When asked to report on barriers faced by racial or ethnically diverse groups or members of the LGBTQ+ community, most reported no significant differences in achieving employment goals. Of those who agreed that differences among people with disabilities from racial or ethnically diverse groups exist (n = 8), almost all indicated that language barrier was a top barrier to achieving employment goals among this group, with the second most prevalent

barrier listed as lack of training or education. No partner indicated that accessing IVRS services was different for consumers from racial or ethnically diverse groups.

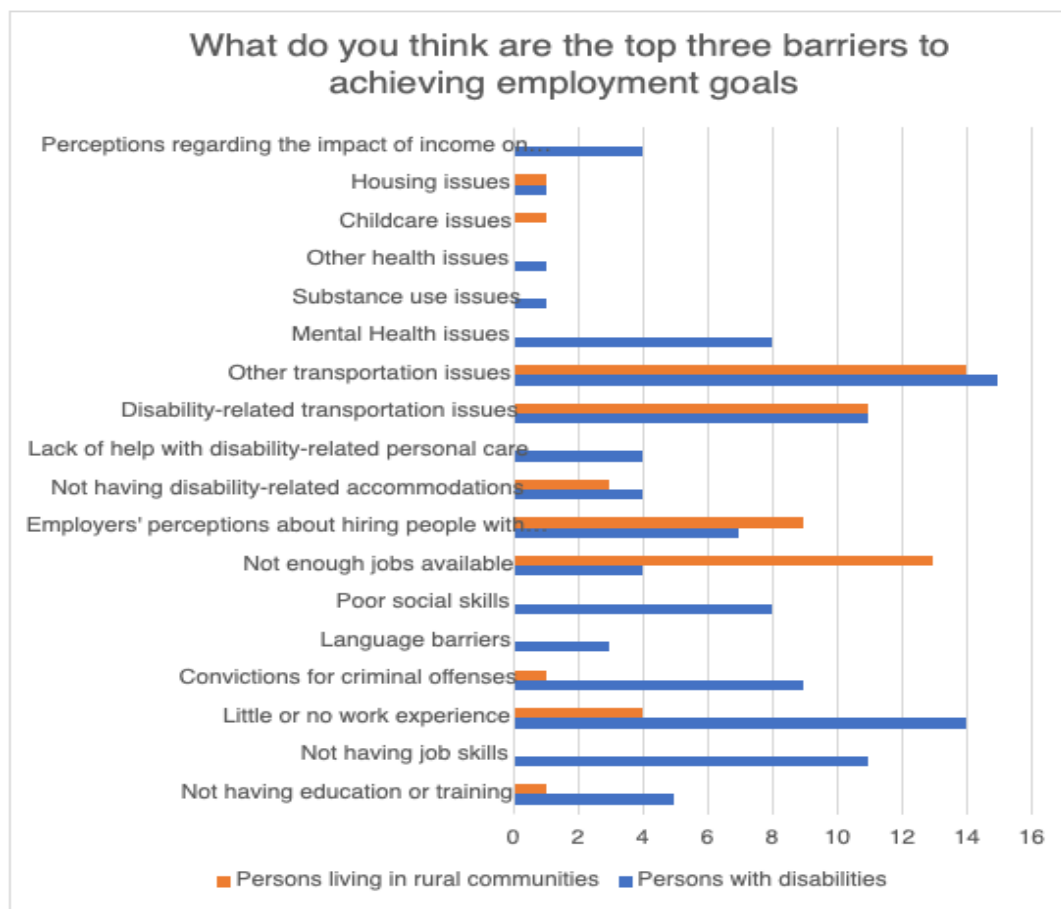
Members of the LGBTQ+ Community

When asked to report on barriers faced by racial or ethnically diverse groups or members of the LGBTQ+ community, most reported no significant differences in achieving employment goals. Of those who agreed that differences among members of the LGBTQ community exist (n = 4), almost all indicated that employer perceptions about hiring people with disabilities was a prevalent barrier, with not having disability-related accommodations as second most prevalent. Partners indicated that accessing IVRS services was not different for consumers in the LGBTQ+ community.

Consumers living in Rural Communities

Those surveyed agreed that barriers to achieving employment goals for people who are living in rural communities differed from other disability populations (19; 70.3%). The most reported barriers included Disability-related transportation issues (11; 18.3%), Not enough jobs available (13; 21.6%), and other transportation issues (14; 23.2%). However, most partners did not indicate that the accessibility of IVRS services was markedly different for consumers in rural communities as compared to consumers generally.

Figure 21. Top 3 Perceived Barriers for IVRS Consumers: Rural v. General (Partner)



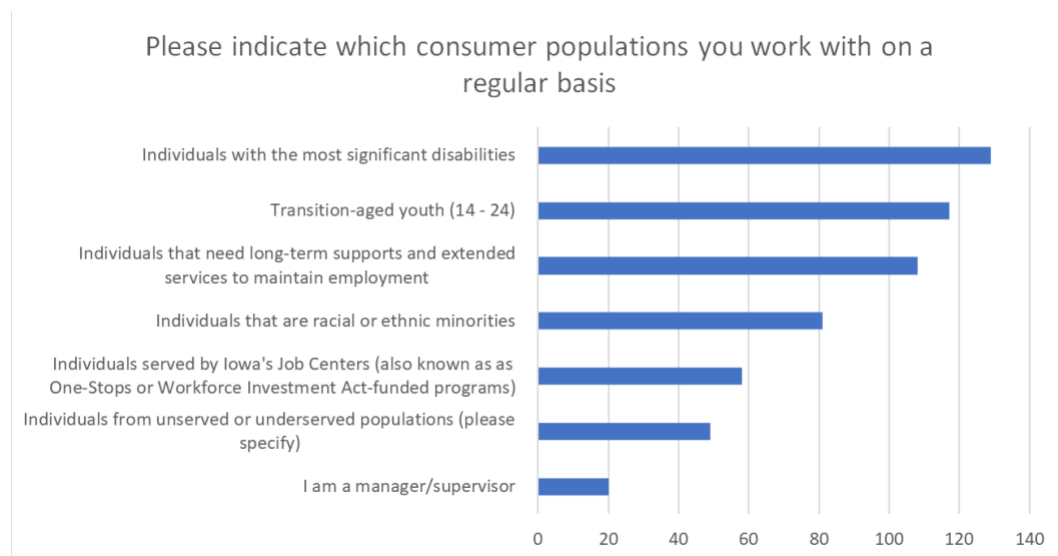
IVRS Staff Data

Data was collected from IVRS staff and administrators (n = 167). A total of 71 (43%) participants indicated being a counselor (“Rehabilitation Counselor”, “IVRS counselor” or “Counselor”). 16 (9.6%) reported being an IVRS supervisor, and a total of 19 participants (11%) reported their job title being Vocational Rehabilitation Counselors.

Participants reported working at their current job throughout a range between 0 to two years (50; 30%) and 10 years and over (49; 29.3%). Other ranges were 3 to 5 years (38; 22.7%) and 6 to 9 years (30; 18%). The greatest proportion of participants (65; 39%) have worked for IVRS for 10 years or more.

When asked to report on the consumer populations participants constantly work with 129 (23%) reported working with Individuals with the most significant disabilities. 117 (20.8%) of participants working with transition age youth (14-24).

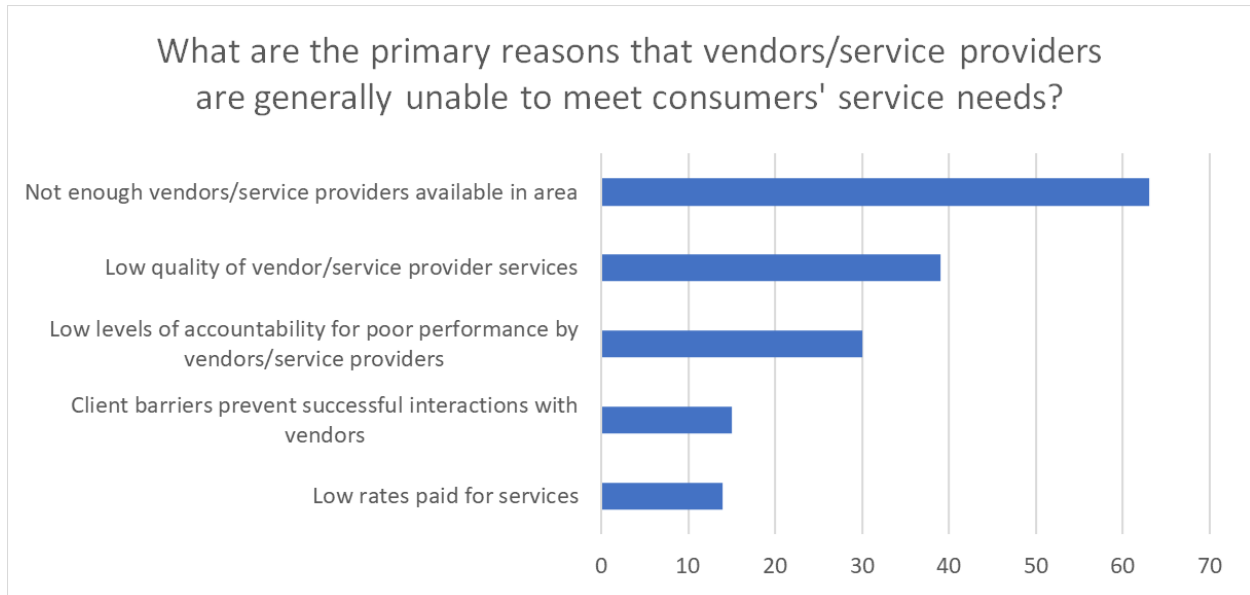
Figure 22. Consumer Populations Worked With (Staff)



Regarding the services that are readily available for IVRS consumers, IVRS staff indicated a range of available services from job search and job training to health insurance and housing. Services reported most frequently were job search (145; 10.8%) and benefits planning assistance (135; 10%). Those services reported the least frequent were housing (57; 4.2%) and personal care attendants (45; 3.3%).

The participants surveyed were asked if service providers and vendors were able to meet IVRS consumers' vocational rehabilitation service needs, 94 (56.3%) said yes while 73 (43.7%) said no. Primary reasons identified why vendors/service providers are unable meet consumers' service needs included availability of providers in the area and the quality of services provided (Figure 23).

Figure 23. Service Providers Unable Reasons (Staff)



Barriers by Group

Participants were asked a series of questions regarding employment barriers for IVRS consumers. These questions were asked relating to four groups, persons with the most significant disabilities, transitional age youth, racial and ethnically diverse populations, and consumers living in rural communities. Over 90% of participants agreed that barriers to achieving employment goals for consumers living in rural communities were different from the overall population (137 - “Yes”; 92.5%). Many of all participants (123; 81%) agreed that barriers to achieving employment goals for consumers with the most significant disabilities were different from the overall population. Most of all participants (107; 71%) agreed that barriers to achieving employment goals for transition-age youth were different from the overall population. Over half of all participants (91; 61%) agreed that barriers to achieving employment goals for consumers from racial or ethnically diverse groups were different from the overall population.

Most Significant Disabilities

Participants were asked to select the top three barriers to achieving employment goals for IVRS consumers around the identified four groups. Most of those surveyed agreed that barriers to achieving employment goals for consumers with the most significant disabilities were different from the overall population of people with disabilities (yes – 123; 81%). The most reported barriers included Disability-related transportation issues (39; 10.7%) and Mental health issues (33; 9%).

Transition-Aged Youth

Most of those surveyed agreed that barriers to achieving employment goals for transition-age youth differed from the general populations (107; 71.3%). The most reported barriers included Poor social skills (49; 13.7%), Not enough jobs available (60; 16.8%), and Little or no work experience (74; 20.7%).

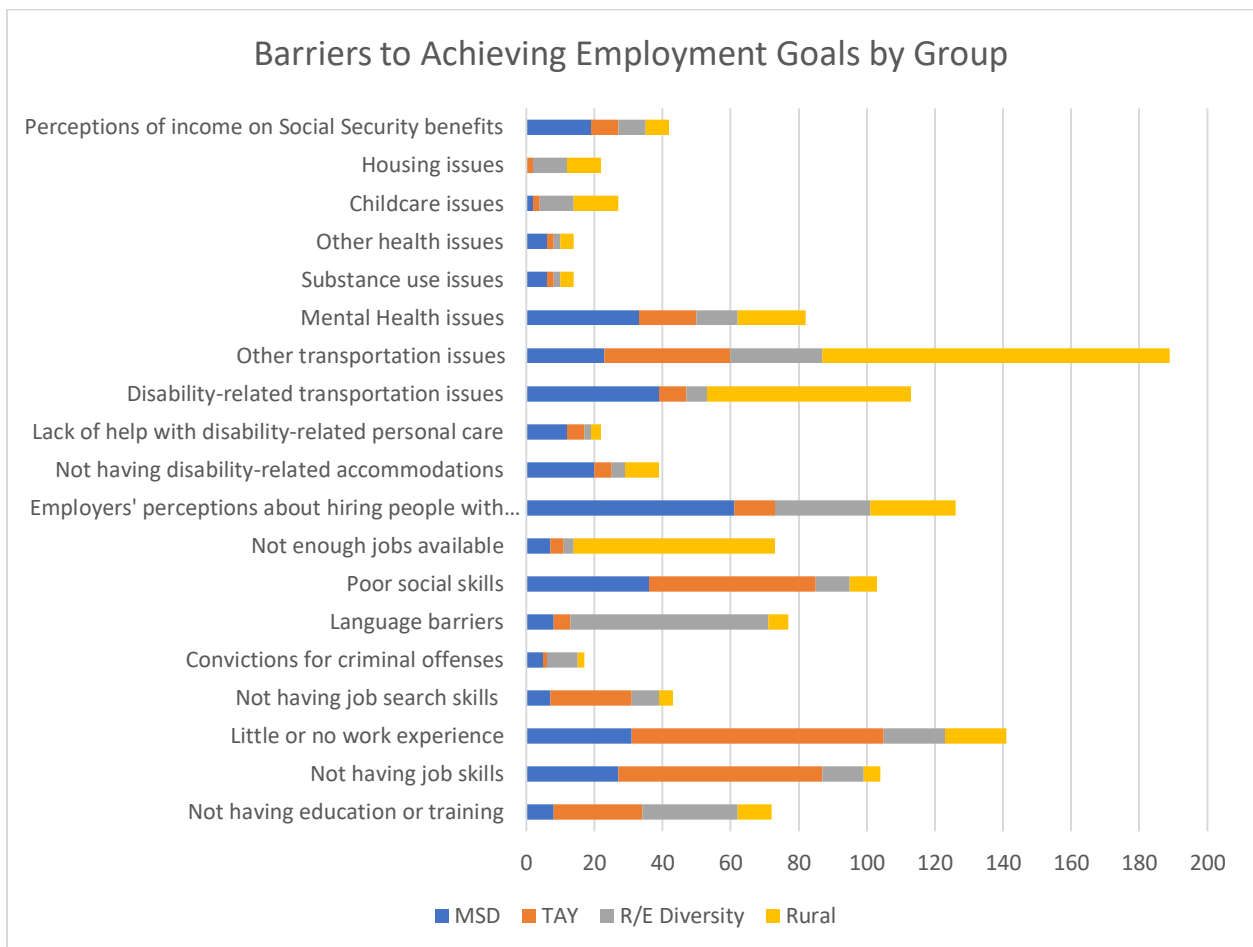
Racial or Ethnically Diverse

Most participants agreed that there were barriers to achieving employment goals for consumers from racial or ethnically diverse groups when compared to the general population (“yes” - 91; 61%). The most reported barriers included Language barriers (58; 20.8%), not having education or training (28; 10%), and Employers' perceptions about employing persons with disabilities (28; 10%).

Rural Communities

Most participants agreed that there were barriers to achieving employment goals for consumers living in rural communities compared to the general population (“yes” - 137; 92.6%). Top reported barriers included Disability-related transportation issues (60; 15.6%), Other transportation issues (102; 26.5%), and Employers' perceptions about employing persons with disabilities (25; 6.5%).

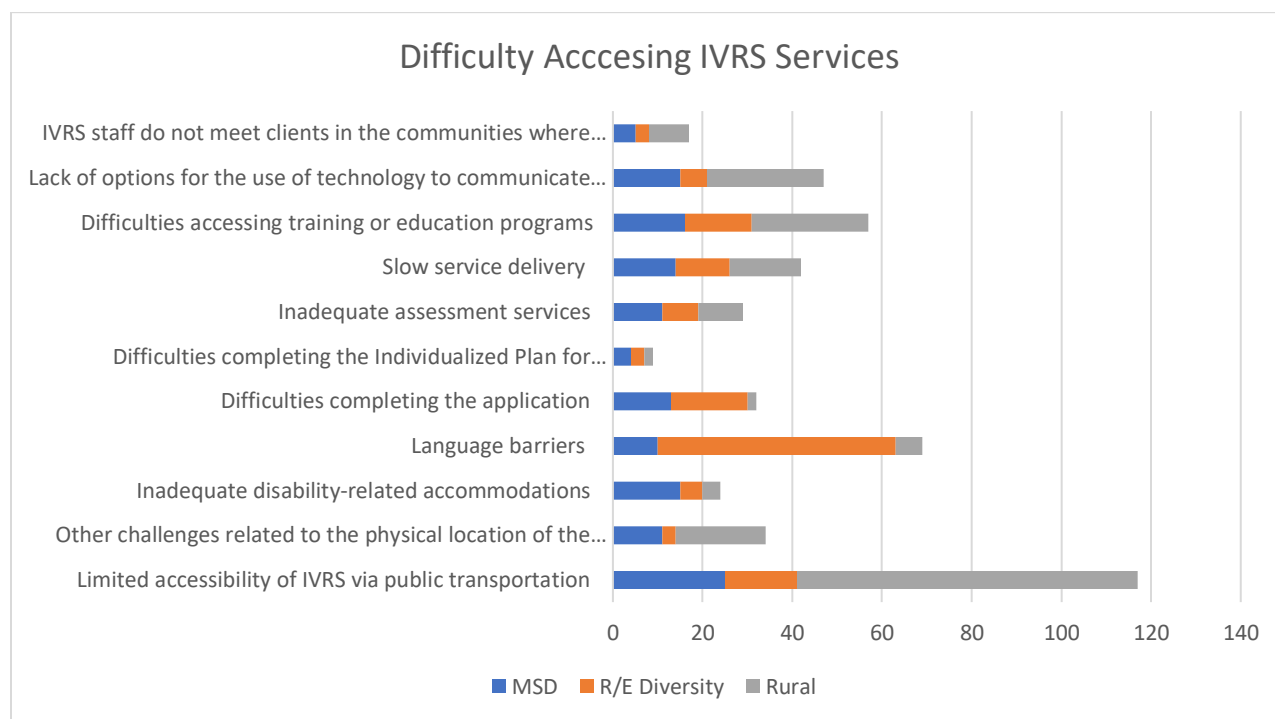
Figure 24. Barriers to Goals (Staff)



Service Accessibility by Group

The next set of questions addressed the participants' perceptions of why IVRS consumers had difficulty accessing services among the four population groups: persons with the most significant disabilities, persons with disabilities, racial and ethnically diverse populations, and consumers living in rural communities. Considering these groups, the top three reasons consumers have difficulty accessing IVRS services were Limited accessibility of IVRS via public transportation, Language barriers, and Slow service delivery. Figure 25 has a side-by-side comparison of these groups and access barriers to IVRS services.

Figure 25. Access to IVRS Services (Staff)



Participants were asked to identify their top three changes that would enable them to better assist their IVRS consumers. The most selected answers included More effective community-based service providers (71; 19%), smaller caseloads (58; 15.5%), and more streamlined processes (56; 15%). These results are displayed in Table 45.

<i>Answer</i>	<i>%</i>	<i>Frequency</i>
<i>More effective community-based service providers</i>	18.98%	71
<i>Smaller caseload</i>	15.51%	58
<i>More streamlined processes</i>	14.97%	56
<i>Improved business partnerships</i>	8.56%	32
<i>More administrative support</i>	6.68%	25
<i>Increased outreach to clients in their communities</i>	6.42%	24
<i>Better assessment tools</i>	5.88%	22
<i>Better data management tools</i>	5.61%	21
<i>Other (please specify)</i>	4.28%	16
<i>Increased options for technology use to communicate with clients</i>	3.74%	14
<i>Additional training (please specify)</i>	3.21%	12
<i>Decreased procurement time</i>	3.21%	12
<i>More supervisor support</i>	2.94%	11

Table 46. Needs to Better Assist Consumers

Note. Participants were asked to select up to three options, thus the total is greater than the sample size

Service Providers

One-Stop Centers

Participants were asked to report how frequently do they work with the Iowa Job Centers also known as One-Stops or Career Centers). 30 respondents reported working “very frequently” with these centers (23.3%), 51 reported working “somewhat frequently” with these centers (39.5%), 34 (26.4%) reported “infrequently”, and the remaining 14 participants reported not working at all with these centers (10.8%). Among the IVRS staff surveyed, over half reported that Iowa Job Centers do not effectively serve individuals with disabilities (71; 55%).

When asked to suggest changes to the Iowa Job Centers to improve services to people with disabilities participants selected answers including train their staff on how to work with individuals with disabilities (75;32%), Partner more effectively with IVRS (62;26.5%).

Service Providers and Vendors

IVRS staff were asked to share changes that vendors and service providers could make to support consumers in Iowa. Overwhelmingly, staff mentioned changes to or increases in hiring practices to improve services overall (i.e., hire more staff so services can be provided more quickly; hire better trained staff to provide improved services to consumers). Many also mentioned that staff who are hired should be paid better in order to improve retention. Coverage of rural areas in the state was also a primary concern, and finally, effective collaboration with IVRS and understanding IVRS’ policies and procedures came across strongly in the responses. Below are specific comments that were submitted and are exemplary of these findings. Please note these statements have not been edited.

- Understand appropriate referrals (don't just send someone to VR who needs extensive mental health/substance abuse counseling because they don't know what else to do with them)

- Timely service delivery with supported employment services. Unfortunately, some regions in our state are short staffed employees. Happy to see a registered apprenticeships being developed in our region to hire, train, and retain direct support specialists though
- They needs staff. They need ways to train the staff easier/faster so that new hires know what they are getting into and either can get out quicker or become solid in their roles faster. They need to talk to us more and let us help - more efficient for problem solving and responding before little issues become big
- Find more staff, pay them better, and train them better
- Need more providers to respond to VR's attempt at scheduling psychological/psychiatric evaluations. We are finding that it is difficult to schedule testing with current providers as they often take a long time to return calls or do not return them at all. This delays eligibility determinations for a lot of clients
- We need more providers to travel out into the rural areas from their main hubs.

Perceptions of Job at IVRS

Participants were asked to review and respond to a series of 10 questions regarding their evaluation of their current job. A five-point Likert scale was provided (strongly disagree, disagree, neutral, agree, and strongly agree). Among the items that rated the most favorably (e.g., strongly agree) were “I have adequate training to complete my job to the best of my ability” (48;37.5%), “I have adequate support from my supervisor to be successful in my current role” (59; 46%), and “I have enough control in my job to adequately support the consumers that I work with” (32;25%)

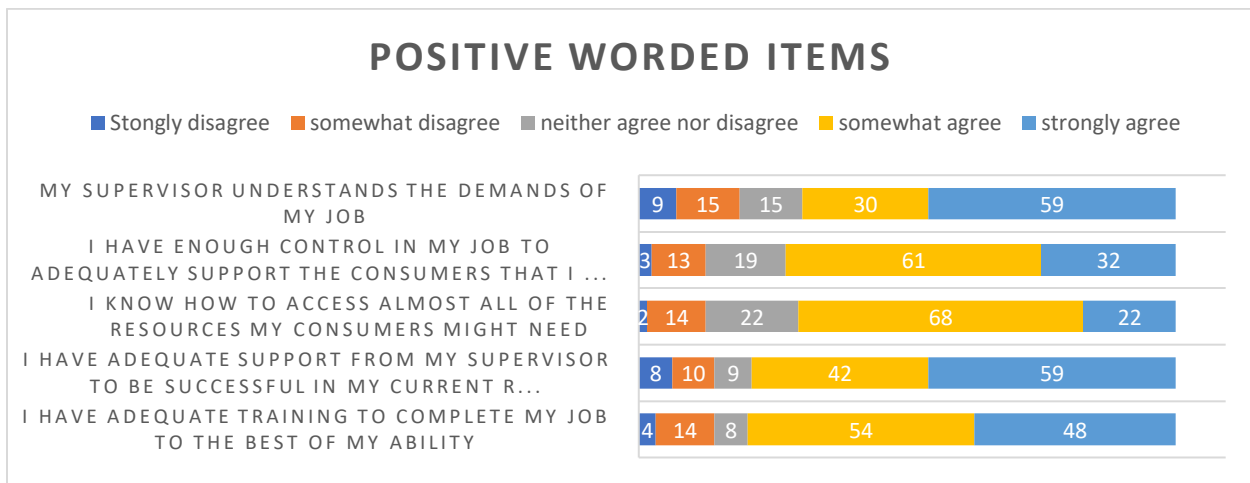


Figure 26. Positively worded Items

The other questions asked of participants were addressed to reflect negative evaluations of IVRS staff’s current positions. These questions addressed resource allocation, case load management and voluntary turnover issues. Two questions that were rated highly (e.g., strongly agree), “I do not have enough time to get my work done at the level I would like” (41; 32%) and “I do not have enough time to provide the best service to my consumers” (35;27.3).

NEGITIVE WORDED ITEMS

■ Stongly disagree
 ■ somewhat disagree
 ■ neither agree nor disagree
 ■ somewhat agree
 ■ strongly agree

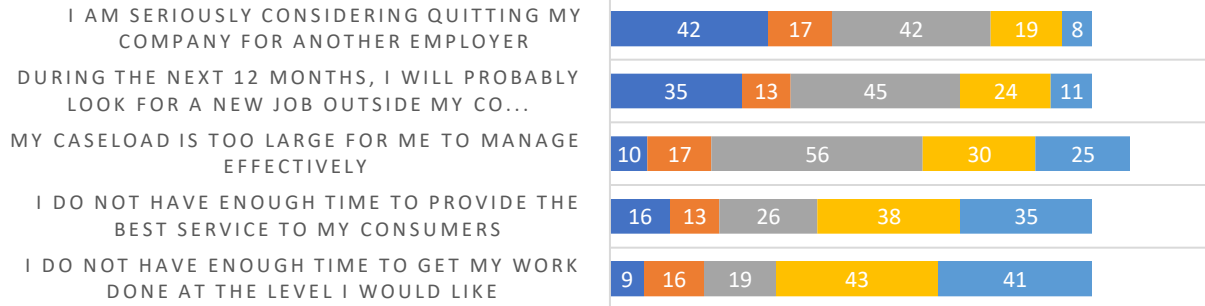


Figure 27. Negatively worded Items

IVRS Consumer Data

Self-Report Demographic Data

The average age of IVRS consumers who took the survey was 38 years old. Some who took this survey did so on behalf of another, such as a family member. Regarding race/ethnicity, 83% of all consumers identified as white/Caucasian race (n = 689). African American (n = 49; 5.9%) and Hispanic or Latino/a/x (n = 20; 2.6%) represented smaller ethnic groups reported by consumers. Majority (97.7%) of consumers who responded to this survey reported English as their preferred language (n = 774). A total 13 consumers preferred American Sign Language (1.6%). Although consumers reported living in all parts of Iowa, a sizeable percentage reported living in central and east central parts of the state (n = 377; 48.1%).

When asked to report on their primary disabling condition, many reported a mental health issue (n = 217; 27.8%). Other conditions included physical disabilities (n = 143; 18.3%) or intellectual disabilities (n = 126, 16.1%). Many self-reported no secondary disability (n = 675). Of those who reported having a secondary disability, mental health (n = 156, 23.1%), and physical secondary disabilities (n = 79; 11.7) were primary.

When asked about their current association with IVRS, 47.1% of all those who responded were current job candidates (n = 558). Approximately 29% of all those who responded were previous job candidates with IVRS (n = 343). Most consumers did not receive pre-employment transition services (pre-ETS), as a high school student ("No" = 941, 78%). Many indicated that they had the education or training to achieve their employment goals ("Yes" = 481, 54%). Most suggested that their employment goal was not in a Science, Technology, Engineering, or Mathematics Field (STEM) field ("No" = 541, 60.4%).

Services & Needs

Counselor Meeting

Most consumers indicated that they met with their counselor at an IVRS office, with many also indicating that they meet their counselor using Zoom or other technology, as demonstrated in Figure 28. Notably, over 100 consumers indicated that they did not have an IVRS counselor.

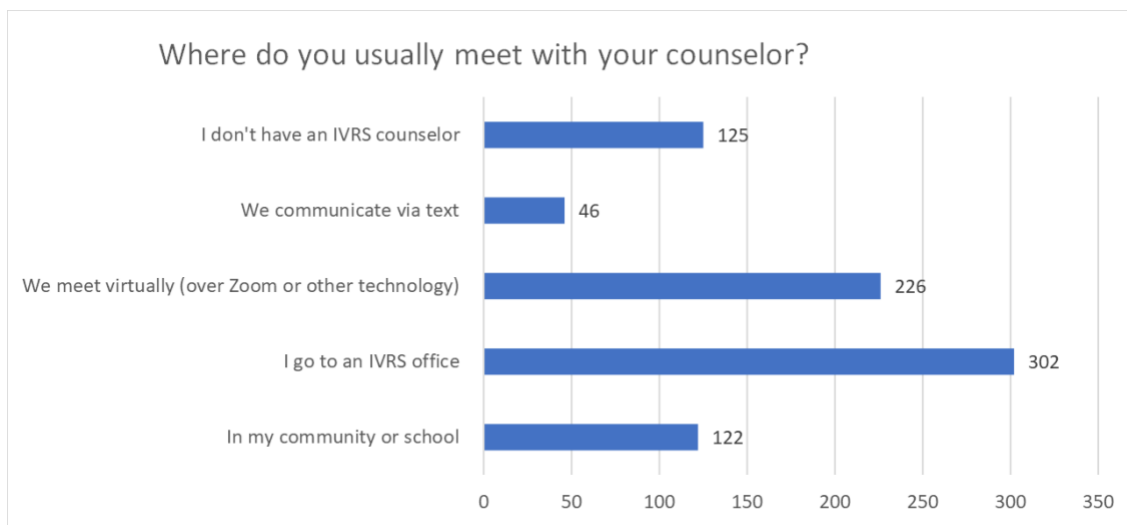


Figure 28. Where consumers report meeting counselors

Barriers to Goals and Services

Most consumers (75% and 69% respectively) reported having the job skills and job search skills necessary to achieve their employment goals.

Most consumers reported that they were **not** prevented from achieving their employment goals due to prior convictions for criminal offenses (92.8%), English language skills (96.6%), because of a shortage of available jobs (77.8%), or because of a lack of assistive technology (72.4%).

Notably, when asked whether employer attitudes about people with disabilities prevented them from achieving their employment goals, consumers were much more split than any other topic in this section, with nearly 42% responding “yes” to this item, and 58% reporting “no”.

The most commonly reported barrier to achieving employment goals was symptoms of a mental health disorder (n = 381), the second most common was employer perceptions of people with disabilities.

Figure 29 displays personal barriers to goals, and Figure 30 reveals other barriers.

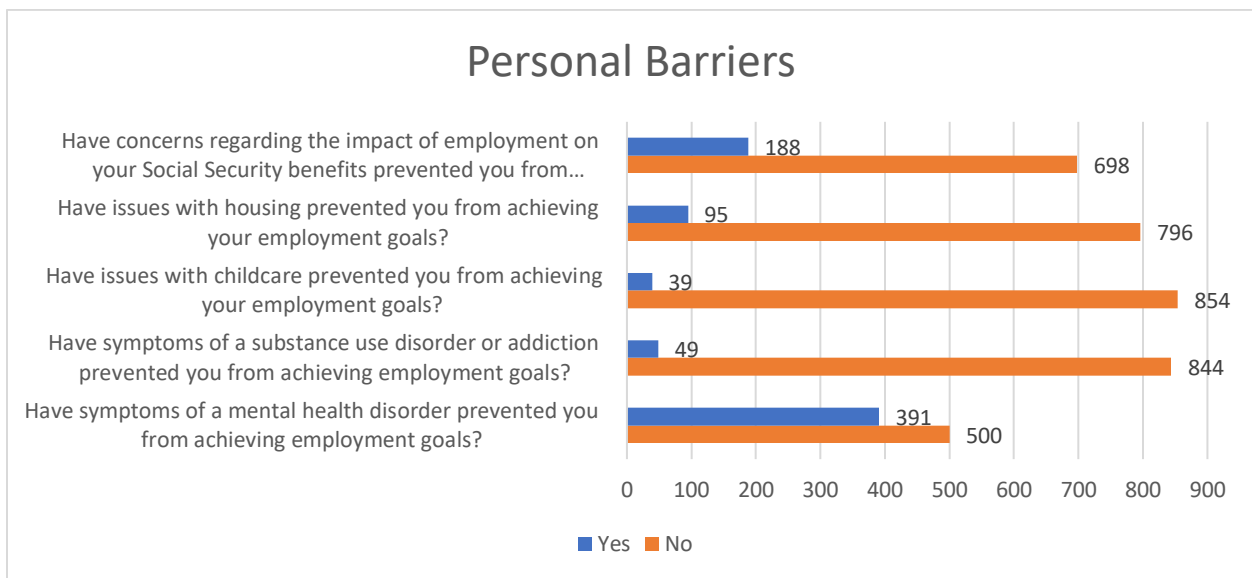


Figure 29. Personal Barriers to Employment Goals

IVRS Services

The most commonly selected barrier to receiving IVRS services among consumers was the lack of information about IVRS services available (n = 231). The next most common barriers to IVRS services were related to IVRS staff and availability: difficulties scheduling meetings with a counselor, followed by difficulties working with IVRS staff were second and third, respectively. Figure 31 demonstrates all barriers to accessing IVRS services.

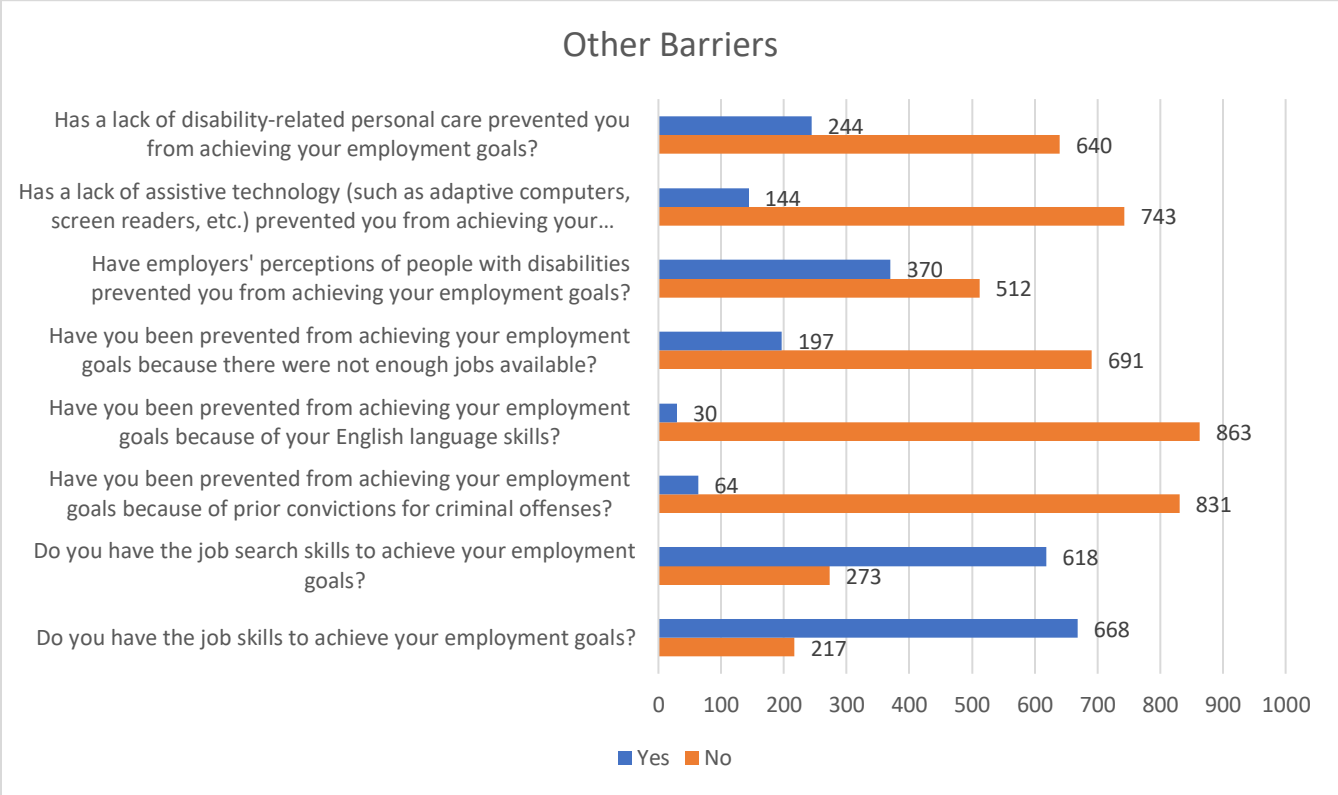


Figure 30. Other Barriers to Employment Goals

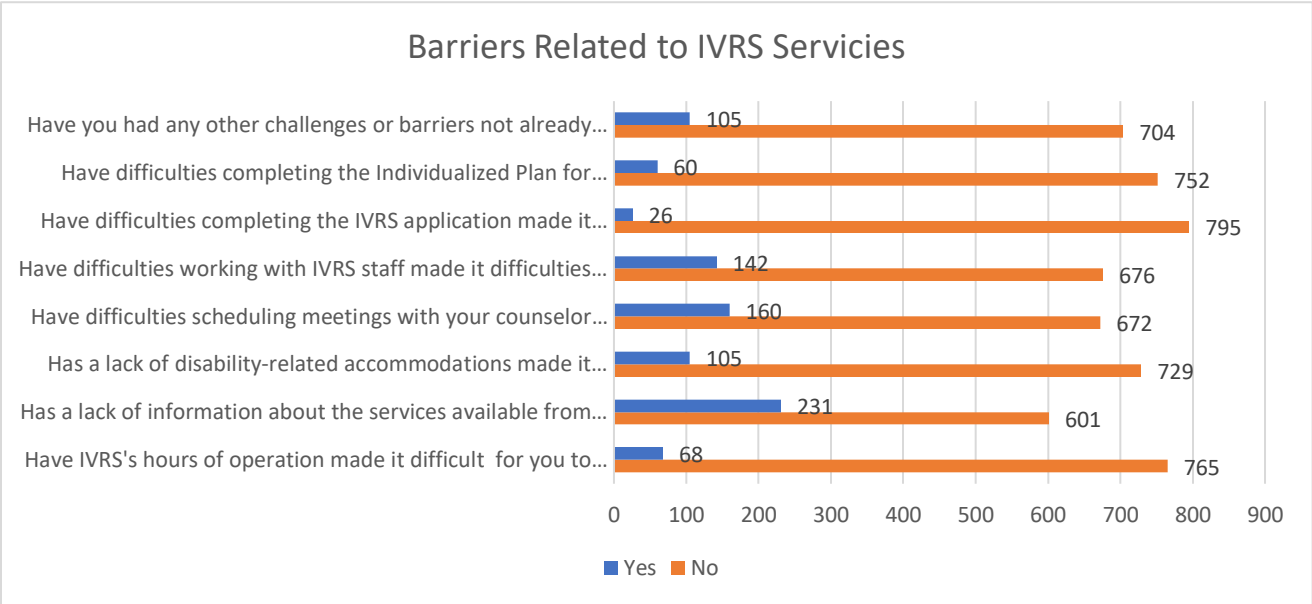


Figure 31. Barriers to IVRS Services (Consumers)

Transportation

Transportation-related issues were not indicated as a primary preventative factor in the attainment of employment goals (76.5% and 71.4%).

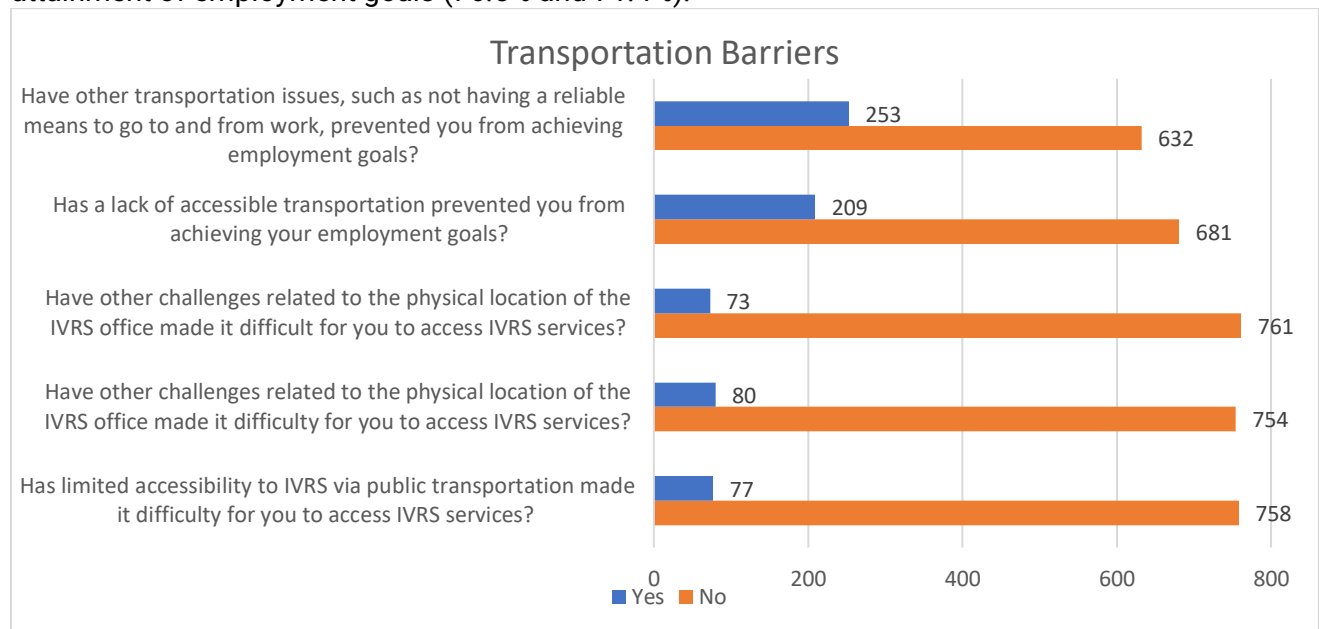


Figure 32. Transportation Barriers

Open-Ended Responses: Barriers

When asked to write-in the barriers they experience to achieving employment goals, consumers reported largely specific, disability-related symptoms or barriers, as well as those experienced with logistics (childcare, transportation, etc.), those experienced by working with IVRS. Examples of these responses can be found below (unchanged from submitted responses). Please note these responses have not been edited and are presented in the way they were submitted.

Mental Health and Disability Symptoms

- Chronic fatigue and pain. Missing a lot of work in the winter time due to illness. Not having lyme doctors in Iowa, nor help with fibromyalgia by the university of Iowa hospitals and clinics.
- Figuring out appropriate accommodations to ask for at work so that I may stay employed even in a flare of my illnesses
- The biggest thing getting in the way of my employment goals is my mental illness symptoms. Even though I'm on medication, they affect my daily functioning.
- Foggy memory due fibromyalgia issues.
- I get sick a lot. I do not qualify for disability. I have a job my my appearance and life skills are not great.
- My health and my abilities, or as we would say, disabilities and getting help for my self when I am employed

Logistics

- I cannot drive due to a medical issue and because I live in a rural location
- housing and transportation
- Not easily being able to find people online who need my services.

- Being able to work up to the amount of hours that employers want. (4-6 hrs)
- Location of where we live, economy and having roots where you live so moving is not an option. Even if it was housing cost are to high.
- Lack of time flexibility or ability to take work home.

IVRS

- Vocational rehab personnel inconsistent programs and policies.
- This program being unreliable in their training/trainers.
- IVERS was a huge barrier unless I wanted to work at a gas station or for low salary they refused to help and the communication was pathetic.
- No one ever contacted me to implement resources for months and months after applying
- Your office does not have resources related to acting
- Lack of promotion and/or consideration of one's ability/skills to be able to succeed in a role is what holds me and many people back. I believe education doesn't offer enough business exposure aside from internship roles to give individuals a chance to get into a career so they are able to achieve their goals or work to meet them at some point later on.

Open-Ended Responses: Goals

Consumers were asked to write in their employment or education goals. These items were coded and quantified. 907 total responses were coded.

- The most common coded theme included responses that were unclear or did not answer the question (n = 204)
- The highest reported goal was part-time employment, with 12% of responses mentioning part-time employment in some form
- The second most common goal indicated was full-time employment (10%)
- The top goals mentioned include:
 - Human services (including education) - 78 responses
 - STEM fields (including IT) - 74 responses
 - Specifically healthcare - 42 responses
 - Entrepreneurship – 41 responses
- Additional goals related to employment included getting work with one's current abilities, maintaining or obtaining benefits and obtaining financial stability

One-Stop Center Use

Most consumers reported not having used the IowaWORKS/one-stop centers (48.93%), while some indicated they had (36.6%), and a smaller proportion reported being unsure about whether they had or not (14.47%).

Most consumers reported that they did not experience difficulties with the accessibility of the building, but of those who did, some reported issues with location(s), parking, an emphasis on having to navigate the technology independently, and limited options for seating.

Most consumers reported that they did not experience difficulties accessing the programs at the Centers, but of those who did, the following are some specific barriers that were mentioned. Please note these responses have not been edited and are presented in the way they were submitted.

- Overwhelmed with job search, very difficult to use a computer as I tire very easily. Accommodating jobs are not listed separately from the regular jobs.
- I wander at job service n feel left out no cc or no interpreter
- I am hearing impaired and there was no one on one help there.
- Need constant help with computer. People helpful but not enough help for everyone
- All staff did was refer me to the job listings website
- Have autism and it is hard for me to understand some of the computer issues

About a third (32%) of those who reported that they had used the Centers reported going to a Center for training. Most (81%) indicated they went to the Center to find a job, and approximately 60% of those consumers reported that the Center did help them to find a job. Most consumers, overall, indicated that they had no opinion about how effective the Centers were at providing services to consumers with disabilities (32.2%). Many did indicate they believed the centers to be effective, with 31% indicating they believed the Centers were highly effective at serving consumers with disabilities.

Focus Group Results

Iowa Special Education Advisory Panel (SEAP)

The SEAP is a resource that discusses philosophies and best practices regarding special education services in Iowa. The SEAP responsibilities include offering advice, consultation, and recommendations to the Iowa Department of Education regarding matters concerning special education services. SEAP consists of members who are appointed by the Director of Iowa Department of Education and come from both public and private sectors. The majority of SEAP members must be people with disabilities themselves, or parents of students with disabilities.

The SEAP members were asked their perspectives regarding the rehabilitation services and service providers available to transition-age youth in Iowa.

Results and specific comments from the group include the following:

- Overwhelmingly, SEAP members indicated that they did not believe that the rehabilitation service providers in Iowa are sufficient to meet the needs of transition-age youth
 - o Specific areas for improvement that were indicated included:
 - Decreasing the disparity in service providers between rural and urban communities
 - Services for students with more complex needs
 - Improve presence of service providers within the schools
 - o Biggest barriers to achieving goals among transition-age youth included:
 - Lack of community partners to do partnerships with VR or schools
 - The logistics of connecting with larger stores to develop partnerships
 - Significant lack of job coach availability and the related wait lists
 - Lack of awareness about services IVRS can provide
 - Lack of variety of employers and types of employment
 - Staff turnover
 - Insufficient training of staff working with students (all staff, not VR counselors specifically)
 - o Most significant change IVRS could make to better support transition-age youth:
 - Lack of accountability
 - Decrease gap between IVRS and Iowa Department of the Blind
 - Address turnover and retention issues
 - Shared vision across offices and systems

Community Rehabilitation Partners

- Members representing fourteen community rehabilitation partners and stakeholders attended focus groups held in September 2022.
- Feedback about rehabilitation service providers in Iowa included:
 - o Variations in whether services are adequate to meet the needs of consumers; based on disparities experienced in rural areas
 - o Issue with lack of service provider familiarity with specific regions (especially in rural areas), negatively impacts supported employment services
 - o Customized discovery has made a positive difference for placements
 - o Wait lists for services (thought to be Workforce and not IVRS) in rural regions

- Reimbursement rates are not sufficient (through Medicaid)
- IPS and customized discovery are not as readily available as would be beneficial
- Lack of services for people with most significant disabilities
 - Can improve services to move folks in subminimum wage forward
- “job coaching and job development are like the bread and butter”
- When asked what services Iowa needs or needs improvement in, the following are responses from the stakeholders:
 - “just being able to find it, and then being able to afford it” with regard to transportation
 - Regarding Transition-Age Youth:
 - Issues are within schools, not IVRS counselors
 - Schools unwilling to pay for services, prefer to pay a para
 - VR keeps students out of sheltered workshops
 - Project SEARCH may be a greater opportunity for students in rural communities
 - School districts can be a major barrier- “it’s dollars, because with WIOA the school has to pay for the job coaching fees”
 - Contributes to lack of quality of service providers
 - Potential confusion about what might be an opportunity among those who did not participate in APSE and related training for supported employment
 - Changing populations that are needing service to include behavioral challenges, ASD, and persistent mental illnesses; lack of training for serving these populations
 - Eligible for VR but being denied by providers