# The Disability Employment Tabulation 2008-2010: Overview

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Webinar for the

Office of Disability Employment Policy, Department of Labor

# **Agenda**

- Basics of the Disability Employment Tabulation 2008-2010

- Content and key concepts

- Webpages and resources

- Accessing the data on American FactFinder (AFF) (live demonstration)

# What is it?

- Custom tabulation providing in-depth labor force characteristics of individuals with a disability
- 49 tables
- Shows the disability status and diversity of the labor force and population 16 and over
- Based on ACS three-year data file 2008-2010
- Sponsoring Federal agencies:
  - Department of Labor:
    - Office of Disability Employment Policy (ODEP)
    - Office of Federal Contracting Compliance Programs (OFCCP)

# Importance of the Disability Employment Tabulation

- Allows examination of labor force diversity by disability status

- It is the source for detailed occupational statistics by disability status in the workforce for local areas

- First product from the Census Bureau providing in-depth labor force characteristics of individuals with a disability, with more detail on occupation, education, and earnings

- Provides reliable and accurate data to further education, research, and policy initiatives that improve employment opportunities and outcomes for individuals with disabilities

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# Highlights

- Over 1 billion estimates
- More than 4000 unique geographic entities:
  - U.S. Total
  - 50 states, D.C. and Puerto Rico
  - Metro/micro areas
  - EEO County Sets
  - Public Use Microdata Areas (PUMAs)
- Tables may include employment status, detailed occupation, occupation groups, citizenship, educational attainment, age, race, sex and earnings
- All tables show estimates, percentages, margins of error
- Fully available online through American FactFinder

# Uses of the Tabulation

- **Users**: governments (state, federal, and regional), businesses, individuals
- Examine the diversity of the labor force, by disability status, for many levels of geography to support user needs:
  - State governments may **evaluate state policies**
  - Local communities may **study employment and labor force diversity** within their county or metro area
- **Identify human capital gaps** for individuals with disabilities using information on education level, as well as occupation
- **Assess equal pay issues** for individuals with a disability using information on earnings by employment status, comparing across
  - Occupation
  - Race, Hispanic origin, gender, and citizenship
  - Geographies

# Content and Key Concepts

# Source Data:
# American Community Survey (ACS)

- The largest survey in the United States with a sample size of about 3½ million household addresses annually

- Monthly data collection that yields aggregate estimates every year

- Fully implemented in 2005

- Collects data on a wide range of demographic, social, economic, and housing characteristics

- Includes all 50 states, the District of Columbia, and Puerto Rico

# 3-Year Estimates

- Period estimate rather than point-in-time estimate

- Information collected continuously from independent monthly samples over 36 months (January 2008 through December 2010)

- Aggregated results over period

- Describes no specific day, month, or year within period

- Cumulative sample allows measurement of characteristics in local geographies and increases  precision of its estimates

- Best source for detailed occupation by disability, race and ethnicity, and sex for local areas

# Margins of Error

- All estimates of number and percent include margins of error (MOE's)

- Check margins of error to ensure estimates have sufficient reliability for their intended use

- Based on a 90-percent confidence level

- Use the pre-calculated estimates and margins of error when available for totals and subtotals

- Instructions for deriving margins of error for calculated estimates:

http://www.census.gov/acs/www/Downloads/data_documentation/Statistical_Testing/2010StatisticalTesting3and5year.pdf

# Disclosure Avoidance

- Census Bureau bound by strict laws to protect confidential information
- Disclosure Review Board approved
- Estimates are rounded
- Population thresholds for some sub-state geographies
- Tables have at least 3 unweighted cases per cell
  - CBSAs and County Sets only
  - Smaller cells suppressed to protect identity of individuals
  - Used complementary suppression
  - Suppressed cells denoted with "N"
- Empty tables (no data) not displayed

# Table Set Content

- 49 tables total

- 7 Table Sets

  (1) Detailed occupations

  (2) EEO occupation groups

  (3) EEO-1 job categories

  (4) Federal sector job groups

  (5) State and local government job groups

  (6) Educational attainment by Age

  (7) Employment status and Earnings for detailed occupations

- Crossed by disability status, sex, race/ethnicity, and citizenship (nation-level only)

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# Table Set Geography

| Table Set | Geograpic Summary levels (Residence level) | | | | |
| --- | --- | --- | --- | --- | --- |
| | Nation (010) | States (040) | EEO County Sets (902) | CBSAs (310) | PUMAs (795) |
| 1 Detailed Occupations | US | ST | | CBSA (100K+) | PUMA |
| 2 EEO Occupational Groups | US | ST | CS (50K+) | CBSA (50K+) | |
| 3 EEO-1 Job Categories | US | ST | CS (50K+) | CBSA (50K+) | |
| 4 Federal Sector Job Groups | US | ST | CS (50K+) | CBSA (50K+) | |
| 5 State and Local Government Job Groups | US | ST | CS (50K+) | CBSA (50K+) | |
| 6 Educational Attainment by Age | US | ST | CS (50K+) | CBSA (50K+) | |
| 7A Employment Status (Employed, Total), by Earnings and Detailed Occupations | US | | | | |
| 7B Employment Status (Unemployed, Not in Labor Force) by Earnings and Detailed Occupations | US | | | | |
| 7C Employment Status and Earnings and Detailed Occupations (no race detail) | | ST | | CBSA (100K+) | PUMA |

Note: Citizen and non-citizen versions of the tables are only at Nation level.

# Geography Notes

- Geography is at "residence," covering people living in the area
- Includes Puerto Rico (PRCS) at sub-national level
- Population thresholds apply
  - 100,000 minimum for tables <u>with</u> Detailed Occupation
  - 50,000 minimum for tables <u>without</u> Detailed Occupation
  - National level only for tables showing <u>Citizenship</u> detail
- EEO County Sets 2010
  - Groups of counties with 50,000 or more population
  - Not available for Puerto Rico
- Public Use Microdata Statistical Area (PUMA)
  - Statistical entity based on Census 2000 geographies
  - Non-overlapping, partitioning each state into areas originally defined as covering minimum of 100,000 people
  - Same as those on ACS PUMS 2008-2010

# Measurement of Disability

- Disability status measured by how respondents answered 6 questions on the American Community Survey

- If the individual is reported as having any type or multiple types of disability, then he or she is considered to have a disability

- The ACS attempts to capture six aspects of disability
  - Serious difficulty with four basic areas of **functioning** – hearing, vision, cognition, and ambulation
  - Difficulty with selected **activities** from the Katz Activities of Daily Living (ADL) and Lawton Instrumental Activities of Daily Living (IADL) scales – difficulty bathing and dressing, and difficulty performing errands such as shopping

- Current set of disability questions introduced on the 2008 ACS

- Comparisons of disability data from 2008 or later with data from prior years are not recommended

- The Disability Employment Tabulation does not show details on the type, severity, or duration of disability

# ACS Questions on Disability

FOR ALL AGES:

- Is this person **deaf** or does he/she have serious **difficulty hearing**?
- Is this person **blind** or does he/she have serious **difficulty seeing** even when wearing glasses?

FOR THOSE AGE 5 AND OLDER:

- Because of a physical, mental, or emotional condition, does this person have serious **difficulty concentrating, remembering, or making decisions**?
- Does this person have serious **difficulty walking or climbing stairs**?
- Does this person have **difficulty dressing or bathing**?

FOR THOSE AGE 15 AND OLDER:

- Because of a physical, mental, or emotional condition, does this person have **difficulty doing errands alone** such as visiting a doctor's office or shopping?

# Comparison to Other Surveys

- American Community Survey (ACS)
  - Six questions / "Core" definition
    - Exclusively activity-based
- Current Population Survey Annual Social and Economic Supplement (CPS ASEC)
  - Work disability measure
    - Activity (work) and program-based
  - Core definition also available from Core CPS instrument
- Survey of Income and Program Participation (SIPP)
  - 60+ questions / "Comprehensive" definition
    - Combines both medical and activity-based
    - Includes measurement of severity

# Use of ACS for Disability Employment Tabulation

- Strengths

  - Very large sample size (250,000+ addresses/month)

  - Households and Group Quarters covered

  - Allows study of smaller geographic areas

  - Timely, continuous

  - Includes demographic, social, and economic characteristics

- Weaknesses

  - Less detailed definition compared to SIPP

  - Questions changed in 2008, reducing sample to 3 years and limiting historical data (also true of monthly CPS data)

# Race and Ethnicity Categories

Table boxhead for all tables *except for 7C*.

| Total, race and ethnicity | Hispanic or Latino | | Not Hispanic or Latino, one race | | | | | Balance of not Hispanic or Latino |
|---|---|---|---|---|---|---|---|---|
| | White alone Hispanic or Latino | All other Hispanic or Latino | White alone | Black or African American alone | American Indian and Alaska Native alone | Asian alone | Native Hawaiian and Other Pacific Islander alone | |

There are 8 race/ethnicity categories

Race 'alone' means the person reported one race

'Balance of Not Hispanic or Latino' includes the balance of non-Hispanic individuals who reported multiple races or reported Some Other Race alone

Table Set 6 is split by race/ethnicity groups: **Part 1** (first 5) and **Part 2** (last 4)

Table 7C has no race detail; shows sex in the columns instead

# Occupation

- Based on 2010 Standard Occupational Classification (SOC)
- 488 Census detailed occupations (same as for ACS 2010 PUMS)
- Detailed occupations also grouped into 4 different aggregated occupations
- "Unemployed" occupation
  - Different from "Unemployed" employment status, so is not shown on Table Set 7
  - Currently unemployed and either no work experience in the last five years or last job was military-specific (e.g., military officer)
  - Does not include those currently unemployed and had a non-military-specific job (e.g. aircraft pilot) in the last five years; these records tabulated for the most recent job

# Employment Status and Earnings

Table Set 7

- Employment status is current, refers to week prior to survey

- Three labor force statuses:

  - Employed

  - Unemployed

  - Not in the labor force

- Earnings are for past 12 months, in inflation-adjusted to 2010 dollars

- Earnings detail differs by employment status:

  - Total Population and Employed: 8 categories, combined above $100,000

  - Unemployed and Not in Labor Force: 3 categories, combined above $15,000

# Webpages and Resources

# Disability Employment Tabulation Webpage on census.gov

# Disability Employment Tabulation Main Page

## http://www.census.gov/people/disabilityemptab/



Click on "Frequently Asked Questions" or "Documentation" for more information, documents and links to resources associated with the Tabulation.

# Disability Employment Tabulation 2008-2010 Frequently Asked Questions

**http://www.census.gov/people/disabilityemptab/about/faq.html**

## Disability Employment Tabulation

| Main | About | Documentation | Data | Related Sites | Contact Us |

**In This Section**

- About

Frequently Asked Questions
- Disability Employment
Tabulation 2008-2010
(3-year ACS data)

### Frequently Asked Questions - Disability Employment Tabulation 2008-2010 (3-year ACS data)

1. Why did the U.S. Census Bureau produce the Disability Employment Tabulation 2008-2010 (3-year ACS data)?
2. What are the characteristics shown in the Disability Employment Tabulation 2008-2010 (3-year ACS data)?
3. What geographic levels are available for this tabulation?
4. How does the Disability Employment Tabulation compare to the EEO Tabulation?
5. What is the American Community Survey (ACS) 2008-2010 3-year data file?
6. How can I access the Disability Employment Tabulation 2008-2010 (3-year ACS data)?
7. How can I download the data from American FactFinder?
8. What is "residence geography"?
9. WWhat are "EEO county sets"?
10. How can I access data by "county set" geography?
11. What is a core based statistical area (CBSA)?
12. What is a Public Use Microdata Area (PUMA)?
13. Were all geographies released at once?
14. Is Puerto Rico included in the National (United States) geography level tables?

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# Disability Employment Tabulation 2008-2010 Documentation

**http://www.census.gov/people/disabilityemptab/documentation/**



This document includes most other documents on this page in one file.

How to use EEO County Sets

PUMA maps and information

# Additional Resources

## http://www.census.gov/people/disabilityemptab/links/



This tabulation uses 4-digit Census occupation codes.
Use the **SOC Direct Match Title File** or **O\*NET** to find synonyms for an occupation, look up the SOC code to find Census occupation code, and Census occupation title or description.

# Related Topics on Census.gov

- Industry and Occupation

  http://www.census.gov/people/io/

- Disability

  http://www.census.gov/people/disability/

- Equal Employment Opportunity (EEO) Tabulation

  http://www.census.gov/people/eeotabulation/

- Veterans

  http://www.census.gov/hhes/veterans/

- American Community Survey

  http://www.census.gov/acs/

# Accessing the Data in American FactFinder (AFF)

# Ways to access the Disability Employment Tab Data

- Disability Employment Tabulation's "Data" webpage

  http://www.census.gov/people/disabilityemptab/data/

- American FactFinder's Advanced Search
  http://factfinder2.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t

- FTP site
  http://www2.census.gov/EEO_Disability_2008-2010/

# Disability Employment Tabulation 2008-2010 Data

## http://www.census.gov/people/disabilityemptab/data/

# Table ID Structure

General Structure is **DOLDSB-*uuuu#-ss***

**DOLDSB** = For Disability Employment Tabulation
Universe:
**ALL** = Includes data for both citizens and non-citizens
**CIT** = Data for U.S. citizens only
**NCIT** = Data for non-citizens

Table Set Number:
**#** = Table set number 1 through 7

Specific table in the table set :
**N# or P#**
**A, B, or C**

# Table ID - specific tables

**Specific table in table set:**
**N#** = Number (Race grouping Part # 1 or 2 for Table 6)
**P#** = Percent (Race grouping Part # 1 or 2 for Table 6)

**Part 1 shows 5 groups**: Total, White Hispanic, All Other Hispanic, Non-Hispanic White, Non-Hispanic Black

**Part 2 shows 4 groups**: Non-Hispanic American Indian Alaska Native, Non-Hispanic Asian, Non-Hispanic Native Hawaiian and Other Pacific Islander, Balance of non-Hispanic race/ethnicity groups

Table Set 7 only:
**A** = Total and Employed, national level
**B** = Unemployed and Not in Labor Force, national level
**C** = Subnational geography, no race detail ("ALL" only)

# The New American FactFinder
## //factfinder2.census.gov



Access from here also

**For the Disability Employment Tabulation use Advanced Search.**

# Released January 29th, 2013

# Advanced Search –
# Search all data, geographies and datasets

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# Advanced Search – Main page→



Enter topic (DOL, Disability Employment), Table ID, or occupation.

Select Program, Dataset, or characteristics

Select Geography

Doesn't work with this tabulation

Select Detailed Occupations ONLY

Enter geography (optional)

# Advanced Search –
# →Search Box →



When looking for this tabulation, we recommend starting by selecting the dataset:
In the topic search box, enter "DOL" or "Disability Employment."
A drop-down list appears. Select "DOL Disability Employment 2008-2010 (3-year ACS data)."

If data user wants a specific geography, then enter it in the search box "state, county or place".

# Advanced Search –
## → List of available tables for DOL Disability Employment Tabulation →



"Your Selections" box lets the data user know what is showing up in the "Search Results" section.

# Advanced Search –
## → Select detailed occupations →

Select detailed occupations here

Change number of occupations per page here

Access links to occupation resources and information

# Occupation Information

# Advanced Search –
# → **Select detailed occupations** →



Change number of occupations per page here.

1. Click on one of these hyperlinks to select from a major occupation group by SOC code.

# Advanced Search –
## → **Select detailed occupations** →



2. Click on occupation checkbox(es) **OR** on the hyperlink of the occupation code.

# Advanced Search –
## → **Select detailed occupations** →



3. When you click on occupation checkbox(es), you need to click on the "Add" button.

Occupations get added to the "Your Selections" box. If you clicked directly on the hyperlink, it gets automatically added. In this case, we used "Counselors 2000 (SOC 21-1010)".

# Advanced Search –
## → Select detailed occupations →



4. Once you click on "Add," the occupations show in "Your Selections".

5. Click on "Close" when finished with selecting occupations.

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# Advanced Search –
# → Select geographies →



**All** available geographies, including county sets, will show by clicking here.

**The most requested** available geographies will show here. This is the default.

Available geographies will NOT be grayed out.

# Advanced Search –
# → Select geographies →



Select state from the from drop-down list.

Then click the geography desired.
Then click "Add to Your Selections".

# Advanced Search –
## → Select geographies: County Set geography →

- **Selecting County Sets is different, since it is not a standard Census geography**
- **1. Find the appropriate EEO county set.**
  - Use the EEO County Set crosswalk of County to County Set on the documentation webpage to determine what county set it belongs to.
  - Download and open the **EEO County Set 2010 Crosswalk**.xls file
  - Find & Search to find the county of interest
  - Locate the name of the corresponding County Set

# Advanced Search –
## → Select geographies: County Set geography →

2. In the geographies menu, click on the Name tab. This is the only way to find and add EEO County Sets. Start typing the name of the County Set here and select Go.
Select the specific County Set of interest from the list of geographies.

Users can also go to **Filter Options**, expand **Summary Level**, then select **902 – EEO County Set**. This will limit the name list to County Sets.

# Advanced Search –
# → Final Search Results →

"Your Selections" includes the items the user has searched for.

List of all tables that include the combination of data user searches and selections. In this example, there are 2 tables.

Details on table, including shell. This is a quick way to see the content of the table.

To access table, click on table ID (hyperlinked) or click on the checkbox(es) next to the table, then "View" or "Download."

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# Advanced Search –
# → Table →



Click here to toggle between Estimate and Margin of Error.

These are the number of lines on the table. Use arrows to scroll or page through

Selected detailed occupations show in the rows, as do aggregated groups.

Click here to go back to Advanced Search and change any selections.

If more than one geography is selected, toggle here.

# Advanced Search –
## → Table Viewer

Data products that you select to "View" will be displayed in a new page. From there, you can choose from several options to work with your data product.
These options include:

- Modify Table
- Bookmark
- Print
- Download
- Create a Map (disabled for this tabulation)
- View All As PDFs (limited to 3 tables at one time)
- View Geography Notes
- View Table Notes
- Back to Search Results



Toggle between Estimate or Margin of Error

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# Modify Table

**These options may not be available on every table.**

Select the **Modify Table** option to see "Table Tools" that allow you to modify the view of your table. "**Table Tools**" include:



- Show/hide rows and columns
- Collapse/Expand data categories
- Rearrange columns and rows
- Sort ascending/descending
- Filter rows
- Reset Table (to original view)
- Show Hidden rows/columns
- Transpose Rows and Columns

# Bookmark

Select this option to create a **Bookmark** or to **"Save a Query"** of a table selection.  You can either save a bookmark to your Internet Browser, copy the URL, or save it as a "Query" in the location you designate.  A Query will save a **.aff** file to your computer that you can later access to return back to see the same table. Save Query will be the only option available for complex tables or tables that you have modified using the table tools.

Use the "**Load Query**" option at the bottom of the AFF Main page to access previously saved tables.

# Download Function

Used to extract and save tables from AFF in the following formats:

**Comma delimited (.csv)**

- Data and annotations in a single file (.csv)
- Data and annotations in separate files (.csv)

To include descriptive data element names, click on checkbox for .csv formats (recommended).

**Presentation-ready**

- PDF
- Microsoft Excel (.xls), and
- Rich Text Formats (.rtf)
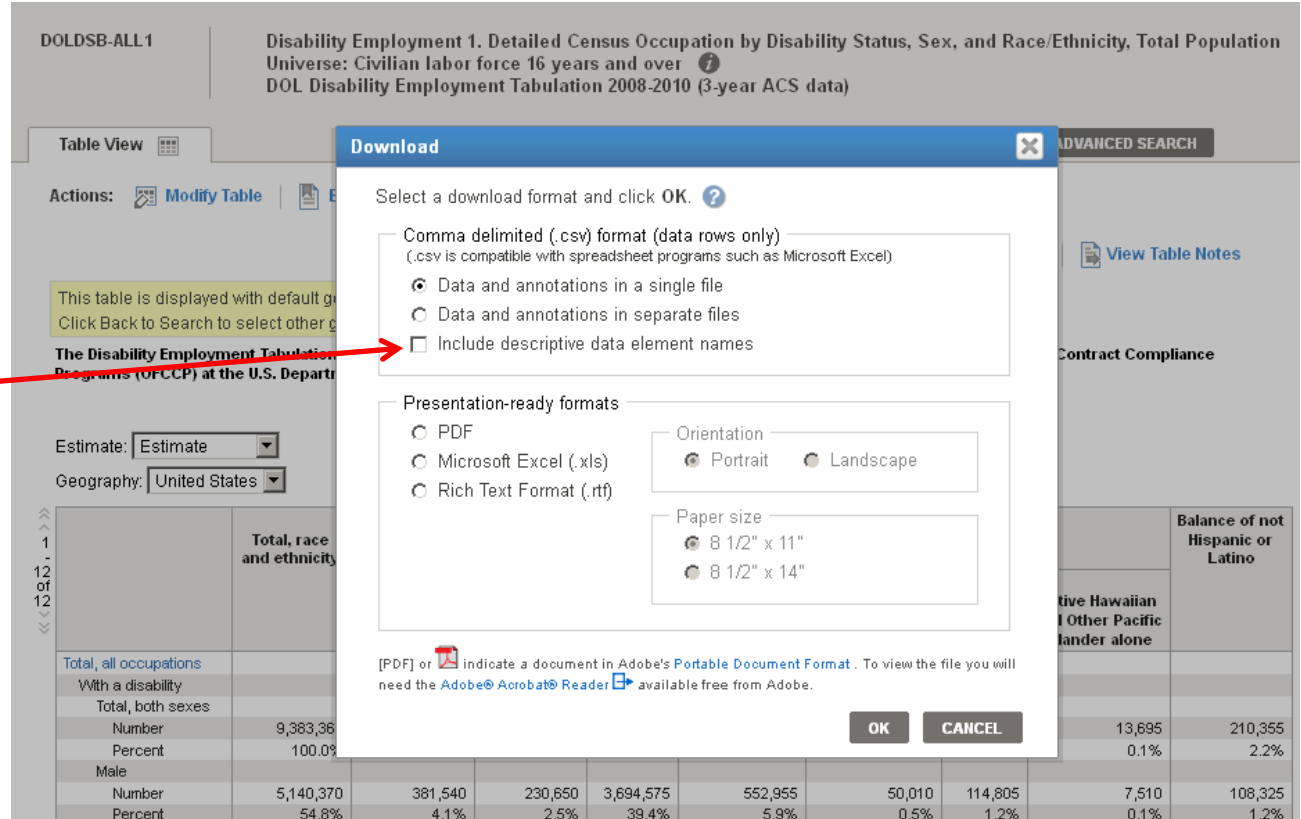
# FTP site
**http://www2.census.gov/EEO_Disability_2008-2010/**

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| Name | Last modified | Size | Description |
|------|---------------|------|-------------|
| Parent Directory | | – | |
| ACS2010 EEO DOL FTP Techdoc.pdf | 17-May-2013 14:01 | 304K | |
| EEO-10-3yr-geographic-header-file.zip | 25-Apr-2013 18:30 | 113K | |
| EEO-Tabulation-2008-2010-3-year-Table-shells.xls | 14-May-2013 19:10 | 1.8M | |
| EEO 2008-2010 Tables All In 2 Giant Files/ | 19-Apr-2013 16:38 | – | |
| EEO 2008-2010 Tables By Table Set/ | 17-May-2013 14:02 | – | |
| EEO Disability 2008-2010-FTPSiteTableReferences.zip | 19-Apr-2013 17:04 | 139K | |

- For more experienced data users
- For download of large amounts of data
- Contains ASCII text versions of the same tables as AFF
- Includes technical documentation

# For more data:
# ACS Standard Products on Disability

- Disability Employment Tabulation is a custom product, produced irregularly
- Census Bureau annually produces a "standard" set of tables about disability, covering:
  - Prevalence, employment, earnings, poverty, health insurance coverage, food stamps, hours worked, etc.
  - e.g., "B18108 - Age by Number of Disabilities"
- Iterated for available geographies, filtered by CV rules
- Available in American FactFinder
- First 5-year dataset with these new questions planned by December 2013

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For questions, contact:
**Census Call Center**
Phone:     1-800-923-8282 (toll free)
Web:          ask.census.gov

**Industry and Occupation Statistics Branch**
Social, Economic, and Housing Statistics Division
Phone:     301-763-3239