**SLIDE 1**

**Presentation Title:**

Employment Outcomes for Persons with Early vs Later Disability Onset: Preliminary Findings from the 2017 Canadian Survey on Disability

**Presented by:**

Stuart Morris

Senior Research Advisor

Disability and Accessibility Research,

Employment and Social Development Canada (ESDC)

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**SLIDE 2**

In this presentation, we are going to look at the relationship between age of disability onset and employment outcomes.

Said another way, “Does the age at which you acquired your disability have any impact on the likelihood that you will be employed”?

But first, a bit of background. When it comes to employment and person with disabilities, we know three things.

1. Employment rates tend to go down with age.

2. We see the biggest drop in employment are for those aged 55 to 64.

3. There is some evidence that those who acquired their disability later in life may

have an advantage when it comes to employment.

So, the question is why does age of disability onset matter? Well, there are two things that weigh heavily in favor of those who acquired their disability later as opposed to earlier in life.

1. They are more likely to have completed all their schooling and training.
2. They are more likely to already be in the workforce prior to disability onset.

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For this presentation, we will be drawing from data from the 2017 Canadian Survey on Disability or CSD (for short).

So, what is unique about the 2017 CSD? Well, in addition to data on employment, brand new age questions were included for the very first time.

Respondents were now asked to self-report the age at which their disability first started to limit them, and this question was asked for each disability type they had.

Therefore, if respondents had multiple disability types, it is entirely possible then that they could self-report a unique age for each type.

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In this presentation, three different stages of disability onset are examined.

Since persons with multiple disability types can have different ages of onset for each type, the earliest occurrence of any limitation is used.

Those whose self-reported that they were first limited prior to age 23 were classified as early onset.

If they were first limited between ages 23 to 45, they were classified as middle onset.

And finally, they were classified as late onset if the first occurrence of a limitation didn’t happen until age 46 and over.

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Now don’t worry, this slide is actually not that confusing.

What we want to highlight here is simply that current age is not the same as age of disability onset.

Current age is the age the person is now whereas age of disability onset is the age at which the limitation or disability actually started.

In this presentation, we will be looking at two different current age groups: 45 to 54 vs 55 to 64.

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| TABLE 1: |
| Canadians with disabilities aged 45 to 64 years, by onset stage, age, and education, 2017 |
|  |  |  |  |  |  |
|  | **Age and education** | **Stage of onset** |  |
|  | **Early** | **Middle** | **Late** |  |
|  |  | Percent |  |
|  | 45 to 54 |  |  |  |  |
|  | Both sexes | 26 | 54 | 20 |  |
|  | High school or less | 30 | 49 | 21 |  |
|  | Trade/college/CEGEP | 25 | 58 | 17 |  |
|  | University | 23 | 57 | 21 |  |
|  |  |  |  |  |  |
|  | 55 to 64 |  |  |  |  |
|  | Both sexes | 20 | 32 | 48 |  |
|  | High school or less | 17 | 36 | 47 |  |
|  | Trade/college/CEGEP | 21 | 31 | 49 |  |
|  | University | 26 | 27 | 47 |  |
|  |  |  |  |  |  |
|  | **Source**: Statistics Canada, Canadian Survey on Disability, 2017 |  |
|  |  |  |  |  |  |

When we look at the distribution of onset stages, we actually see a very clear pattern.

If their current age is between 45 to 54, persons are most likely to report having a middle onset disability. However, if their current age is between 55 to 64, they are most likely to report having a late onset.

This is actually quite an interesting finding since we would expect that the current age should not impact the underlying distribution of the onset stages. However, this is clearly not the case.

What this tells us is that any examination of onset stages will depend heavily on the current age of the person.

A second and equally important finding is that age of disability onset does not appear to have a substantial impact on educational attainment.

In other words, the distribution of onset stages is about the same whether the person has high school or less or postsecondary education.

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| TABLE 2: |
| Employment rate of Canadian population with disabilities aged 45 to 64 years, by highest onset stage, age, and sex, 2017 |
|  |  |  |  |  |  |  |
|  | **Age and sex** | **Employment** |  | **Overall Rate** |  |
|  | **Stage** | **Rate** |  |  |
|  |  | Highest | Percent |  | Percent |  |
|  | 45 to 54 |  |  |  |  |  |
|  | Men | Late | 68 |  | 63 |  |
|  | Women | Late | 63 |  | 57 |  |
|  |  |  |  |  |  |  |
|  | 55 to 64 |  |  |  |  |  |
|  | Men | Late | 50 |  | 46 |  |
|  | Women | Early | Middle | 35 |  | 33 |  |
|  |  |  |  |  |  |  |
|  | **Source**: Statistics Canada, Canadian Survey on Disability, 2017 |  |
|  |  |  |  |  |  |  |

We now turn our attention to employment rates by select characteristics.

When broken down by sex, the pattern is quite clear. In most cases, the employment rate is highest for those with late onset disability.

For example, for women age 45 to 54, the overall employment rate is 57%. However, when broken down stage of onset, the employment rate is highest for those with late onset (63%).

Two additional findings worth noting. ONE: Regardless of stage of onset, the employment rate is consistently around 1.5 times higher for younger adults (45 to 54) than older adults (55 to 64). TWO: Regardless of stage of onset, the employment rate tends to be higher for men than women in most cases.

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| TABLE 3: |
| Employment rate of Canadian population with disabilities aged 45 to 64 years, by highest onset stage, age, and severity, 2017 |
|  |  |  |  |  |  |  |
|  | **Age and severity** | **Employment** |  | **Overall Rate** |  |
|  | **Stage** | **Rate** |  |  |
|  |  | Highest | Percent |  | Percent |  |
|  | 45 to 54 |  |  |  |  |  |
|  | Less severe | Late | 80 |  | 77 |  |
|  | More severe | Early | Middle | 36 |  | 35 |  |
|  |  |  |  |  |  |  |
|  | 55 to 64 |  |  |  |  |  |
|  | Less severe | Early | 59 |  | 53 |  |
|  | More severe | Late | 26 |  | 24 |  |
|  |  |  |  |  |  |  |
|  | **Source**: Statistics Canada, Canadian Survey on Disability, 2017 |  |
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In this next slide, we turn our attention to severity of disability.

As we can see, the pattern is far less clear since the stage of onset associated with the highest employment rate varies by both severity and current age.

These preliminary findings suggest that the relationship between onset stage and severity is somewhat complex. This will require further examination and beyond the scope of this presentation.

Nonetheless, employment rates are around 2 times higher for “less severe” compared to “more severe” disabilities, regardless of onset stage

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| TABLE 4: |
| Employment rate of Canadian population with disabilities aged 45 to 64 years, by highest onset stage, age, and education, 2017 |
|  |  |  |  |  |  |  |
|  | **Age and education** | **Employment** |  | **Overall Rate** |  |
|  | **Stage** | **Rate** |  |  |
|  |  | Highest | Percent |  | Percent |  |
|  | 45 to 54 |  |  |  |  |  |
|  | High school or less | Late | 63 |  | 48 |  |
|  | Trade/college/CEGEP | Early | Late | 71 |  | 67 |  |
|  | University | Early | 86 |  | 76 |  |
|  |  |  |  |  |  |  |
|  | 55 to 64 |  |  |  |  |  |
|  | High school or less | Late | 40 |  | 34 |  |
|  | Trade/college/CEGEP | No Diff | 43 |  | 42 |  |
|  | University | Early | 62 |  | 50 |  |
|  |  |  |  |  |  |  |
|  | **Source**: Statistics Canada, Canadian Survey on Disability, 2017 |  |
|  |  |  |  |  |  |  |

When it comes to education, an interesting pattern emerges.

For high school or less, those with late onset have the highest employment rate but it is early onset for university.

Employment rates around 1.5 higher for university compared to high school or less.

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In this presentation, we provide an overview of some preliminary findings on the relationship between stage of disability onset and employment.

While further research is still needed in this area, there are a number of conclusions we can make.

* Younger (45 to 54) adults more likely to report **middle onset;** Older (55 to 64) adults more likely to report **late onset**
* Stage of disability onset does not appear to impact educational attainment. Once separated by age group, distribution of onset is similar for all levels of education.
* Employment rates consistently around 1.5 times higher for younger (45 to 54) compared to older (55 to 64) adults - regardless of stage of disability onset
* When examined by sex, employment rates generally highest for those with late disability onset
* When examined by disability severity, pattern in highest employment rates less clear and varies by age and severity
* When examined by education, pattern in highest employment rates clear for high school or less (late onset) and university (early onset)