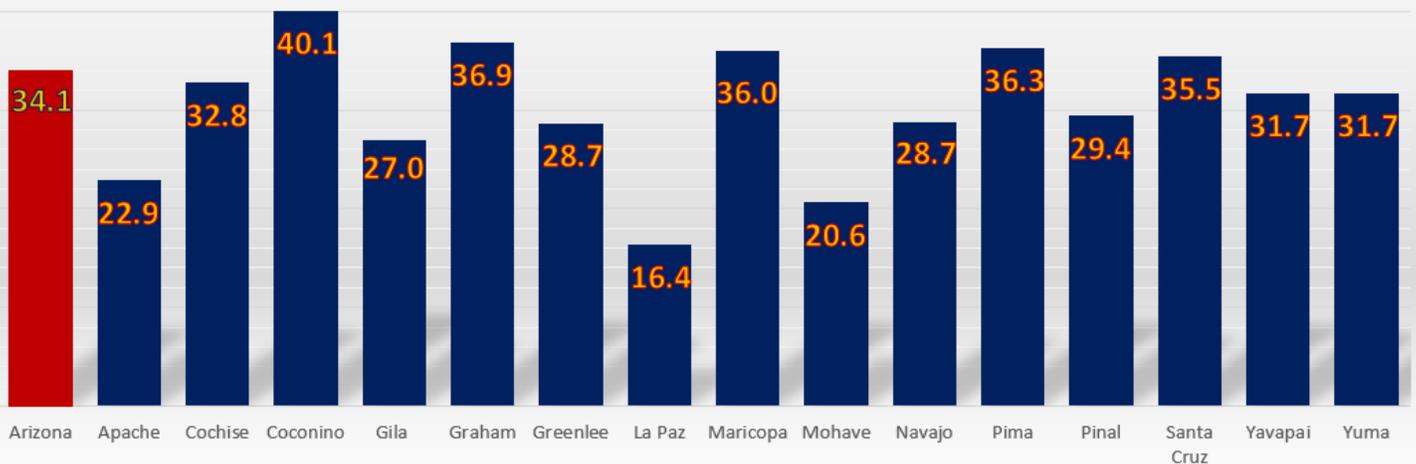


# Where Arizona Stands on Employment for Workers with Disabilities: 2018

On November 15, 2017, Governor Doug Ducey established Arizona as an Employment First state. Employment First is an initiative that promotes more opportunities for meaningful, integrated employment at fair wages with pathways to career advancement for people with disabilities. Arizona's Employment First Coalition targets policies and practices to support these goals.

Arizona Overall Employment Rate 68.3%

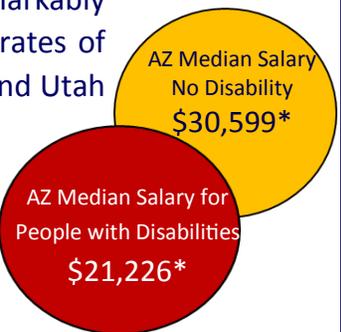


## Employment Rate of People with Disabilities by Percent (Ages 18-64)

Source: US Census Bureau American Community Survey 2012-2016 5 year estimates Table C18120

Arizona is working to close the gap in employment between individuals with and without disabilities. The employment rate for people with disabilities in Arizona is 34.1%, half the overall employment rate of individuals without disabilities. Rural counties had the lowest rates of employment among people with disabilities. Apache, Gila, Greenlee, Mohave, Navajo, and Pinal counties displayed employment rates well below the Arizona average. La Paz County had the lowest rate of employment, a remarkably low 16.4% for people with disabilities. Neighboring states have significantly higher rates of employment for people with disabilities: Nevada with 40.1%, Colorado with 41.5%, and Utah with 44.4%. New Mexico's employment rate, 32.5%, was comparable to Arizona.

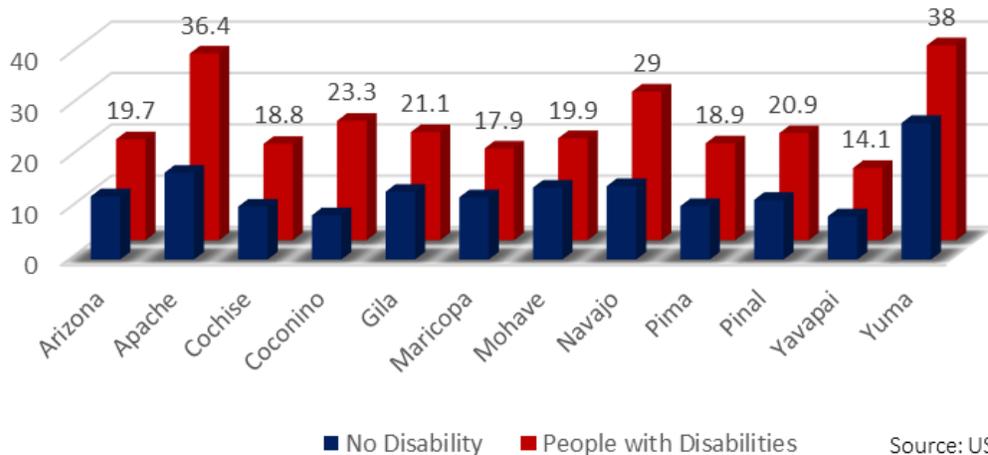
The median salary for workers with disabilities is approximately 30% less than workers without disabilities. Prior research demonstrates that employer discrimination, as well as confusion among workers with disabilities surrounding their wages and benefits continue to hinder efforts for workers with disabilities to receive equitable pay.



\*US Census Bureau, ACS 2012-16 5-Year Estimates

## Some High School, No Diploma Disability and No Disability Comparison

Ages 25-64



Source: US Census Bureau  
American Community Survey  
2011-2016 5 year estimates,  
Table S1811

A high school diploma or GED opens the pathway for career opportunities for all Arizonans, but a large number of individuals still struggle to obtain a high school diploma. In Arizona, the overall unemployment rate of people without a high school diploma is 10% higher than people with a high school diploma or a GED. High school non-completion rates are disproportionately high for people with disabilities compared to their peers without disabilities in all counties and in Arizona overall. The Arizona average rate of non-completion for people with disabilities is 19.7% — it is 12.3% for those without a disability. The difference in non-completion rates between people with and without disabilities are more pronounced in rural counties. Apache, Coconino, and Navajo counties displayed the greatest differences between the two groups (>15%). Yuma County has the highest non-completion rates for both people with disabilities (38%) and without disabilities (26.6%).

### RESOURCES:

**Arizona's Employment First Coalition:** <http://sonoranucedd.fcm.arizona.edu/az-employment-first>

**Work and benefits:** <https://az.db101.org/>

**Saving money without losing benefits:** <https://az-able.com/>

**Arizona Employment Provider Directory:** <https://bit.ly/2log0re>

