



**The ADA Generation:
Recent College Graduates with
Disabilities Speak Out**

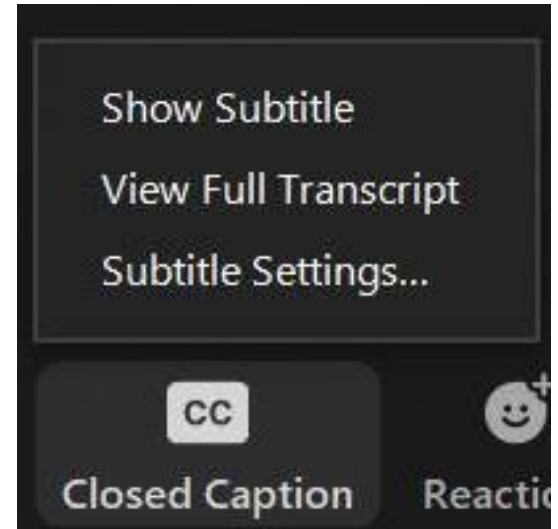
Introduction

Andrew Houtenville

Professor of Economics
University of New Hampshire

Captions are Available

- After selecting **Closed Caption (CC)**, **Show Subtitle** and the captions will appear on the bottom.
- If you pick **View Full Transcript**, a running transcript of the captions will appear on the side.
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<https://www.streamtext.net/player?event=UNH>



Today's Agenda

- 12:00-12:10 Andrew Houtenville, PhD
 - Introductions
 - Summarize KFNEDES-RCG top line results
- 12:10-12:20 Liz Cardoso, PhD
 - Youth with disabilities entering STEM careers
- 12:20-12:45 John O'Neill, PhD
 - The ADA generation: The lived experience of RCG
 - Annemarie Veira, BA, MS
 - Bryce Stanley, BA, MS, Ph.D. Candidate
 - Hieu Dang, AA, BA, MS
- 12:45-1:00 Questions and Answers

Kessler Foundation Survey Series

- **2015** Kessler Foundation National Employment and Disability Survey: Workers with Disabilities
 - KFNEDS:WD <https://kesslerfoundation.org/kfsurvey15>
- **2017** Kessler Foundation National Employment and Disability Survey: Supervisor Perspectives
 - KFNEDS:SP <https://kesslerfoundation.org/researchcenter-employment-and-disability-research/2017-kessler-foundation-national-employment-and>
- **2020** Kessler Foundation National Employment and Disability Survey: Recent College Graduates
 - KFNEDS:RCG <https://kesslerfoundation.org/researchcenter-employment-and-disability-research/2020-survey>

KFNEDS:RCG Research Questions

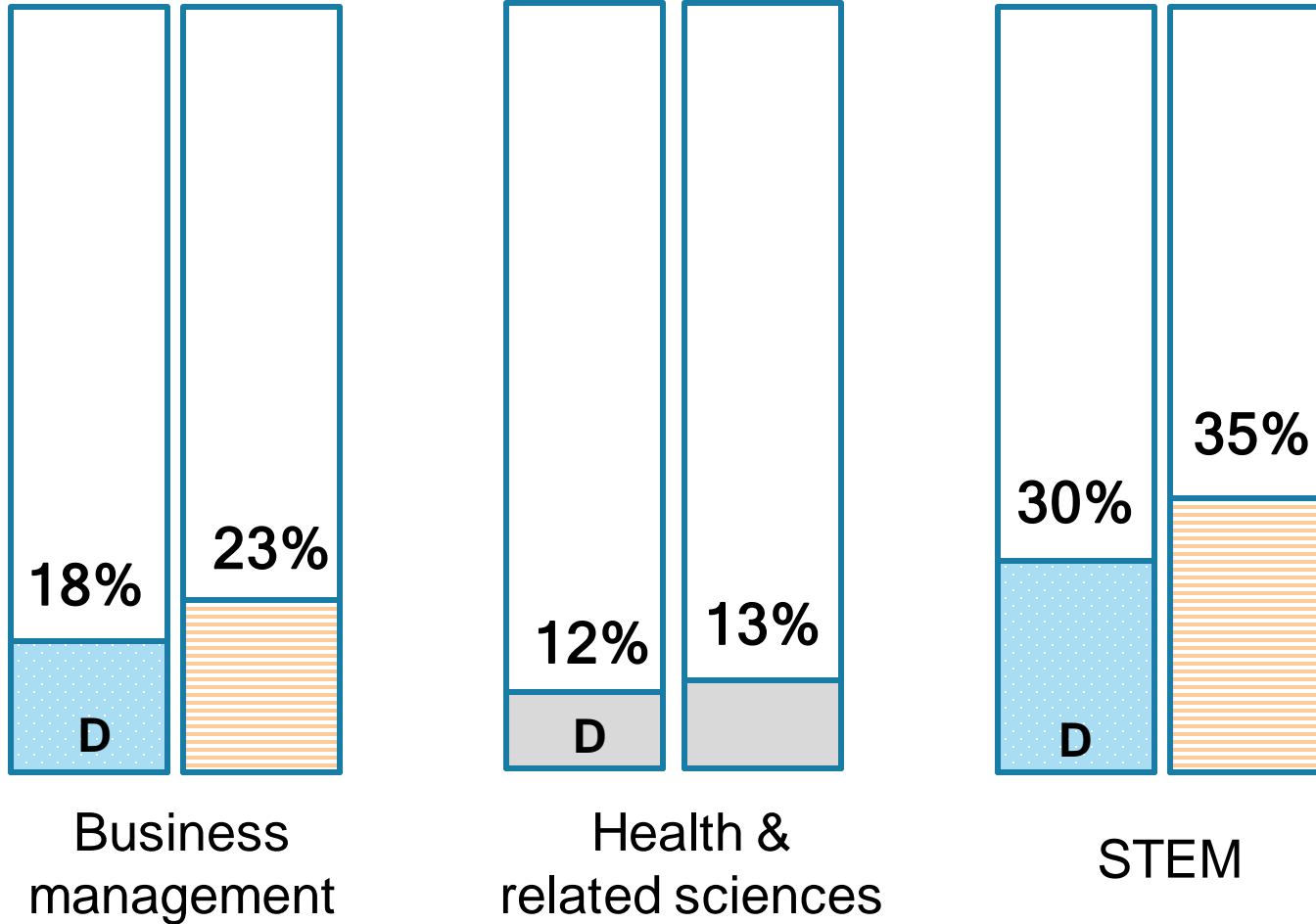
- 30 years after the ADA, to what extent is college paying off for people with disabilities?
- Are college students with disabilities engaging in career preparation during college in ways that are like their peers without disabilities?
- Are they successfully transitioning to work after they graduate?
- How do employment outcomes (job characteristics, job quality) of recent college graduates with and without disabilities compare?

Sample Characteristics

- 4,738 respondents from all 50 states
- Ages 20 to 35
- Graduated in previous 5 years
- 49% men, 49% women, 2% non-binary, trans
- 61% White, 11% Black, 17% Hispanic
- 35% annual household income < \$45,000
- Quotas: 49.8% self-reported disability

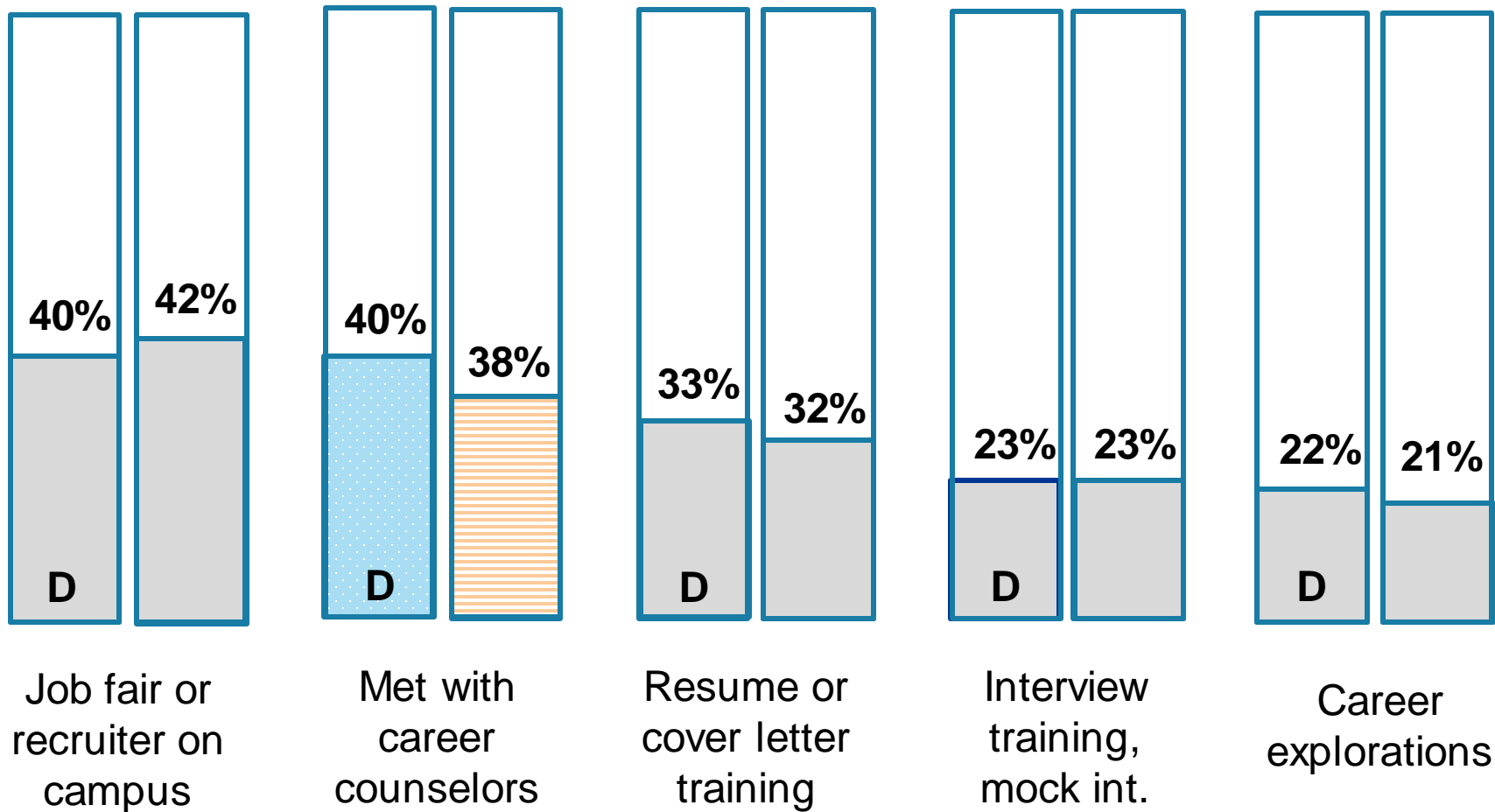
College Major

D = Disability

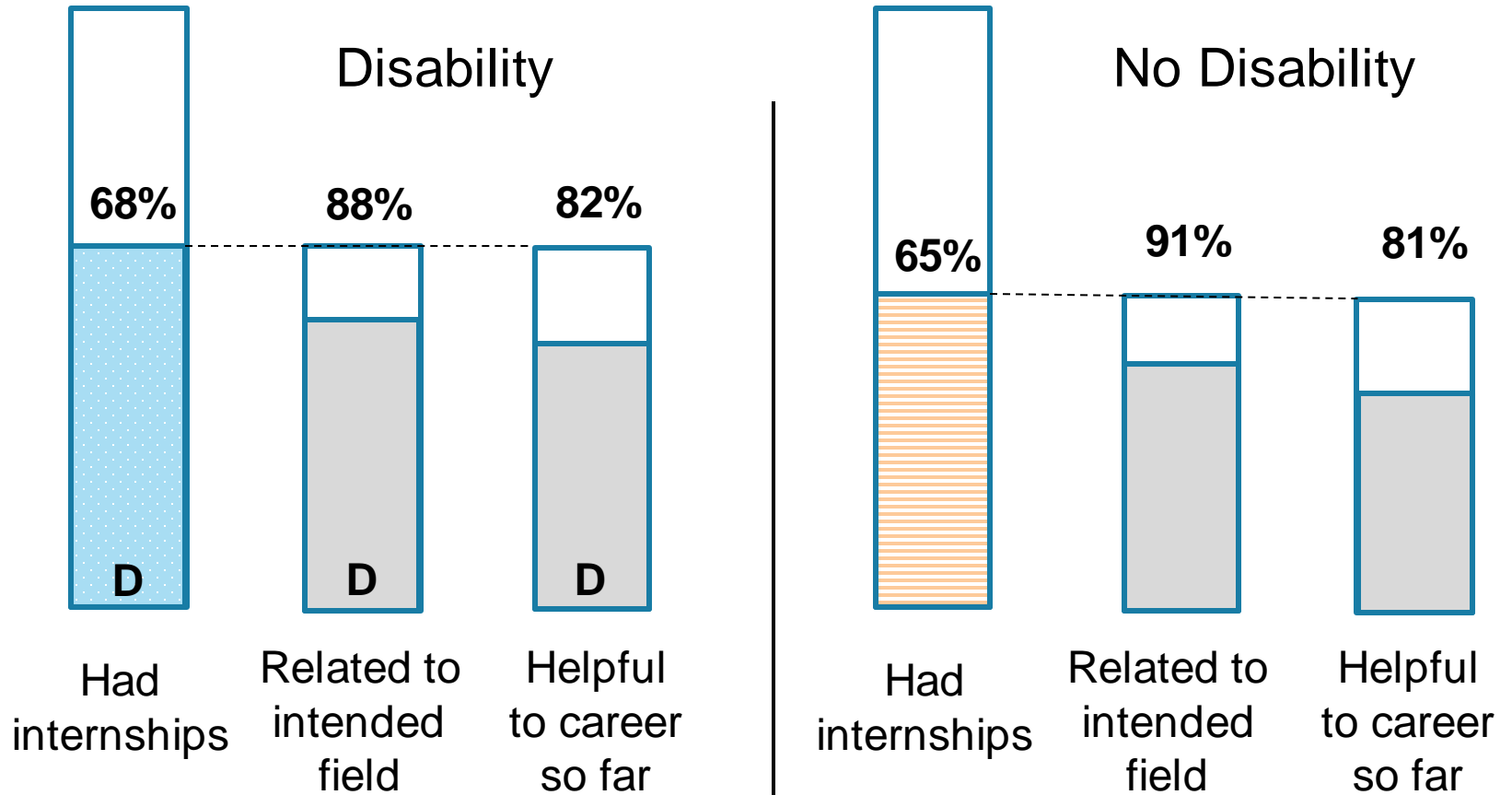


Career Services Used During College

D = Disability



Career-Related Internships



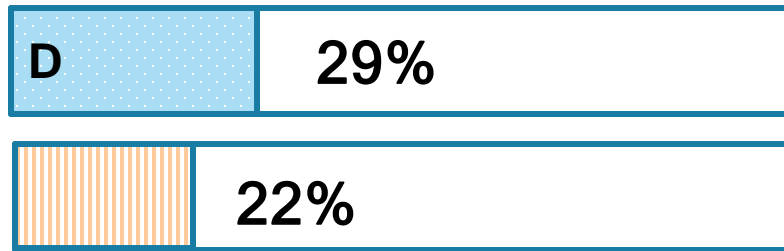
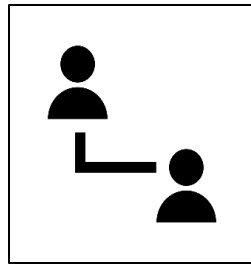
Job Search Barriers

Barrier	Dis. %	No Dis. %
Not enough training	44	48
Employers assume can't do job*	37	25
Lack of transportation	31	24
Less pay than others*	31	21
Negative employer attitudes*	29	16
Not enough education	21	22
Other	17	14

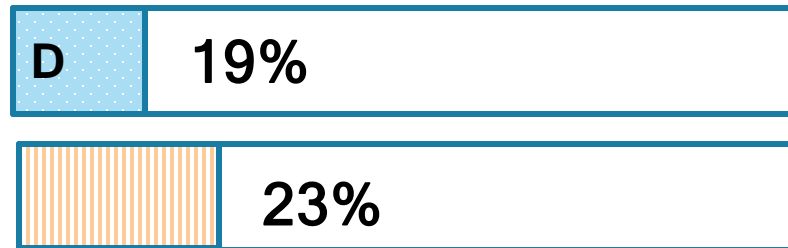
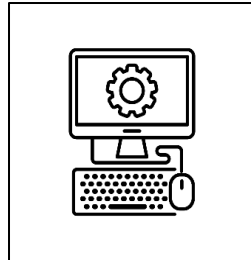
Job Category

- Bachelor's degree:

Person-related, helping



STEM



Presentation

Liz Cardoso

Professor of Counseling
Hunter College

NSF MIND Alliance Goal

- To increase the quantity and quality of students with disabilities from racial/ethnic minority backgrounds receiving community college and baccalaureate degrees in STEM disciplines and entering the STEM workforce or graduate education.

Activities

- Summer and Fall Institutes
- Career Assessment, Planning and Counseling
- Field trips/science literacy training
- Teacher/ School Counselor workshops
- Parent/ family workshops
- University support- Disability Services
- Mentoring/Role modeling/Tutoring
- Research/Internship opportunities
- Employment readiness

Outcomes

- Served a total of 712 students (secondary school, community college, and university levels) with disabilities from racial and ethnic minority backgrounds received high-quality STEM educational and career development services.

Outcomes

- **High School:** 83% graduation rate, 20% transitioned to 2-year college or 4-year college and 5% obtained employment.
- **Community College:** 73% graduation rate, 38% transition 4-year college, 33% STEM employment
- **Four Year College:** 71% college graduation rate, 12% transitioned to graduate school, 74% completed graduate school and 25% obtained STEM employment.

Lessons Learned

- Summer and Fall Institutes
- Role Modeling/Tutoring/Mentoring
- Exposure to Internships
- Exposure to careers in the STEM
- Exposure to individuals in STEM with disabilities and with STEM careers
- 1st time with other students who had disabilities and similar interests

Experiences of Minority College Students with Disabilities in STEM

- MIND Alliance provided a sense of belonging and interpersonal support (family, peers, faculty, mentors, advisors and staff).
- Accommodations challenges when individualized (great influence on academic outcome, self-esteem, self determination).
- Support services facilitating peer and University supports.

A Discussion: The Lived Experience of Recent College Graduates with Disabilities

John O'Neill-Moderator

Director

Center for Employment and Disability Research
Kessler Foundation

Panelists-Recent College Graduates

Annemarie Veira, BA, MS

- Coordinator, Disability Resources, School of Visual Arts, NYC

Bryce Stanley, BA, MS

- PhD candidate in Economics, University of New Hampshire

Hieu Dang, AA, BA, MS

- Benefits Counselor, Center for Independence of the Disabled, New York (CIDNY)

Panelist Questions

- While in college, what was the biggest barrier you faced and overcame?
- How did your disability influence your college education?
- What was your opinion of college career and disability services?
- What was your experience like after graduating and entering the labor force?
- What survey findings were most meaningful for you?
- What survey findings were most surprising to you?

Question & Answer

- Time for questions!

Closing Comments

- Slides will be archived on the Kessler Foundation website:
<https://kesslerfoundation.org/KFSurvey2020-Webinar>
- Please [take the survey](#)

Thank You!