

What Happens After Postsecondary Education?

A Review of the Effects of Postsecondary Education on Employment Among Individuals with Disabilities

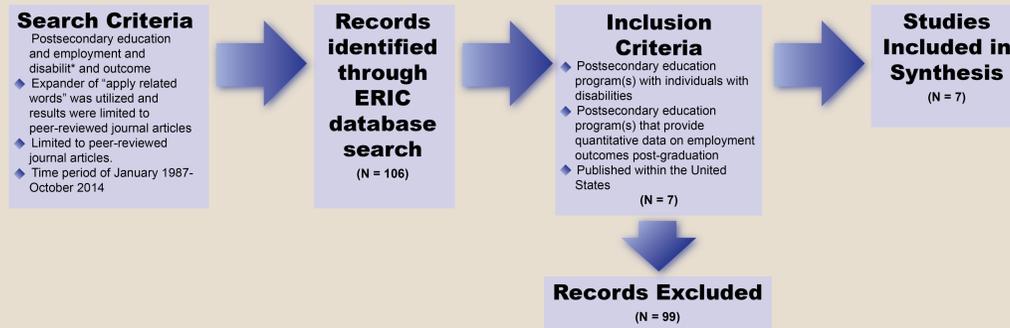
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Purpose To determine the effects of postsecondary education programs on employment outcomes for individuals with disabilities.

Research Question:

What are the employment outcomes for individuals with disabilities who complete a postsecondary education program?

Method



Results

Authors & Years	N	Disability	Setting	Research Design	IV	DV	Employment Outcome
Fichten et al., 2012	1,486	<ul style="list-style-type: none"> Learning disability Multiple Hearing impairment Visual impairment Psychological Medical 	3 Community colleges in Canada	<ul style="list-style-type: none"> Comparison of graduates with disabilities to graduates without disabilities Self-reported data 	Completion of program	<ul style="list-style-type: none"> Employment status Employment in a field closely related to program of study 	<ul style="list-style-type: none"> Few differences between graduates with and without disabilities in regards to the number within full-time employment status, part-time employment status and seeking employment Graduates with disabilities were less likely to be in a field closely related to their field of study
Flannery et al., 2008	176	<ul style="list-style-type: none"> Physical/ orthopedic Psychiatric Cognitive Physical/medical Substance abuse 	College occupational skills training program in Oregon	<ul style="list-style-type: none"> Comparison of program graduates to program dropouts Preexisting data 	Completion of program or employment within identified vocational area	<ul style="list-style-type: none"> Hourly wages within first year post program completion Number of hours worked first year post program completion 	<ul style="list-style-type: none"> Students who completed the program: <ul style="list-style-type: none"> Employed more hours Worked more often
Flannery et al., 2011	465	<ul style="list-style-type: none"> Physical/ orthopedic Psychiatric Cognitive Physical/ medical Substance abuse 	4 Community college short term occupational skills training programs in Oregon	Preexisting data	<ul style="list-style-type: none"> Completion of program Participant Demographics 	<ul style="list-style-type: none"> Employment at program completion in career-related job Maintenance of employment 90 days post program completion Total annual wages earned one-year post program completion 	<ul style="list-style-type: none"> Older females receiving financial support were more likely to be employed at program completion and maintain employment for 90 days Females and ethnic minorities were more likely to make less wages Completion of program predicted higher annual wages
Madaus et al., 2001	132	Learning disability	Public university in northeast U.S.	<ul style="list-style-type: none"> Comparison to institution at large and individuals with learning disabilities described in other studies Self-reported data 	Completion of program	Employment outcomes	<ul style="list-style-type: none"> Full-time employment and salary was comparable rate to graduates of institution at large Full-time employment and salary was comparable rate to graduates with learning disabilities described in other studies Exceeded employment statistics on individuals with learning disabilities who are not college graduates
Madaus, 2006	1,438	Learning disability	6 Postsecondary Education institutions nationwide	<ul style="list-style-type: none"> Comparison of students with learning disabilities to American workforce and individuals with learning disabilities in other studies Self-reported data 	Completion of program	Employment outcomes	<ul style="list-style-type: none"> Full-time employment, employment benefits, and salary earned were competitive with statistics related to the American workforce Exceeded employment statistics on adults with learning disabilities who are not college graduates
Unger et al., 2000	124	Psychiatric disability	3 Supported education sites in Massachusetts, California and Connecticut	<ul style="list-style-type: none"> Self-reported data 1:1 Interviews 	Supported education program	Employment outcomes	<ul style="list-style-type: none"> Majority of students working reported being able to perform their jobs better due to their education Majority of students reported not working after graduation, but some students continued education
Zafft et al., 2004	40	Intellectual Disability	5 High schools in Massachusetts and local community colleges	<ul style="list-style-type: none"> Comparison of individuals with ID who attended PSE and individuals with ID who did not attend postsecondary education Self-reported data 	Postsecondary education experience	Employment outcomes	<ul style="list-style-type: none"> Participation in PSE correlates with competitive employment Participation in PSE correlates with independent employment Participation in PSE correlates with less job supports

Discussion

- The articles within this literature review illustrated positive employment outcomes for the individuals who completed a postsecondary education program.
- The findings of this literature review provide a description of the study characteristics, the research design utilized, independent variables, dependent measures and the employment outcome results post-graduation.
- For positive outcomes to continue, it is recommended that further research be conducted to investigate the components of these and other postsecondary education programs.