

Exploring Retirement: National Core Indicators (NCI) Data from 32 States

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Background

The number of people with intellectual and developmental disabilities (IDD) in the United States is rapidly growing. Despite this, retirement among people with IDD is poorly understood. The aim of this study was to examine age-related trends in employment and day activities. Retirement was defined as *withdrawal from paid work*. It was of interest to understand the extent that people with IDD participate in employment relative to the general population, the rate in which people participate in community and facility employment and activities, and whether people with IDD suddenly or gradually transition to retirement.

National Core Indicators (NCI)

This study utilized data collected in face-to-face interviews with people with IDD ($N = 21,481$) in 32 states in 2014-15 using the National Core Indicators-Adult Consumer Survey. No questions were asked about retirement, so age-related trends in work hours and settings in the most recent two-week period were used to

Comparing rate of employment to the general population

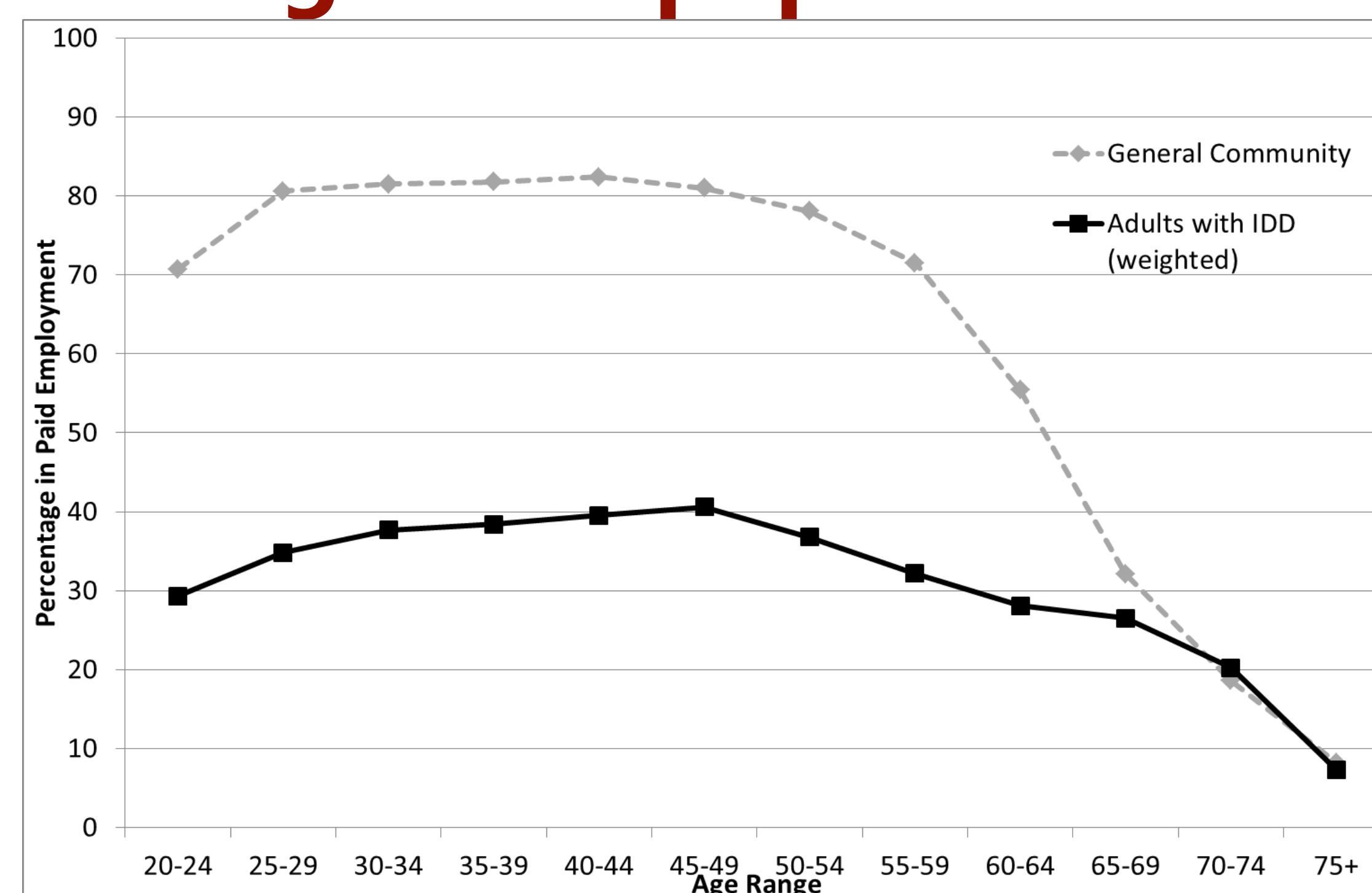


Fig. 1. Percentage in paid employment by age group: adults with IDD ($N=21,481$, weighted) vs. general community (Bureau of Labors, 2015)

- Employment participation dropped for older workers in both groups, consistent with the notion that older workers retire. Unlike any other age group, participation rate in employment was similar between groups for those over 65 (around 19%).



Participation: paid & unpaid settings

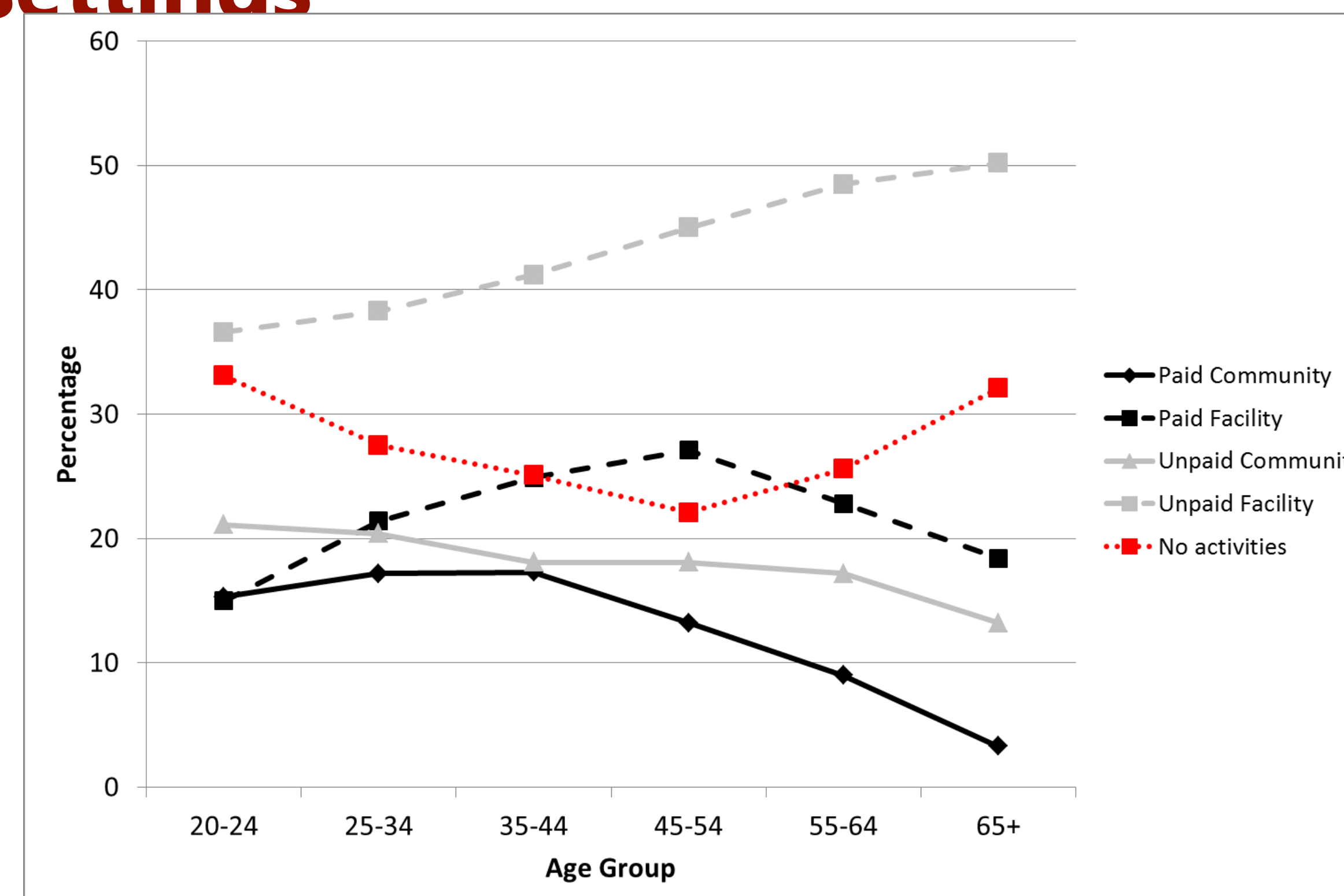


Fig 2. Weighted percentage of participants with IDD in employment, day activities, or no activities by age group ($N= 21,481$)

- Rates of employment (community and facility) were much lower for older workers than for younger workers, but the rate of decline was steeper in community-based work.
- There was a decrease in participation rate in unpaid community activities among older people. There was an *increase* in participation rate of older people participating in unpaid facility activities and no activities.

Sudden or gradual retirement?

These analyses aimed to ascertain whether there is a trend among older workers to gradually reduce work hours over time.

A pattern of sudden retirement would be characterized by an age-related decline in the percent of people in employment, without a marked age-related change in hours of work for those who remain employed. Gradual retirement may be characterized by people remaining employed but reducing work hours over time, as shown by shorter average work hours in older groups who are still working.

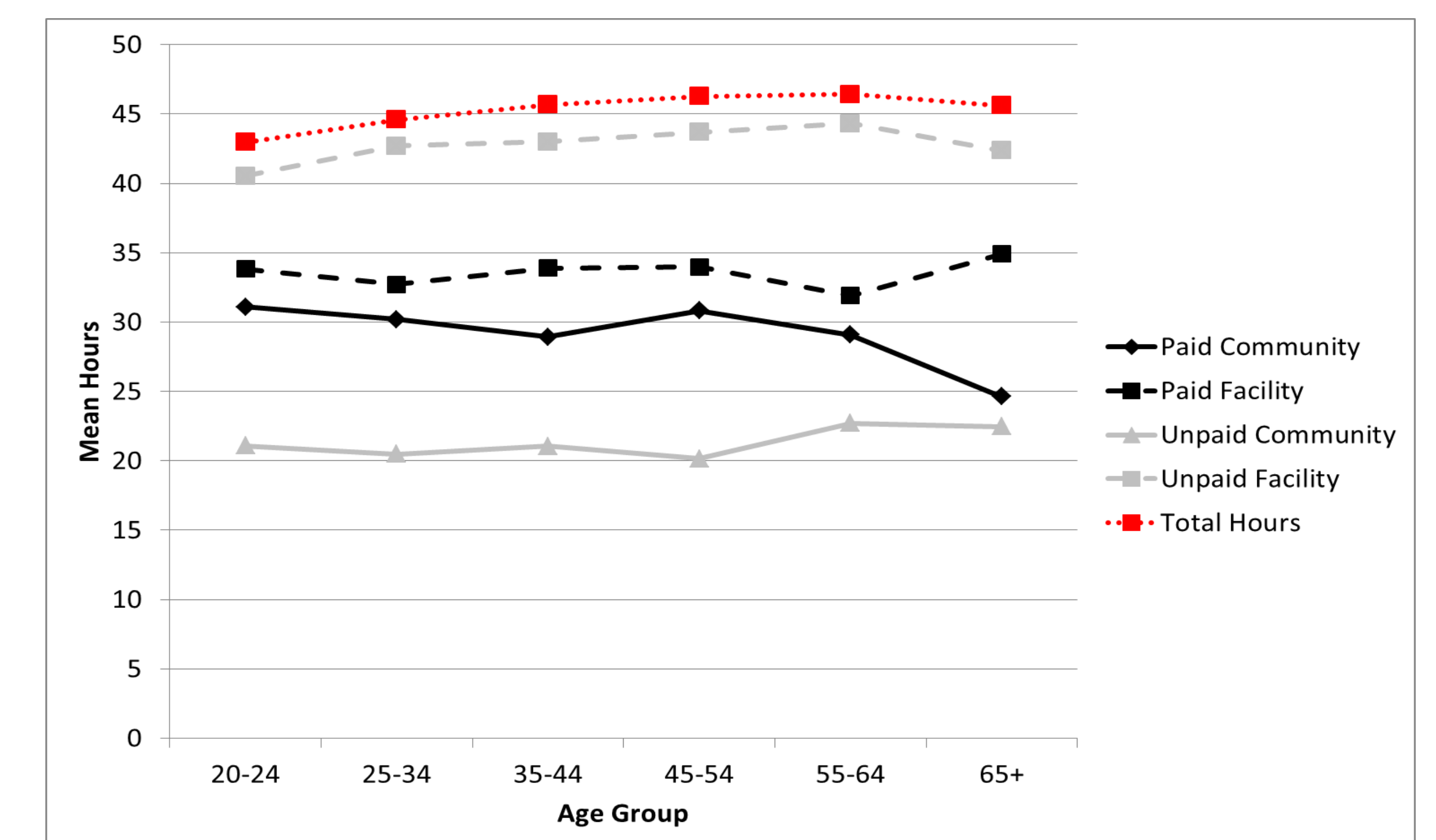


Fig. 3. Weighted mean hours of participation per 2 weeks of active participants with IDD by age group and activity type (active participants only, $N = 14,078$)

- The 65+ group did not differ significantly from any other age group. This trend is more consistent with sudden, rather than gradual retirement.

Future research

Future research should identify factors that lead to retirement as well as the choice to continue working beyond age 65. Aging people with IDD were more likely to spend time in facility, rather than community settings. Research should identify which policies and practices contribute to this outcome in order to better support community inclusion among older people with IDD.

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