



2020 STATE VR DATA REPORT: **VIRGINIA**

Institute for Educational Leadership
Vocational Rehabilitation Youth Technical Assistance Center

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This report was produced by the Institute for Educational Leadership, Inc. (IEL) to support vocational rehabilitation (VR) state agencies to better understand the complexity and context of the data on youth and young adults with disabilities and the persistent gaps in educational and employment outcomes for this group. The report presents statistics for youth and young adults with disabilities between the ages of 16 and 24, including those youth whom education and workforce systems have failed to adequately support, to highlight the needs of this transition age population. The report provides VR agency staff as well as other practitioners, policymakers, and researchers with data to better understand and serve this population.

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2020 STATE VR DATA REPORT: VIRGINIA

Report produced by the Institute for Educational Leadership, Inc.

INTRODUCTION

The 2020 Vocational Rehabilitation Youth Technical Assistance Center State VR Data Report: Virginia presents data that describe and analyze outcomes for youth with disabilities compared to youth without disabilities on measures of success in education and employment. This report specifically examines outcomes for youth and young adults (“youth”) ages 16 to 24 years old using five-year estimates from the 2014-2018 American Community Survey (ACS), which is administered by the U. S. Census Bureau.

While other reports present information about the working-age adult population and children with disabilities, there are no reports that specifically focus on youth in this age range. To fill this gap, IEL produced a Youth Transition Report examining outcomes for youth with disabilities nationally.¹ With support of the VR Y-TAC project, IEL produced this state-level report to include demographics and outcomes for youth with disabilities living in Virginia based on Public Use Microdata Areas (PUMA). PUMAs are defined by the U.S. Census Bureau as an area with about 100,000 people per region. Use of PUMAs allows for comparisons of regions based on a similar number of people.

Methods

IEL conducted a custom analysis of education and employment outcomes at both the national and state levels. Therefore, the estimates in this report may be slightly different from the estimates presented in the U.S. Census Bureau’s American FactFinder. Key population, education, employment, and opportunity youth indicators are derived from the Public Use Microdata Sample (PUMS) population file (2014-2018 ACS five-year estimates). We define youth and young adults as ages 16 to 24 years old but refer to this age group simply as “youth.” Throughout this report, we identify percentage point gaps in outcomes between youth with and without disabilities. Implications of positive or negative gaps vary based on the indicator and are discussed further within each section. Both positive and negative gaps that are quite small—less than three percentage points—indicate that outcomes are equitable between youth with and without disabilities. All states, including Virginia, show lower outcomes for youth with disabilities in most education and employment indicators; however, we note cases where gaps are reversed or less than three percent in some local areas.

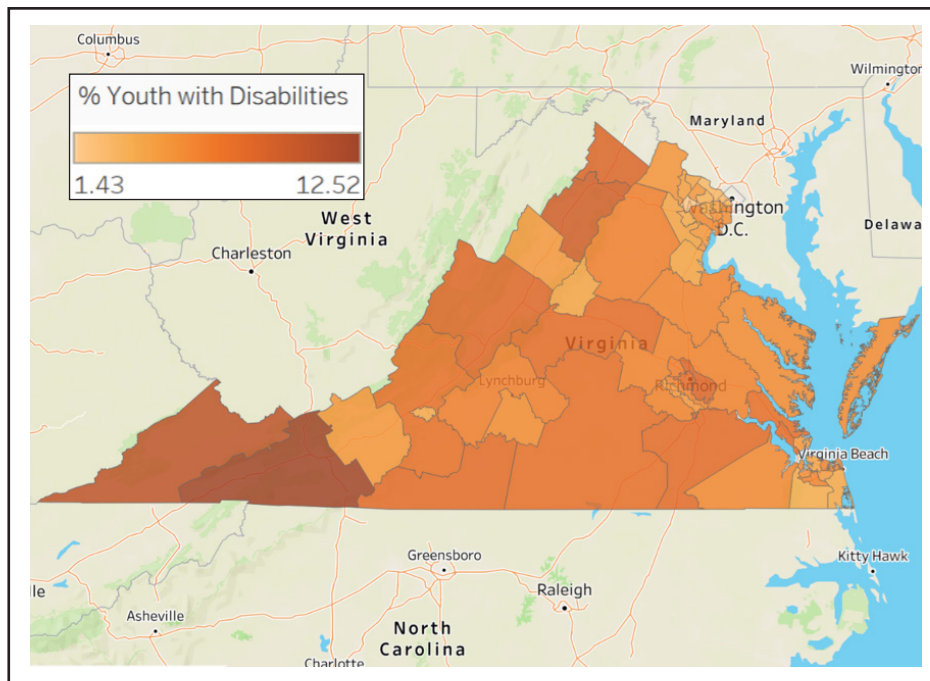
PREVALENCE OF YOUTH WITH DISABILITIES IN VIRGINIA

The 2020 Vocational Rehabilitation Youth Technical Assistance Center State Report: Virginia examines education and workforce outcomes for youth and young adults (youth) ages 16 to 24 with and without disabilities in Virginia. National research has shown significant gaps in outcomes between individuals with disabilities and those without disabilities.² This report shows that there remain inequities for youth with disabilities in education and workforce outcomes.

In Virginia, there are nearly 60,000 youth ages 16 to 24 with disabilities, which represents 5.8 percent of the total population of youth in this age range. This is slightly lower than the national average of 6.2 percent of youth with disabilities.

The state map in Figure 1 displays the percentages of youth with disabilities by PUMA in Virginia and shows the variation of prevalence across PUMAs. See Appendix A for the detailed name for each PUMA and Appendix B for the percentages corresponding to each individual PUMA. In Table 1 below, we identify the five PUMA regions with the highest rates of disability in the state.

Figure 1: Percent of Youth with Disabilities Ages 16 to 24 by PUMA



Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Table 1: Five PUMAS with the Highest Percentage of Youth with Disabilities in Virginia

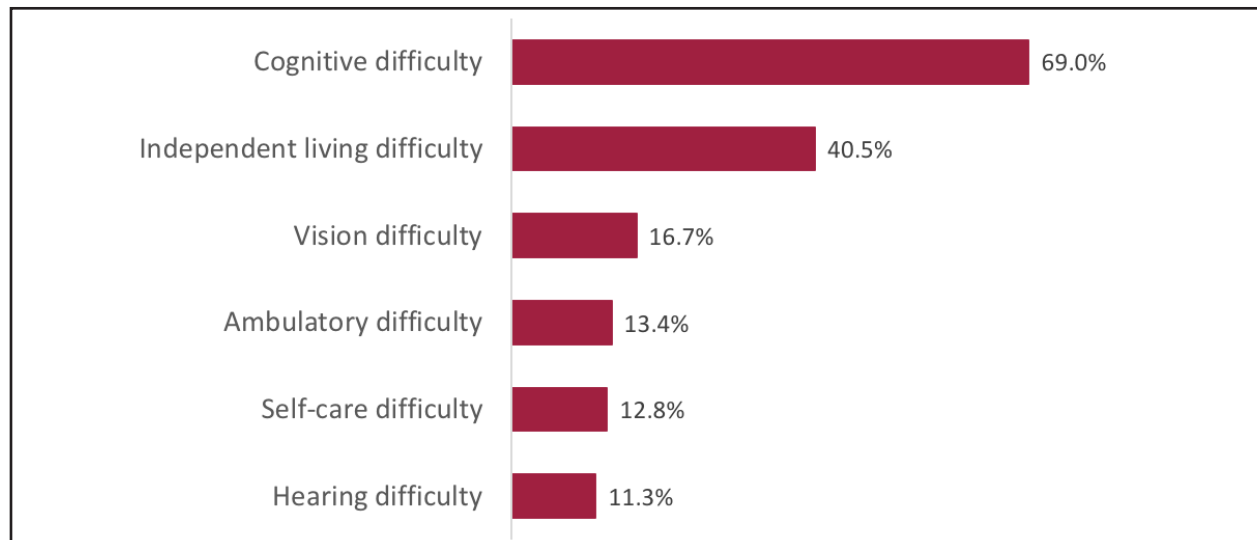
1. Mount Rogers Planning District Commission: **12.5%**
2. LENOWISCO and Cumberland Plateau Planning District Commissions: **10.6%**
3. Northern Shenandoah Valley Regional Commission (South): **9.4%**
4. Northern Shenandoah Valley Regional Commission (North): **8.5%**
5. Henrico County (South and East)—Highland Springs, East Highland Park, and Glen Allen: **8.5%**

Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

The U.S. Census defines six types of disability: self-care difficulty, hearing difficulty, vision difficulty, independent living difficulty, ambulatory difficulty, and cognitive difficulty. In Virginia, the highest rates of reported disability are cognitive difficulties (69.0 percent), which may include youth with autism, Down Syndrome, traumatic brain injury, dementia, attention deficit disorder, specific learning disability, and mental, emotional, or other challenges.

Among youth with disabilities in Virginia, 12.8 percent have a self-care difficulty, 11.3 percent have a hearing difficulty, 16.7 percent have a vision difficulty, 40.5 percent have an independent living difficulty, 13.4 percent have an ambulatory difficulty, and 69.0 percent have a cognitive difficulty. The distribution of disability type for youth in Virginia is similar to patterns seen nationally. Percentages may add to greater than 100, because people may have more than one type of disability.

Figure 2: Rates of Types of Disability for Youth Ages 16 to 24 in Virginia



Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

EDUCATION OUTCOMES FOR YOUTH WITH DISABILITIES

High School Attainment

In Virginia, 64.4 percent of youth with disabilities attained a high school diploma; this is above the national average of 59.7 percent. The high school attainment rate of youth with disabilities ranges across PUMAs from a high of 91.3 percent in New River Valley Planning District Commission PUMA to a low of 39.3 percent in Chesterfield County (East)—James River Region PUMA. Table 2 presents the PUMAs with the five highest and lowest rates of high school attainment for youth with disabilities.

Table 2: PUMAs with the Five Highest and Lowest Rates of High School Attainment for Youth with Disabilities Ages 16 to 24 in Virginia

PUMAs with the Five Highest Rates of High School Attainment

1. New River Valley Planning District Commission: **91.3%**
2. Fairfax County (West Central)—Centreville (North and West) and Chantilly (South and West): **88.0%**
3. Virginia’s Region 2000 (South)—Campbell County and Lynchburg City: **85.7%**
4. Roanoke Valley-Alleghany Regional Commission (Roanoke, Salem Cities, and Vinton Town): **83.2%**
5. Central Shenandoah Planning District Commission (Northeast): **81.4%**

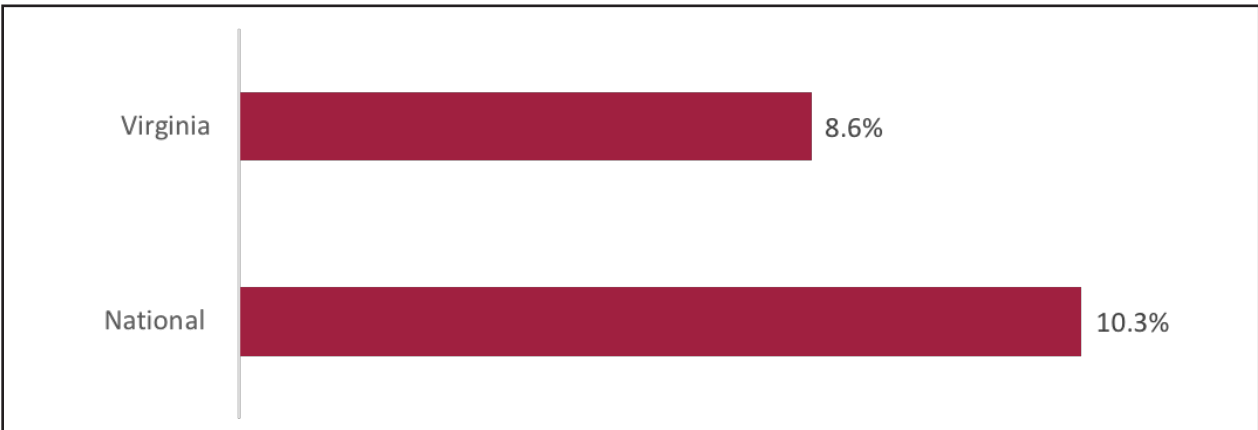
PUMAs with the Five Lowest Rates of High School Attainment

1. Chesterfield County (East)—James River Region: **39.3%**
2. Prince William County (North and West)—Linton Hall and Gainesville: **41.0%**
3. Chesterfield County (Central)—Chester and Rockwood: **42.5%**
4. Virginia Beach City (South): **43.0%**
5. Fairfax County (East Central)—Annandale, West Falls Church, and Bailey’s Crossroads: **43.5%**

Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Youth with disabilities in Virginia complete high school at lower rates on average than those without disabilities. The gap in high school attainment between youth with disabilities and those without disabilities is 8.6 percentage points, lower than the national average gap of 10.3 percentage points as shown in Figure 3. Table C2 in Appendix C displays detailed information of high school attainment by PUMA, including state and national averages.

Figure 3: Average Percentage Point Gap in High School Attainment: Virginia vs. National



Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

When we examine data by PUMA, we find that the attainment gap ranges from the highest gap of 30.9 percentage points in Hampton City PUMA to a reverse gap of -19.3 percentage points in Fairfax County (West Central)—Centreville (North and West) and Chantilly (South and West) PUMA, where individuals with disabilities complete high school at higher rates than those without disabilities. This PUMA is one of 14 in Virginia that show students with disabilities attained a high school credential at a higher rate than those without disabilities; 11 of those PUMAs show a reverse gap of three percentage points or greater (less than three percentage points difference indicates no statistically significant difference between youth with and without disabilities; eight PUMAs fall within this range). By comparison, in 37 PUMAs, youth without disabilities graduate at a higher rate (three percentage points or more) than those with disabilities. Additional research is needed to understand why PUMAs differ; ultimately, equitable outcomes would demonstrate no difference between high school attainment of youth with disabilities and those without disabilities.

Postsecondary Entry and Attainment

Students with disabilities have lower rates of postsecondary education entry and attainment than those without disabilities. Data available from the U.S. Census Bureau American Community Survey include youth ages 16 to 24 who have achieved “some college”, which includes anyone who has enrolled in college, and also includes those who have attained a two-year degree such as an Associate’s degree. “Postsecondary attainment” counts youth who have attained a four-year college degree. Nationally, 28.5 percent of youth with disabilities have some college. This is substantially lower than the 45.3 percent of youth without disabilities who have attained some college, a 16.8 percentage point gap. In Virginia, these numbers are higher than the national average, where 31.6 percent of youth with disabilities attained some college compared to 48.2 percent of those without disabilities. This results in a comparable 16.6 percentage point gap in postsecondary entry statewide between youth with disabilities and those without disabilities as shown in Figure 4. Table 3 presents the PUMAs with the five highest and lowest rates of postsecondary entry for youth with disabilities. Table C3 and Table C4 in Appendix C display detailed information for each PUMA.

Figure 4: Average Percentage Postsecondary Entry between Youth with Disabilities and Youth without Disabilities in Virginia, Ages 16 to 24



Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Table 3: PUMAs with the Five Highest and Lowest Rates of Postsecondary Entry for Youth with Disabilities Ages 16 to 24 in Virginia

PUMAs with the Five Highest Rates of Postsecondary Entry

1. Fairfax County (West Central)—Centreville (North and West) and Chantilly (South and West): **75.0%**
2. New River Valley Planning District Commission: **60.7%**
3. Arlington County (South): **58.3%**
4. Virginia Beach City (Central): **55.5%**
5. Central Shenandoah Planning District Commission (Northeast): **54.0%**

PUMAs with the Five Lowest Rates of Postsecondary Entry

1. Fairfax County (East Central)—Annandale, West Falls Church and Bailey's Crossroads: **9.8%**
2. Middle Peninsula, Northern Neck and Accomack-Northampton Planning District Commissions: **10.0%**
3. Prince William County (North and West)—Linton Hall and Gainesville: **11.9%**
4. Isle of Wight, Southampton Counties, Suffolk and Franklin Cities: **14.9%**
5. Chesterfield County (Central)—Chester and Rockwood: **16.1%**

Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Looking only at postsecondary attainment, defined in this sample as attainment of a four-year degree, a gap also exists between youth with disabilities and those without disabilities. In Virginia, about 3.9 percent of youth ages 16 to 24 with disabilities have attained a four-year degree, compared to 10.8 percent of youth without disabilities, which results in a 6.9 percentage point gap. These numbers, including the gap, are higher than national averages, with 3.1 percent of youth with disabilities attaining a four-year degree compared to 8.9 percent of those without disabilities, a 5.8 percentage point gap. These percentages are relatively low overall because individuals in the 16 to 24 age range include those who are still completing a high school credential or working toward a postsecondary degree but have not yet completed it.

At the PUMA level, there are 12 PUMAs where less than one percent of youth with disabilities have attained a four-year degree. The PUMA with the highest postsecondary attainment rate is Arlington County (South), in which 17.8 percent of youth with disabilities have attained a four-year degree. The PUMAs with the five highest rates of postsecondary attainment are displayed in Table 4.

Table 4: PUMAs with the Five Highest Rates of Postsecondary Attainment for Youth with Disabilities Ages 16 to 24 in Virginia

1. Arlington County (South): **17.8%**
2. Loudoun County (West and South)—Leesburg Town: **14.4%**
3. Fairfax County (Northwest)—Reston (North) and Franklin Farm: **14.4%**
4. Chesterfield County (West)—Brandermill and Woodlake: **13.3%**
5. James City, York Counties, Williamsburg, and Poquoson Cities: **12.8%**

Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

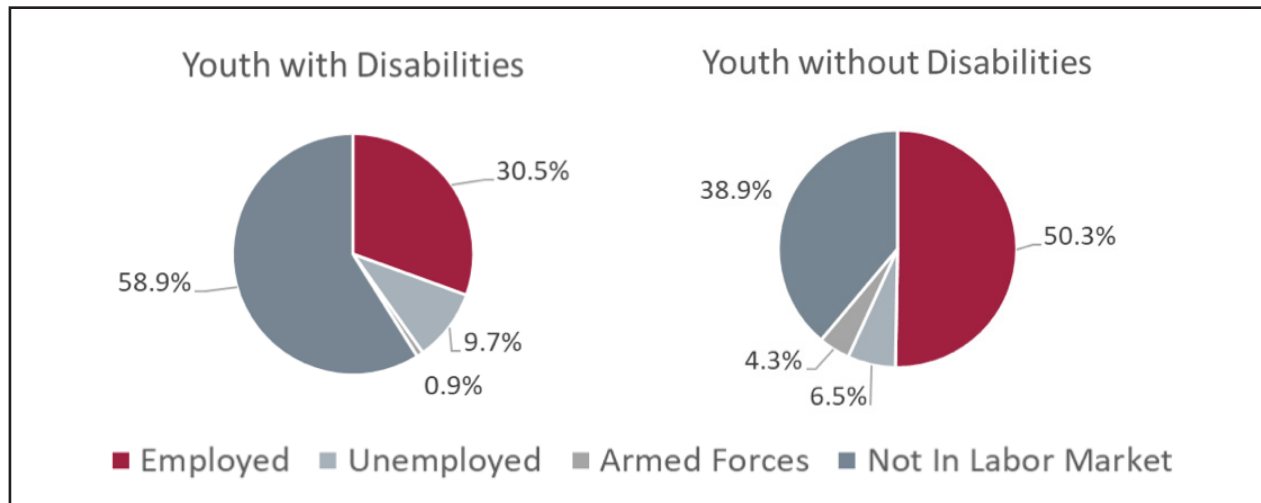
WORKFORCE AND EMPLOYMENT OUTCOMES FOR YOUTH WITH DISABILITIES

In the past decade, federal and state policy has focused on improving employment outcomes for youth with disabilities. Part or full-time employment, participation in internships and apprenticeships, and other work-based learning opportunities offer youth with disabilities an entry point into employment and self-sufficiency.

Nationally, 31.2 percent of youth with disabilities were employed, while 51.6 percent of their peers without disabilities were employed—a gap of 20.4 percentage points. Youth with disabilities were also not in the labor force in higher numbers (58.6 percent vs. 40.1 percent) and more likely to be unemployed (9.8 percent vs. 7.2 percent).

In Virginia, the numbers are comparable to the nation—30.5 percent of youth with disabilities are employed compared to 50.3 percent of youth without disabilities. Similarly, 9.7 percent of youth with disabilities are unemployed, compared to 6.5 percent of those without disabilities; and 58.9 percent are not in the workforce, compared to 38.9 percent for youth without disabilities (see Figure 5).

Figure 5: Employment Status for Youth with Disabilities compared to Youth without Disabilities Ages 16 to 24 in Virginia



Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

On the PUMA level, we see similar gaps between youth with disabilities and those without disabilities. Gaps in employment range from the highest gap of 49.3 percentage points in Prince William County (North and West)—Linton Hall and Gainesville PUMA to a reverse gap of -21.1 percentage points in Fairfax County (Northeast)—McLean and Idylwood PUMA, where youth with disabilities were employed at a higher rate than those without disabilities. The PUMAs with the five highest and lowest rates of employment for youth with disabilities are displayed in Table 5. Tables D1, D2, and D3 in Appendix D demonstrate the detailed data for each PUMA in Virginia.

Table 5: PUMAs with the Five Highest and Lowest Rates of Employment for Youth with Disabilities Ages 16 to 24 in Virginia

PUMAs with the Five Highest Rates of Employment

1. Fairfax County (Northeast)—McLean and Idylwood: **68.6%**
2. Loudoun County (West and South)—Leesburg Town: **55.6%**
3. Central Shenandoah Planning District Commission (Northeast): **51.1%**
4. Fairfax County (West Central)—Centreville (North and West) and Chantilly (South and West): **48.5%**
5. Arlington County (North): **43.4%**

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Table 5: PUMAs with the Five Highest and Lowest Rates of Employment for Youth with Disabilities Ages 16 to 24 in Virginia, Continued

PUMAs with the Five Lowest Rates of Employment

1. Prince William County (North and West)—Linton Hall and Gainesville: **7.4%**
2. Fairfax County (South Central)—Springfield (South), West Springfield and Franconia: **9.8%**
3. Thomas Jefferson Planning District Commission (South and East): **15.6%**
4. Loudoun County (East Central)—Ashburn (Southwest/Belmont Ridge) and Dulles Airport: **17.3%**
5. Alexandria City: **17.8%**

Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

PUMA-level gaps in unemployment range from a gap of 20.3 percentage points in Manassas, Manassas Park Cities and Prince William County (Central), Buckhall and Sudley PUMA, where unemployment is higher for youth with disabilities than those without disabilities, to a reverse gap of -8.4 percentage points in Fairfax County (Southwest)—Centreville (Southeast) and Lorton PUMA, where unemployment rates are lower for youth with disabilities compared to youth without disabilities. The PUMAs with the five highest and lowest rates of unemployment for youth with disabilities are displayed in Table 6.

Table 6: PUMAs with the Five Highest and Lowest Rates of Unemployment for Youth with Disabilities Ages 16 to 24 in Virginia

PUMAs with the Five Lowest Rates of Unemployment

1. Fairfax County (Southwest)—Centreville (Southeast) and Lorton: **0.0%**
2. Loudoun County (East Central)—Ashburn (Southwest/Belmont Ridge) and Dulles Airport: **0.0%**
3. Virginia's Region 2000 (North)—Bedford, Amherst, Appomattox Counties, and Bedford City: **1.6%**
4. Arlington County (North): **3.1%**
5. Roanoke Valley-Alleghany Regional Commission (Roanoke, Salem Cities, and Vinton Town): **3.6%**

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Table 6: PUMAs with the Five Highest and Lowest Rates of Unemployment for Youth with Disabilities Ages 16 to 24 in Virginia, Continued

PUMAs with the Five Highest Rates of Unemployment

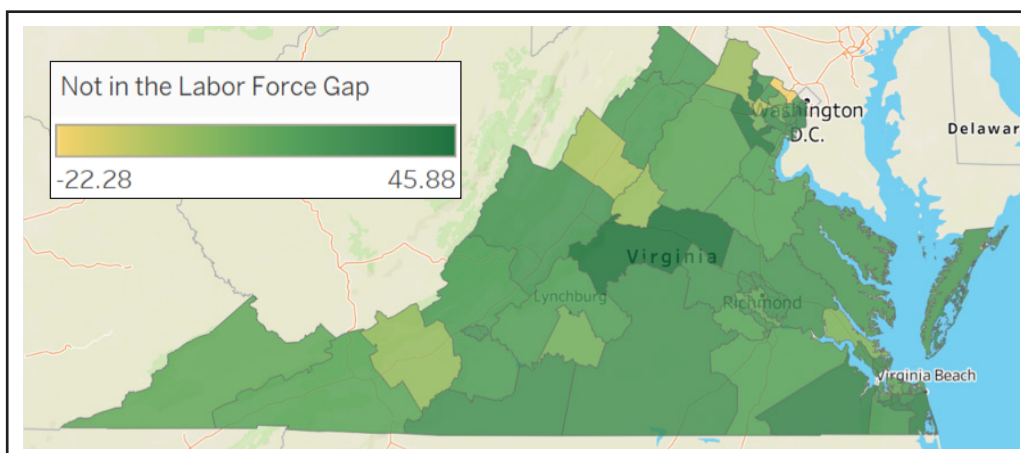
1. Manassas, Manassas Park Cities, and Prince William County (Central)—Buckhall and Sudley: **26.1%**
2. Crater Planning District Commission: **21.9%**
3. Henrico County (South and East)—Highland Springs, East Highland Park, and Glen Allen: **18.0%**
4. Northern Shenandoah Valley Regional Commission (South): **18.0%**
5. Chesterfield County (West)—Brandermill and Woodlake: **17.3%**

Note: percentages are **estimates, so 0.0% does not necessarily mean that no individuals are unemployed.*

Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

However, these data describe only part of the challenge. Many youth (and adults) with disabilities are not in the labor force at all, which means they are unemployed and are no longer seeking work. The number of “discouraged workers” among the youth population who have disabilities remains high nationally and in Virginia. Figure 6 shows the gap in the labor force participation between youth with and without disabilities—the darker areas (in green) show that youth with disabilities are not in the labor force at higher rates than youth without disabilities, and the lighter areas (in yellow) show that youth without disabilities are not in the labor force at higher rates than youth with disabilities. See Appendix A for the detailed name for each PUMA and Appendix D: Table D3 for the percentage point gaps corresponding to each individual PUMA.

Figure 6: Percentage Point Gap Between Youth With Disabilities and Youth Without Disabilities Ages 16 to 24 Who are Not in the Labor Force



Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

OPPORTUNITY YOUTH AND YOUTH WITH DISABILITIES LIVING BELOW THE POVERTY LINE

Opportunity Youth

IEL defines opportunity youth as those ages 16 to 24 who are neither in school nor employed and face additional challenges, such as homelessness, involvement in foster care services, and justice-involvement. There is little data on opportunity youth. For this report, we use data that reflects those youth who are disconnected from school and work. We define “high school disconnection” as youth ages 16 to 24 who have not attended school in the last three months, are unemployed, and **have not** attained a high school credential. We define “postsecondary disconnection” as youth ages 16 to 24 who have not attended school in the last three months, are unemployed, and **have** attained a high school credential.

Nationally, the high school disconnection rate for youth with disabilities ages 16 to 24 is 10.1 percent, compared to 2.7 percent of their peers without disabilities, a 7.4 percentage point gap. In Virginia, this gap is lower, as are disconnection rates—6.0 percent of youth with disabilities compared to 1.6 percent of their peers without disabilities, a 4.4 percentage point gap. In Virginia, 10 PUMAs have high school disconnection rates that are less than one percent. The PUMAs with the five highest rates of high school disconnection for youth with disabilities are displayed in Table 7.

Table 7: PUMAs with the Five Highest High School Disconnection Rates for Youth with Disabilities Ages 16 to 24 in Virginia

PUMAs with the Five Highest High School Disconnection Rates

- 1. Manassas, Manassas Park Cities, and Prince William County (Central)—Buckhall and Sudley: **28.6%**
- 2. Thomas Jefferson Planning District Commission (South and East): **18.8%**
- 3. Crater Planning District Commission: **14.7%**
- 4. Chesapeake City (Northeast): **14.2%**
- 5. Prince William County (North and West)—Linton Hall and Gainesville: **14.0%**

Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Nationally, the postsecondary disconnection rate for youth with disabilities ages 16 to 24 is 19.9 percent, compared to 7.4 percent of their peers without disabilities, a 12.5 percentage point gap. In Virginia, this gap is more pronounced; 20.8 percent of youth with disabilities compared to 6.3 percent of their peers without disabilities, a 14.5 percentage point gap. Tables E1 and E2 in Appendix E demonstrate the detailed high school and postsecondary disconnection data for each PUMA in Virginia.

While there are multiple ways to measure opportunity youth, high school and postsecondary disconnection rates are most applicable to this age group and are available at the PUMA levels in the American Community Survey. This definition aligns with the definition used by Measure of America in their annual report of opportunity youth;³ this includes youth who are in the juvenile justice system and homeless youth who are not attending school or working, though homeless youth are more likely to be undercounted.

Youth with Disabilities Living Below the Poverty Line

Youth with disabilities disproportionately live below the poverty line compared to youth without disabilities. Nationally, 25.2 percent of youth with disabilities live below the poverty line, compared to 19.2 percent of those without disabilities, a 6.0 percentage point gap. The average in Virginia is slightly lower than the nation; 21.2 percent of youth with disabilities live below the poverty line compared to 16.4 percent of youth without disabilities, a 4.8 percentage point gap. The PUMAs with the five highest and lowest rates of poverty are displayed in Table 8. Table D4 in Appendix D demonstrates the detailed data for each PUMA in Virginia.

Table 8: PUMAs with the Five Highest and Lowest Poverty Rates for Youth With Disabilities Ages 16 to 24 in Virginia*

PUMAs with the Five Lowest Poverty Rates

1. Fairfax County (Northeast)—McLean and Idylwood: **0.0%**
2. Fairfax County (West Central)—Centreville (North and West) and Chantilly (South and West): **0.0%**
3. Prince William County (North and West)—Linton Hall and Gainesville: **1.9%**
4. Hanover, Powhatan, Goochland, New Kent, King William, and Charles City Counties: **3.5%**
5. Henrico County (West)—Tuckahoe, Short Pump, and Wyndham: **3.9%**

PUMAs with the Five Highest Poverty Rates

1. Roanoke Valley-Alleghany Regional Commission (Roanoke, Salem Cities, and Vinton Town): **44.4%**
2. Richmond City: **41.6%**
3. Chesterfield County (Central)—Chester and Rockwood: **38.7%**
4. West Piedmont Planning District Commission: **36.6%**
5. Fairfax County (East Central)—Annandale, West Falls Church, and Bailey's Crossroads: **36.3%**

Note: percentages are **estimates, so 0.0% does not necessarily mean that no individuals are unemployed.*

Data Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

CONCLUSION

The *2020 Vocational Rehabilitation Youth Technical Assistance Center State Report: Virginia* provides data that show significant gaps remain between youth with and without disabilities in the education and workforce systems, despite efforts at the federal and state level to improve opportunities for youth with disabilities. In every state across the country including Virginia, youth with disabilities are less likely than their peers without disabilities to complete high school, enter postsecondary education, and enter the workforce. As those youth become working age adults, they face additional barriers that result in high rates of unemployment and lead them to withdraw from the workforce. At a time when youth are preparing for lifelong success in careers and financial independence, they are more likely to be discouraged from opportunities to remain in, or reconnect with, education and workforce systems.

This report presents the five highest and lowest PUMAs across categories to examine more closely the differences that state averages may obscure. PUMAs with the lowest gaps or reverse gaps may offer ideas on policies and practices for other communities within Virginia to consider.

The *2020 Vocational Rehabilitation Youth Technical Assistance Center State Report: Virginia* was provided to Virginia Department for Aging and Rehabilitative Services as a tool to better understand the challenges that remain and to help with strategic planning at state and community levels to achieve equity for all youth. Achieving equity also requires direct engagement with youth with disabilities and their families, not only to inform the challenges in front of us, but also to solve those problems to ensure full inclusion of all people with disabilities in every community.

ABOUT THE INSTITUTE FOR EDUCATIONAL LEADERSHIP

Founded in 1964, the Institute for Educational Leadership (IEL) partners with under-resourced communities to equip leaders to better prepare children, youth, adults, and families for postsecondary education and training, rewarding careers, and civic and community engagement.

IEL has assisted public and private sector leaders with transforming the next generation of talent, including youth and young adults with disabilities from under-resourced communities. These partnerships have prepared and supported thousands of young people as they advance their careers and make meaningful, long-lasting contributions to our society and economy.

IEL works with service providers at the local, state, and national levels to prepare and support youth and young adults with disabilities for successful transitions into productive careers and financial independence. We also work directly with emerging and existing leaders in the disability community to advance our shared goal of full inclusion.

For more information about the Institute for Educational Leadership, visit: iel.org.

ABOUT THE VOCATIONAL REHABILITATION YOUTH TECHNICAL ASSISTANCE CENTER

The Vocational Rehabilitation Youth Technical Assistance Center (VR Y-TAC) is led by the Institute for Educational Leadership's (IEL) Center for Workforce Development (CWD) in partnership with Cornell University's Yang-Tan Institute on Employment and Disability, Boston University's School of Education, and Subject Matter Experts (SME) from across the country.

The VR Y-TAC provides training and technical assistance (TA) to State Vocational Rehabilitation Agencies to help them find and engage youth with disabilities who are not in special education as well as youth with disabilities who are no longer in school and not employed.

Y-TAC uses the *Guideposts for Success* holistic transition framework and the Youth Service Professionals' Knowledge, Skills, and Abilities (YSP/KSA) training modules, a cross-system professional development resource for youth service professionals working with youth in a variety of settings, both of which were developed by the National Collaborative on Workforce and Disability for Youth (NCWD/Youth). In addition, Y-TAC provides guidance on how to implement research-based strategies and models that effectively engage and support underserved students and youth with disabilities in career exploration and planning, workforce preparation, postsecondary education planning, and entry into employment. Successful research-based models include High School/High Tech, the Ready to Achieve Mentoring Program, and the Right Turn Career-Focused Transition Initiative. Y-TAC also supports VR agencies to develop cross-boundary collaborations in order to promote the comprehensive transition of youth to adulthood leading to engagement in postsecondary education and training and competitive integrated employment.

ENDNOTES

¹ Cheng, L., and Shaewitz, D. (2019). *The 2019 Youth Transition Report: Outcomes for Youth and Young Adults with Disabilities*. Washington, DC: Institute for Educational Leadership.

² Houtenville, A. and Boege, S. (2019). *Annual Report on People with Disabilities in America: 2018*. Durham, NH: University of New Hampshire, Institute on Disability.

³ Lewis, K. (2019). *Making the Connection: Transportation and Youth Disconnection*. New York: Measure of America, Social Science Research Council.

APPENDIX

Appendix A: Table A. Name of the Public Use Microdata Areas (PUMAs) and the corresponding codes in Virginia

PUMA Code	PUMA Name
5101301	Arlington County (North)
5101302	Arlington County (South)
5104101	Chesterfield County (East)—James River Region
5104102	Chesterfield County (Central)—Chester and Rockwood
5104103	Chesterfield County (West)—Brandermill and Woodlake
5110701	Loudoun County (Northeast)—Sterling and Ashburn (Northeast/Ashburn Village)
5110702	Loudoun County (East Central)—Ashburn (Southwest/Belmont Ridge) and Dulles Airport
5110703	Loudoun County (West and South)—Leesburg Town
5151010	LENOWISCO and Cumberland Plateau Planning District Commissions
5151020	Mount Rogers Planning District Commission
5151040	New River Valley Planning District Commission
5151044	Roanoke Valley-Alleghany Regional Commission (Roanoke, Salem Cities and Vinton Town)
5151045	Roanoke Valley-Alleghany Regional Commission (Outside Roanoke and Salem Cities)
5151080	Central Shenandoah Planning District Commission (Southwest)
5151084	Northern Shenandoah Valley Regional Commission (North)
5151085	Northern Shenandoah Valley Regional Commission (South)
5151087	Rappahannock-Rapidan Regional Commission
5151089	Thomas Jefferson Planning District Commission (South and East)
5151090	Thomas Jefferson Planning District Commission (North)
5151095	Virginia's Region 2000 (North)—Bedford, Amherst, Appomattox Counties and Bedford City
5151096	Virginia's Region 2000 (South)—Campbell County and Lynchburg City
5151097	West Piedmont Planning District Commission
5151105	Southside Planning District Commission and Commonwealth Regional Council
5151110	Central Shenandoah Planning District Commission (Northeast)
5151115	George Washington Regional Commission (North)
5151120	George Washington Regional Commission (South)

PUMA Code	PUMA Name
5151125	Middle Peninsula, Northern Neck and Accomack-Norhampton Planning District Commissions
5151135	Crater Planning District Commission
5151145	Isle of Wight, Southampton Counties, Suffolk and Franklin Cities
5151154	Norfolk City (Northeast)
5151155	Portsmouth and Norfolk (Southwest) Cities
5151164	Virginia Beach City (North)
5151165	Virginia Beach City (Central)
5151167	Virginia Beach City (South)
5151175	Newport News City
5151186	Hampton City
5151206	James City, York Counties, Williamsburg and Poquoson Cities
5151215	Hanover, Powhatan, Goochland, New Kent, King William and Charles City Counties
5151224	Henrico County (South and East)—Highland Springs, East Highland Park and Glen Allen
5151225	Henrico County (West)—Tuckahoe, Short Pump and Wyndham
5151235	Richmond City
5151244	Prince William County (North and West)—Linton Hall and Gainesville
5151245	Manassas, Manassas Park Cities and Prince William County (Central)—Buckhall and Sudley
5151246	Prince William County (Southeast)—Dale City, Lake Ridge and Woodbridge
5151255	Alexandria City
5155001	Chesapeake City (Northeast)
5155002	Chesapeake City (South and West)
5159301	Fairfax County (East Central)—Annandale, West Falls Church and Bailey's Crossroads
5159302	Fairfax County (Southeast)—Woodlawn, Rose Hill and Mount Vernon
5159303	Fairfax County (Central) and Fairfax City—Burke
5159304	Fairfax County (Southwest)—Centreville (Southeast) and Lorton
5159305	Fairfax County (North Central)—Vienna Town, Oakton and Fair Oaks (East)
5159306	Fairfax County (South Central)—Springfield (South), West Springfield and Franconia
5159307	Fairfax County (Northwest)—Reston (North) and Franklin Farm
5159308	Fairfax County (Northeast)—McLean and Idylwood
5159309	Fairfax County (West Central)—Centreville (North and West) and Chantilly (South and West)

Appendix B: Table B1. Youth and Young Adults (16 to 24) Living in PUMAs of Virginia, by Disability Status: 2018

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)
U.S. Average	6.2	93.8
Virginia Average	5.8	94.2
5101301	2.5	97.5
5101302	3.0	97.0
5104101	6.1	93.9
5104102	4.9	95.1
5104103	6.2	93.8
5110701	4.2	95.8
5110702	4.4	95.6
5110703	5.1	94.9
5151010	10.6	89.4
5151020	12.5	87.5
5151040	5.0	95.0
5151044	3.8	96.2
5151045	7.7	92.3
5151080	8.3	91.7
5151084	8.5	91.5
5151085	9.4	90.6
5151087	6.4	93.6
5151089	7.9	92.1
5151090	4.1	95.9
5151095	6.5	93.5
5151096	5.7	94.3
5151097	8.0	92.0
5151105	7.7	92.3
5151110	4.9	95.1
5151115	4.2	95.8
5151120	6.1	93.9
5151125	5.7	94.3

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)
5151135	8.0	92.0
5151145	5.9	94.1
5151154	4.1	95.9
5151155	5.4	94.6
5151164	6.1	93.9
5151165	4.7	95.3
5151167	3.9	96.1
5151175	7.9	92.1
5151186	4.6	95.4
5151206	7.7	92.3
5151215	6.2	93.8
5151224	8.5	91.5
5151225	6.5	93.5
5151235	8.0	92.0
5151244	4.2	95.8
5151245	3.7	96.3
5151246	4.8	95.2
5151255	5.9	94.1
5155001	6.2	93.8
5155002	3.6	96.4
5159301	4.3	95.7
5159302	5.4	94.6
5159303	3.7	96.3
5159304	5.9	94.1
5159305	3.2	96.8
5159306	5.3	94.7
5159307	4.9	95.1
5159308	2.7	97.3
5159309	1.4	98.6

Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Appendix C: Table C1. Youth and Young Adults (16 to 24) Living in PUMAs of Virginia without High School Diploma or GED, by Disability Status: 2018

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Attainment Gaps (%) between Youth with and without Disabilities (With - Without)
U.S. Average	40.3	30.0	10.3
Virginia Average	35.6	27.0	8.6
5101301	47.2	22.1	25.1
5101302	22.7	20.7	2.0
5104101	60.7	35.6	25.1
5104102	57.5	32.2	25.4
5104103	34.5	30.2	4.2
5110701	30.9	35.8	-4.9
5110702	36.7	41.0	-4.3
5110703	37.7	42.0	-4.3
5151010	35.6	32.3	3.3
5151020	28.9	32.4	-3.5
5151040	8.7	10.0	-1.3
5151044	16.8	25.2	-8.4
5151045	42.3	30.8	11.5
5151080	43.2	23.6	19.6
5151084	35.7	30.3	5.4
5151085	48.3	29.3	19.0
5151087	45.9	33.8	12.1
5151089	44.5	31.8	12.7
5151090	27.8	13.6	14.1
5151095	30.8	31.4	-0.6
5151096	14.3	14.5	-0.2
5151097	34.9	32.9	2.0
5151105	24.9	23.5	1.4
5151110	18.6	15.7	2.9
5151115	24.0	28.9	-4.8
5151120	35.5	33.3	2.2
5151125	38.0	33.9	4.1
5151135	43.9	29.2	14.8

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Attainment Gaps (%) between Youth with and without Disabilities (With - Without)
5151145	43.2	33.3	10.0
5151154	24.9	11.9	13.0
5151155	35.1	26.9	8.2
5151164	21.7	26.9	-5.2
5151165	20.0	25.5	-5.4
5151167	57.0	26.4	30.6
5151175	35.6	19.5	16.1
5151186	51.8	20.9	30.9
5151206	36.6	24.0	12.6
5151215	37.4	32.2	5.2
5151224	42.2	34.4	7.8
5151225	31.3	36.6	-5.3
5151235	33.2	16.0	17.2
5151244	59.0	38.2	20.8
5151245	43.7	30.5	13.2
5151246	40.4	32.7	7.7
5151255	46.0	27.9	18.1
5155001	43.1	26.9	16.2
5155002	44.3	36.1	8.2
5159301	56.5	36.9	19.6
5159302	41.7	35.7	6.0
5159303	45.3	26.7	18.6
5159304	54.5	32.2	22.3
5159305	44.1	33.6	10.5
5159306	45.2	35.3	9.9
5159307	46.1	31.4	14.7
5159308	21.8	37.0	-15.2
5159309	12.0	31.3	-19.3

Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Appendix C: Table C2. Youth and Young Adults (16 to 24) Living in PUMAs of Virginia with at least High School Diploma or GED, by Disability Status: 2018

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Attainment Gaps (%) between Youth with and without Disabilities (Without - With)
U.S. Average	59.7	70.0	10.3
Virginia Average	64.4	68.1	14.6
5101301	52.8	77.9	25.1
5101302	77.3	79.3	2.0
5104101	39.3	64.4	25.1
5104102	42.5	67.8	25.4
5104103	65.5	69.8	4.2
5110701	69.1	64.2	-4.9
5110702	63.3	59.0	-4.3
5110703	62.3	58.0	-4.3
5151010	64.4	67.7	3.3
5151020	71.1	67.6	-3.5
5151040	91.3	90.0	-1.3
5151044	83.2	74.8	-8.4
5151045	57.7	69.2	11.5
5151080	56.8	76.4	19.6
5151084	64.3	69.7	5.4
5151085	51.7	70.7	19.0
5151087	54.1	66.2	12.1
5151089	55.5	68.2	12.7
5151090	72.2	86.4	14.1
5151095	69.2	68.6	-0.6
5151096	85.7	85.5	-0.2
5151097	65.1	67.1	2.0
5151105	75.1	76.5	1.4
5151110	81.4	84.3	2.9
5151115	76.0	71.1	-4.8
5151120	64.5	66.7	2.2
5151125	62.0	66.1	4.1

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Attainment Gaps (%) between Youth with and without Disabilities (Without - With)
5151135	56.1	70.8	14.8
5151145	56.8	66.7	10.0
5151154	75.1	88.1	13.0
5151155	64.9	73.1	8.2
5151164	78.3	73.1	-5.2
5151165	80.0	74.5	-5.4
5151167	43.0	73.6	30.6
5151175	64.4	80.5	16.1
5151186	48.2	79.1	30.9
5151206	63.4	76.0	12.6
5151215	62.6	67.8	5.2
5151224	57.8	65.6	7.8
5151225	68.7	63.4	-5.3
5151235	66.8	84.0	17.2
5151244	41.0	61.8	20.8
5151245	56.3	69.5	13.2
5151246	59.6	67.3	7.7
5151255	54.0	72.1	18.1
5155001	56.9	73.1	16.2
5155002	55.7	63.9	8.2
5159301	43.5	63.1	19.6
5159302	58.3	64.3	6.0
5159303	54.7	73.3	18.6
5159304	45.5	67.8	22.3
5159305	55.9	66.4	10.5
5159306	54.8	64.7	9.9
5159307	53.9	68.6	14.7
5159308	78.2	63.0	-15.2
5159309	88.0	68.7	-19.3

Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Appendix C: Table C3. Youth and Young Adults (16 to 24) Living in PUMAs of Virginia with at least Some College Credits or Associate's Degree, by Disability Status: 2018

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Attainment Gaps (%) between Youth with and without Disabilities (Without - With)
U.S. Average	28.5	45.3	16.9
Virginia Average	31.6	48.2	16.6
5101301	32.3	69.4	37.1
5101302	58.3	60.5	2.3
5104101	21.5	36.1	14.7
5104102	16.1	41.8	25.7
5104103	39.6	49.6	10.0
5110701	42.3	44.1	1.8
5110702	40.0	40.7	0.7
5110703	45.5	41.9	-3.6
5151010	25.8	38.2	12.4
5151020	22.0	39.6	17.6
5151040	60.7	73.6	12.9
5151044	52.5	48.0	-4.5
5151045	25.9	39.5	13.5
5151080	29.4	39.8	10.3
5151084	23.7	41.1	17.4
5151085	24.7	37.2	12.5
5151087	24.3	34.2	9.9
5151089	27.3	36.5	9.2
5151090	36.5	59.1	22.6
5151095	38.1	37.7	-0.4
5151096	41.8	62.2	20.4
5151097	28.0	40.8	12.8
5151105	17.3	46.6	29.3
5151110	54.0	62.4	8.4
5151115	26.7	45.4	18.7
5151120	33.6	36.8	3.2
5151125	10.0	36.7	26.7

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Attainment Gaps (%) between Youth with and without Disabilities (Without - With)
5151135	18.8	35.9	17.0
5151145	14.9	38.8	23.9
5151154	36.7	58.9	22.2
5151155	35.9	42.3	6.4
5151164	35.1	48.6	13.5
5151165	55.5	50.0	-5.5
5151167	22.6	45.1	22.5
5151175	34.0	50.3	16.3
5151186	19.5	54.7	35.1
5151206	44.8	55.4	10.7
5151215	26.6	41.2	14.6
5151224	18.3	37.1	18.8
5151225	24.6	44.0	19.4
5151235	39.8	64.6	24.7
5151244	11.9	41.7	29.7
5151245	28.0	38.5	10.4
5151246	26.0	41.3	15.3
5151255	23.3	51.3	28.0
5155001	33.5	41.3	7.8
5155002	31.4	37.6	6.3
5159301	9.8	46.5	36.6
5159302	28.5	36.4	7.9
5159303	36.6	59.6	23.0
5159304	28.1	47.1	19.1
5159305	43.9	52.7	8.8
5159306	21.0	41.9	20.9
5159307	40.0	50.4	10.3
5159308	26.3	47.5	21.2
5159309	75.0	52.5	-22.5

Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Appendix C: Table C4. Youth and Young Adults (16 to 24) Living in PUMAs of Virginia with Bachelor or Higher Degree, by Disability Status: 2018

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Attainment Gaps (%) between Youth with and without Disabilities (Without - With)
U.S. Average	3.1	8.9	5.8
Virginia Average	3.9	10.8	6.9
5101301	12.2	54.5	42.4
5101302	17.8	36.8	19.0
5104101	4.4	8.2	3.8
5104102	4.0	8.8	4.7
5104103	13.3	7.5	-5.8
5110701	0.0	13.6	13.6
5110702	2.9	14.7	11.8
5110703	14.4	15.4	1.0
5151010	2.6	3.8	1.2
5151020	2.0	5.7	3.7
5151040	0.9	11.4	10.5
5151044	0.0	8.3	8.3
5151045	0.0	9.0	9.0
5151080	3.5	6.8	3.4
5151084	3.0	6.7	3.7
5151085	1.7	3.6	1.9
5151087	3.9	7.0	3.2
5151089	6.2	10.7	4.4
5151090	1.8	10.2	8.4
5151095	6.7	7.4	0.7
5151096	4.7	12.7	8.0
5151097	0.0	5.0	5.0
5151105	0.7	4.4	3.7
5151110	3.0	6.8	3.8
5151115	3.8	9.6	5.8
5151120	3.2	8.2	4.9
5151125	0.0	7.4	7.4

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Attainment Gaps (%) between Youth with and without Disabilities (Without - With)
5151135	3.6	5.6	2.0
5151145	1.4	7.7	6.3
5151154	1.7	4.6	2.9
5151155	6.0	7.9	1.9
5151164	2.5	9.8	7.3
5151165	1.4	9.9	8.5
5151167	9.3	6.3	-3.0
5151175	6.9	6.1	-0.8
5151186	1.7	5.8	4.1
5151206	12.8	9.8	-2.9
5151215	0.0	7.4	7.4
5151224	0.0	10.0	10.0
5151225	3.8	17.2	13.5
5151235	4.1	13.1	9.0
5151244	8.0	9.2	1.3
5151245	0.0	8.0	8.0
5151246	3.9	8.7	4.8
5151255	6.7	22.4	15.7
5155001	5.8	11.4	5.6
5155002	0.0	7.7	7.7
5159301	6.8	15.2	8.3
5159302	3.9	12.1	8.2
5159303	2.3	14.0	11.6
5159304	9.1	14.6	5.5
5159305	5.9	24.5	18.6
5159306	0.0	14.3	14.3
5159307	14.4	22.7	8.3
5159308	6.8	24.5	17.6
5159309	10.5	22.1	11.6

Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Appendix D: Table D1. Civilian Employment Rate for Youth and Young Adults (16 to 24) in PUMAs of Virginia, by Disability Status: 2018

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Employment Rate Gaps (%) between Youth with and without Disabilities (Without - With)
U.S. Average	31.2	51.6	20.4
Virginia Average	30.5	50.3	19.8
5101301	43.4	65.5	22.1
5101302	22.1	57.0	34.9
5104101	41.5	51.1	9.6
5104102	32.3	57.4	25.1
5104103	27.8	54.2	26.4
5110701	36.0	60.6	24.5
5110702	17.3	51.1	33.8
5110703	55.6	53.0	-2.6
5151010	29.3	46.3	17.0
5151020	37.6	55.6	18.0
5151040	36.7	40.4	3.6
5151044	37.1	57.0	19.9
5151045	31.3	57.4	26.0
5151080	24.8	52.3	27.5
5151084	33.5	56.9	23.3
5151085	24.3	56.4	32.1
5151087	35.3	56.9	21.7
5151089	15.6	59.7	44.1
5151090	30.1	38.4	8.3
5151095	37.9	53.2	15.3
5151096	35.4	48.2	12.8
5151097	24.1	51.9	27.8
5151105	18.2	44.2	26.0
5151110	51.1	46.2	-4.9
5151115	26.6	47.0	20.4
5151120	33.6	52.9	19.3
5151125	23.9	51.9	28.0

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Employment Rate Gaps (%) between Youth with and without Disabilities (Without - With)
5151135	22.8	50.9	28.2
5151145	20.3	53.3	33.0
5151154	31.8	36.0	4.2
5151155	32.6	41.5	8.9
5151164	31.4	45.0	13.6
5151165	33.8	59.0	25.2
5151167	24.3	43.6	19.3
5151175	26.2	39.4	13.2
5151186	24.0	43.7	19.7
5151206	35.8	41.6	5.9
5151215	31.3	56.1	24.8
5151224	23.5	60.6	37.1
5151225	31.2	58.6	27.4
5151235	30.9	51.0	20.2
5151244	7.4	56.7	49.3
5151245	31.0	61.5	30.5
5151246	31.9	49.2	17.2
5151255	17.8	58.1	40.4
5155001	25.2	57.6	32.4
5155002	27.5	44.6	17.2
5159301	33.3	57.3	24.0
5159302	26.0	59.5	33.5
5159303	39.0	46.7	7.7
5159304	21.9	45.7	23.8
5159305	43.4	51.5	8.1
5159306	9.8	49.7	39.9
5159307	37.3	60.0	22.7
5159308	68.6	47.5	-21.1
5159309	48.5	52.0	3.5

Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Appendix D: Table D2. Unemployment Rate for Youth and Young Adults (16 to 24) in PUMAs of Virginia, by Disability Status: 2018

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Unemployment Rate Gaps (%) between Youth with and without Disabilities (With - Without)
U.S. Average	9.8	7.2	2.6
Virginia Average	9.7	6.5	3.1
5101301	3.1	3.0	0.1
5101302	15.0	5.1	9.9
5104101	4.9	9.2	-4.3
5104102	10.6	10.2	0.4
5104103	17.3	7.9	9.4
5110701	10.8	5.7	5.1
5110702	0.0	4.5	-4.5
5110703	4.7	5.2	-0.6
5151010	12.7	9.3	3.5
5151020	9.2	7.5	1.7
5151040	6.8	3.4	3.5
5151044	3.6	10.4	-6.8
5151045	9.9	5.7	4.2
5151080	5.6	3.4	2.1
5151084	4.7	2.9	1.7
5151085	18.0	7.5	10.5
5151087	13.0	6.6	6.4
5151089	5.4	6.1	-0.7
5151090	12.5	3.1	9.4
5151095	1.6	6.9	-5.3
5151096	9.0	5.5	3.5
5151097	7.3	7.0	0.3
5151105	6.8	7.4	-0.7
5151110	3.6	3.5	0.1
5151115	11.4	6.4	5.0
5151120	16.8	6.7	10.2
5151125	10.5	4.8	5.7

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Unemployment Rate Gaps (%) between Youth with and without Disabilities (With - Without)
5151135	21.9	10.6	11.4
5151145	10.4	12.4	-2.0
5151154	16.3	6.9	9.4
5151155	10.8	11.7	-0.9
5151164	6.0	5.3	0.7
5151165	8.1	7.4	0.7
5151167	12.9	6.5	6.3
5151175	10.6	7.4	3.2
5151186	4.6	6.8	-2.2
5151206	9.5	6.3	3.2
5151215	5.1	6.0	-0.9
5151224	18.0	9.0	9.0
5151225	7.9	7.1	0.8
5151235	13.6	8.7	4.9
5151244	14.0	6.0	8.0
5151245	26.1	5.8	20.3
5151246	6.8	6.7	0.1
5151255	5.7	6.0	-0.3
5155001	5.0	7.2	-2.2
5155002	4.3	7.5	-3.2
5159301	8.5	5.8	2.8
5159302	6.8	4.1	2.7
5159303	4.6	7.9	-3.2
5159304	0.0	8.4	-8.4
5159305	3.8	3.5	0.3
5159306	13.5	7.1	6.4
5159307	7.2	6.1	1.2
5159308	8.5	7.4	1.2
5159309	15.0	4.8	10.2

Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Appendix D: Table D3. Not In Labor Force Rate for Youth and Young Adults (16 to 24) in PUMAs of Virginia, by Disability Status: 2018

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Not in Labor Force Rate Gaps (%) between Youth with and without Disabilities (With - Without)
U.S. Average	58.6	40.1	18.4
Virginia Average	58.9	38.9	20.0
5101301	53.5	31.4	22.0
5101302	62.9	29.0	33.8
5104101	53.6	39.6	14.0
5104102	57.1	32.2	24.9
5104103	54.9	37.6	17.3
5110701	53.1	32.6	20.5
5110702	82.7	43.6	39.1
5110703	39.7	41.4	-1.6
5151010	58.0	44.4	13.6
5151020	53.2	36.7	16.5
5151040	56.4	55.9	0.6
5151044	59.3	32.3	27.0
5151045	58.7	36.9	21.9
5151080	69.7	44.0	25.7
5151084	61.8	40.2	21.6
5151085	57.7	36.1	21.6
5151087	51.7	35.8	15.9
5151089	79.0	33.1	45.9
5151090	57.4	58.2	-0.8
5151095	60.5	39.8	20.6
5151096	55.6	46.0	9.6
5151097	68.6	40.0	28.6
5151105	75.1	48.1	26.9
5151110	45.3	50.0	-4.7
5151115	59.4	39.8	19.7
5151120	49.5	31.6	17.8
5151125	65.6	42.2	23.4

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Not in Labor Force Rate Gaps (%) between Youth with and without Disabilities (With - Without)
5151135	53.7	35.7	18.0
5151145	68.5	33.3	35.2
5151154	41.8	26.6	15.2
5151155	56.6	32.7	23.9
5151164	54.3	32.2	22.1
5151165	58.1	28.2	29.9
5151167	62.9	26.6	36.3
5151175	62.9	36.2	26.6
5151186	69.0	37.5	31.4
5151206	53.0	46.5	6.5
5151215	63.6	37.7	25.9
5151224	58.4	30.4	28.1
5151225	60.9	34.2	26.6
5151235	55.5	39.9	15.7
5151244	78.5	37.3	41.3
5151245	42.9	32.7	10.2
5151246	61.3	39.2	22.1
5151255	76.6	35.1	41.5
5155001	64.9	28.8	36.1
5155002	68.3	43.8	24.4
5159301	56.5	36.7	19.8
5159302	67.2	35.6	31.6
5159303	56.3	45.2	11.2
5159304	70.4	41.8	28.6
5159305	52.8	44.9	8.0
5159306	71.6	43.1	28.5
5159307	55.4	33.5	21.9
5159308	22.9	45.1	-22.3
5159309	36.5	42.5	-6.0

Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Appendix D: Table D4. Poverty Rate for Youth and Young Adults (16 to 24) in PUMAs of Virginia, by Disability Status: 2018

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Poverty Rate Gaps (%) between Youth with and without Disabilities (With - Without)
U.S. Average	25.2	19.2	6.0
Virginia Average	21.2	16.4	4.8
5101301	6.3	12.2	-6.0
5101302	13.8	14.4	-0.6
5104101	30.8	14.4	16.4
5104102	38.7	6.3	32.5
5104103	4.0	6.1	-2.0
5110701	13.6	7.2	6.4
5110702	13.5	8.1	5.3
5110703	7.3	5.6	1.7
5151010	34.3	25.5	8.8
5151020	33.9	21.0	12.9
5151040	27.9	44.3	-16.4
5151044	44.4	22.7	21.8
5151045	23.3	11.9	11.3
5151080	18.8	17.4	1.3
5151084	10.6	12.0	-1.4
5151085	29.8	16.8	12.9
5151087	11.4	7.4	4.0
5151089	15.8	17.7	-1.9
5151090	22.5	29.0	-6.5
5151095	26.4	16.2	10.2
5151096	23.3	25.3	-1.9
5151097	36.6	21.3	15.3
5151105	22.0	24.6	-2.6
5151110	35.2	34.2	1.0
5151115	6.7	7.5	-0.9
5151120	8.8	10.2	-1.4
5151125	14.8	17.5	-2.7

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Poverty Rate Gaps (%) between Youth with and without Disabilities (With - Without)
5151135	31.9	18.3	13.6
5151145	12.1	13.7	-1.7
5151154	16.8	17.4	-0.6
5151155	29.3	17.5	11.7
5151164	32.2	8.4	23.8
5151165	19.3	11.3	8.0
5151167	13.9	14.1	-0.3
5151175	33.0	17.2	15.8
5151186	22.8	15.7	7.2
5151206	9.5	12.8	-3.3
5151215	3.5	7.5	-4.0
5151224	17.8	17.1	0.7
5151225	3.9	13.6	-9.7
5151235	41.6	32.0	9.5
5151244	1.9	4.7	-2.8
5151245	13.4	7.8	5.6
5151246	15.1	8.9	6.2
5151255	24.5	19.0	5.5
5155001	21.9	13.5	8.4
5155002	7.4	7.2	0.2
5159301	36.3	12.8	23.4
5159302	8.8	9.7	-0.9
5159303	5.1	11.6	-6.5
5159304	12.3	4.7	7.6
5159305	12.3	17.5	-5.3
5159306	22.2	9.2	12.9
5159307	6.1	9.3	-3.1
5159308	0.0	6.5	-6.5
5159309	0.0	9.9	-9.9

Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Appendix E: Table E1. High School Disconnected Rate for Youth and Young Adult (16 to 24) in PUMAs of Virginia, by Disability Status: 2018

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Disconnected Rate Gaps (%) between Youth with and without Disabilities (With - Without)
U.S. Average	10.1	2.7	7.4
Virginia Average	6.0	1.6	4.3
5101301	0.0	0.9	-0.9
5101302	0.0	2.3	-2.3
5104101	3.7	3.1	0.6
5104102	8.0	0.4	7.7
5104103	2.3	1.5	0.8
5110701	5.3	1.7	3.7
5110702	0.0	0.5	-0.5
5110703	0.0	0.9	-0.9
5151010	4.4	2.8	1.5
5151020	1.8	2.4	-0.5
5151040	0.7	0.5	0.3
5151044	3.9	2.8	1.2
5151045	6.7	0.7	6.0
5151080	12.0	1.6	10.4
5151084	5.2	2.5	2.7
5151085	0.0	1.4	-1.4
5151087	10.3	2.1	8.2
5151089	18.8	2.6	16.3
5151090	6.1	0.3	5.8
5151095	1.7	2.5	-0.8
5151096	0.8	1.1	-0.3
5151097	7.9	2.8	5.2
5151105	7.2	2.4	4.7
5151110	1.6	0.9	0.7
5151115	6.3	2.2	4.1
5151120	1.4	2.8	-1.4
5151125	11.2	3.6	7.6

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Disconnected Rate Gaps (%) between Youth with and without Disabilities (With - Without)
5151135	14.7	1.7	13.1
5151145	8.2	3.0	5.2
5151154	2.6	1.6	0.9
5151155	2.8	3.8	-1.0
5151164	7.4	0.9	6.5
5151165	0.0	0.5	-0.5
5151167	0.0	1.8	-1.8
5151175	5.1	1.4	3.8
5151186	5.3	1.5	3.8
5151206	4.2	0.7	3.5
5151215	2.4	1.4	1.0
5151224	11.4	1.4	9.9
5151225	12.9	1.4	11.5
5151235	7.2	2.2	5.0
5151244	14.0	0.8	13.2
5151245	28.6	1.6	27.0
5151246	5.9	2.6	3.3
5151255	10.0	1.5	8.6
5155001	14.2	3.1	11.2
5155002	7.2	1.6	5.6
5159301	8.0	2.7	5.3
5159302	4.5	1.5	3.0
5159303	0.0	1.1	-1.1
5159304	10.6	0.5	10.1
5159305	7.8	0.9	6.9
5159306	7.6	1.2	6.4
5159307	6.4	0.2	6.2
5159308	6.1	0.0	6.1
5159309	6.5	0.9	5.6

Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample

Appendix E: Table E2. Postsecondary Disconnected Rate for Youth and Young Adult (16 to 24) in PUMAs of Virginia, by Disability Status: 2018

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Disconnected Rate Gaps (%) between Youth with and without Disabilities (With - Without)
U.S. Average	19.9	7.4	12.4
Virginia Average	20.8	6.3	14.5
5101301	9.0	1.7	7.3
5101302	18.4	4.4	14.0
5104101	9.4	11.5	-2.1
5104102	21.9	8.0	13.9
5104103	19.4	3.6	15.8
5110701	19.5	2.9	16.6
5110702	12.2	2.9	9.3
5110703	0.7	4.5	-3.8
5151010	40.7	13.0	27.7
5151020	28.1	8.4	19.7
5151040	14.5	2.8	11.7
5151044	19.9	9.2	10.7
5151045	23.6	5.8	17.9
5151080	23.6	7.5	16.1
5151084	27.8	5.4	22.4
5151085	24.1	11.2	13.0
5151087	15.8	9.4	6.3
5151089	21.9	5.3	16.6
5151090	12.9	2.8	10.1
5151095	21.3	9.1	12.2
5151096	20.1	6.1	14.0
5151097	31.0	8.9	22.1
5151105	31.6	12.4	19.3
5151110	14.1	2.2	12.0
5151115	34.2	7.0	27.2
5151120	25.9	5.8	20.1
5151125	29.9	9.9	20.0

PUMA Code	Youth with Disabilities (%)	Youth without Disabilities (%)	Disconnected Rate Gaps (%) between Youth with and without Disabilities (With - Without)
5151135	24.8	15.0	9.8
5151145	29.7	9.0	20.8
5151154	19.6	4.4	15.2
5151155	14.4	12.4	1.9
5151164	27.3	4.7	22.6
5151165	14.9	6.9	8.0
5151167	16.3	5.7	10.6
5151175	18.6	9.4	9.2
5151186	10.0	5.3	4.7
5151206	14.7	5.9	8.8
5151215	18.0	5.6	12.3
5151224	28.8	7.6	21.2
5151225	26.1	4.6	21.5
5151235	21.0	4.6	16.4
5151244	16.3	4.2	12.1
5151245	7.1	6.2	0.9
5151246	22.9	6.6	16.3
5151255	23.1	7.8	15.3
5155001	9.2	8.0	1.2
5155002	13.5	9.7	3.8
5159301	8.5	4.5	4.0
5159302	12.7	5.4	7.2
5159303	10.0	2.7	7.3
5159304	9.4	4.7	4.7
5159305	8.3	3.4	4.9
5159306	19.5	5.1	14.3
5159307	9.7	4.8	4.9
5159308	9.6	3.0	6.5
5159309	29.0	3.2	25.8

Source: Calculations based on U.S. Census Bureau, 2014-2018 American Community Survey, Public Use Microdata Sample



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