

Ranking of States on Employment of People with Disabilities (PwDs) Shows People with Disabilities in some states TWICE as likely to work as in others!

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Washington, DC. Fully 70 percent of people with disabilities nationwide are out of the workforce. The rates of employment, however, vary widely by state. In some, people with disabilities are twice as likely to be working as those in others.

The states with the consistently lowest workforce participation rates are West Virginia, Mississippi, Kentucky, Alabama and Arizona. When taking into consideration the gap between the employment rate of people with disabilities and those without disabilities, Maine and Vermont are added to the list, with Maine coming in dead last in the country.

Unfortunately, many states have continued to fund failed programs and old ways of thinking but there is good news. **According to U.S. Census Bureau statistics from 2013, the following 10 states are leading the nation in creating more job opportunities for the one-in-five Americans who have a disability:**

- North Dakota: 52 percent of the state's 34,800 working-age people with disabilities are employed.
- Wyoming: 50 percent of Wyoming's 34,000 working-age people with disabilities are employed.
- South Dakota: 48 percent of the state's 47,700 working-age people with disabilities are employed.
- Alaska: 47 percent of Alaska's 47,000 working-age people with disabilities are employed
- Minnesota: 46 percent of Minnesota's 266,400 working-age people with disabilities are employed.
- Nebraska: 45.5 percent of Nebraska's 88,700 working-age people with disabilities are employed.
- Iowa: 44.8 percent of Iowa's 169,300 working-age people with disabilities are employed.
- Utah: 42.5 percent of Utah's 135,100 working-age people with disabilities are employed.
- Colorado: 42.3 percent of Colorado's 260,700 working-age people with disabilities are employed.
- New Hampshire: 41 percent of New Hampshire's 77,800 working-age people with disabilities are employed.

Although the statistics cited above are from before many new and improved practices were implemented as a result of the National Governors Association (NGA) and Delaware Gov. Jack Markell's Better Bottom Line Initiative released in 2013, **states can examine where their neighbors have succeeded in putting best practices into place and where other governors have committed to maximizing opportunities for people with disabilities.**

It's important for all states to look at places where leadership, proven practices, and cost-effective policies are getting more people with disabilities into the workforce. As Jennifer Sheehy, Acting Assistant Secretary of the Office of Disability Employment Policy (ODEP), noted, "It is also very important to look at this data as it predates the Workforce Innovation and

Opportunity Act which now requires governors in each state to create a plan that will enable people with disabilities to get jobs and develop careers.”

“Given that literally billions of dollars in federal tax dollars will follow those new plans,” she continued, “governors and those such as ODEP that are working with states to improve disability employment, can build on these past successes to create a workforce system that serves everyone well, including employers and people with disabilities.”

ODEP, an agency of the Department of Labor, is a critical resource and influential player in terms of promoting best practices for disability employment.

RespectAbility reached out to several experts to gather their opinions on what accounts for the variations between states. Some experts emphasize that the states with the best disability employment numbers tend to also be states with lower population density, meaning that employers need every available worker. The demand for workers certainly impacts some states, but the rising tide does not always lift all ships. By looking at the gap between workforce participation rates between people with and without disabilities, you quickly see that the small population states of Maine and Vermont are vastly outperformed by other states.

“Maximizing the dollars available for Vocational Rehabilitation (VR) services is sorely needed and will make a big difference,” said Stephen Wooderson, CEO of the Council of State Administrators of Vocational Rehabilitation. “But job seekers with disabilities are faced with a whole host of other distractors and obstacles that must be addressed as well.”

“That doesn’t relieve VR of striving to always improve, but it does mean that the challenge in disability employment policy and practice has to be comprehensive to include disincentives to employment and an assessment of how services funded (or not funded) through state and federal sources focus on the impact on the job seeker with a disability. Beyond the public policy and funding challenges, each state has specific environmental and economic matters that impact the employability of all job seekers.”

Rodger L. DeRose, President and CEO of the Kessler Foundation, which focuses on employment for people with disabilities, said, “Sixty-eight percent of Americans with disabilities are striving to work—as indicated by actively looking for work, taking steps to prepare for work, or seeking more hours. This is a very positive sign. It is important for states to encourage their citizens with disabilities to work.”

He added: “Some state governments are becoming model employers and hire PWD in government, public education programs at state universities and colleges. The governors who are the CEOs for the state can lead from the top and set the tone by hiring individuals with disabilities within their own administration. They can challenge state university trustees and presidents to develop inclusive hiring practices. They can create internships for students with disabilities. And, they can meet with CEOs from business to influence and embrace inclusive hiring practices. In addition, governors can work to attract those businesses that already have inclusive hiring practices by providing incentives to companies that gives them reason to consider relocating to their state.”

The Kessler Foundation is looking into new ways to determine the performance metrics that will provide clues for improvement. They are analyzing the effects of the local and state

environments on employment outcomes for individuals with disabilities while holding the individual health conditions and personal characteristics constant.

They are also using restricted geocoded data from the CPS, SIPP, and ACS to identify the area of residence of households in the samples to capture local environmental variability at the state and county level, and at the census tract level. They are also using geocodes in this project to merge the individual-level data with local- and state-level data on the physical, economic, social and policy environments (e.g., access to public transportation, public programs and expenditure, urban city, and unemployment). Using multi-level mixed effects models (i.e., Hierarchical Linear Modeling, or HLM), they can uncover the local variation in the physical, economic, social and policy environments to estimate the effect of the local environment on employment in the future.

Dr. Andrew J. Houtenville, Associate Professor of Economics and Research Director, Institute on Disability at the University of New Hampshire, created an extremely helpful spreadsheet, which is included below. He rightly points out that **South Carolina has shown significantly more improvement in employment for people with disabilities than even for people without them.**

It is worth a deeper dive into some of the states that were succeeding even before the NGA's *Better Bottom Line* initiative:

1) North Dakota

North Dakota has the coveted distinction of being the state with the highest rate of employment for individuals with disabilities, employing 52.8 percent of their citizens with disabilities. North Dakota, which is experiencing an economic boom, is also a part of the Promoting the Readiness of Minors in Supplemental Security Income (PROMISE) Grant, a collaborative effort which promotes career achievement as a means of gaining economic self-sufficiency and a diminished dependence on public benefits among youth who receive Social Security Insurance (SSI). The PROMISE Grant enables states to develop curricula and projects that will improve education for youth with disabilities, thereby equipping these youth with the tools to succeed in the workforce. In addition, North Dakota's Division of Vocational Rehabilitation recently launched a website called ND Advantage, which provides employers information about the financial incentives for hiring vocational rehabilitation referrals such as the Work Opportunity Tax Credits. Another benefit that ND Advantage highlights is Disability Access Credit, which provides expenses to companies who employ individuals with disabilities to cover such services as sign language interpreters and assistive technology. Gov. Jack Dalrymple's leadership has led to a more prosperous state and opened the American Dream to many people with disabilities.

2) Wyoming

Wyoming has the second highest percentage of employed people of disabilities (50.7 percent), compared with 79 percent of people without disabilities. The Wyoming Employment First Task Force, which was created last year, fosters collaboration between the public and private sectors to craft solutions for employing people with disabilities. Wyoming also has benefitted from the MentorAbility program, which emulates the strategies used by Project SEARCH. Strong leadership through an earlier Business Leadership Network also brought best practices and enthusiasm to the state. With the new workforce law, Gov. Matt Mead has the chance to ensure that Wyoming sustains its success and creates more jobs.

3) South Dakota

The employment rate for people with disabilities in South Dakota is 48 percent compared to 83 percent of people without disabilities. South Dakota became a model state for disability employment in part because Gov. Dennis Daugaard has a personal interest in the subject as a son of two deaf parents. As a member of the NGA, Gov. Daugaard supported Gov. Markell's Better Bottom Line Initiative and he helped organize hearings on finding employment solutions for people with disabilities. Furthermore, South Dakota created the Employment Works Task Force, which develops hiring solutions for people with disabilities.

In addition, South Dakota's Department of Human Services recently launched its new Ability for Hire program, which alters public perceptions and touts the benefits of hiring individuals with disabilities. Ability for Hire's approach to achieving this ambitious goal is through networking, educating, and informing supervisors, businesses, and the general public about what individuals with disabilities have to offer. South Dakota should serve as a model for other states on how implementing strategies that provide employment opportunities for people with disabilities can produce successful results.

4) Alaska

In Alaska roughly half of individuals with disabilities between the ages of 18-64 are employed (47.8 percent) compared to 75.2 percent of people without disabilities. The employment rate for people with disabilities is up nearly 9 percent from 2012.

Recent state efforts have played a significant role in narrowing the employment gap between people with disabilities and those without disabilities. In order to encourage entrepreneurship among low-income individuals with disabilities, Alaska has established an Industry-Driven Support model that provides trainings on a variety of business topics, networking sessions, and one-on-one business support to entrepreneurs. In addition, **Alaska has created the State as a Model Employer Task Force, targeting recruitment of individuals with disabilities, and identifying best practices for accommodations and workplace inclusion.**

Project SEARCH, which immerses interns into a structured environment, combines education with career exploration and has been one of the most effective programs in transitioning young people with disabilities into the workforce. In Alaska, Project SEARCH has had tremendous success collaborating with the Anchorage school district, Providence Alaska Medical Center, Mat-Su Borough School and the Mat-Su Regional District.

Alaska's success proves that a multifaceted approach improves employment outcomes for people with disabilities. Alaska has put into action a variety of cost effective best practices and proven models. RespectAbility's Disability Employment First Planning contains such practices and has many other ideas to follow. Under Gov. Bill Walker, Alaska appears to be headed in a positive direction, and is looking forward to a bright future of continued progress in ensuring that people with disabilities receiving greater opportunities to thrive in the workforce.

5) Minnesota

In Minnesota, the employment rate of people with disabilities is 46 percent compared to 83 percent of people without disabilities. By 2018, Gov. Mark Dayton has a goal that 7 percent of the state workforce will be people with disabilities. This effort also requires state hiring

managers to undergo training for recruiting people with disabilities. While not everyone will want to work in state government, this type of practice is an important step forward to breaking down stigma around hiring. Likewise, the Minnesota Department of Employment and Economic Development have extensive resources available that emphasize the business case for hiring people with disabilities.

6) Nebraska

45.5 percent of Nebraskans with disabilities are employed, compared to 82.6 percent of Nebraskans without disabilities. Nebraska has invested in a Ticket to Work website, assisting jobseekers with disabilities to network with employers seeking to hire these individuals, and professionals serving both groups. **In addition, Nebraska remains an active participant in Project Search, a nationwide initiative to employ individuals with disabilities, boasting programs with 14 different host organizations.** Furthermore, Nebraska has distinguished itself by becoming one of the states to pass a state level ABLE Act, which enables individuals with disabilities to save money while maintaining federal benefits and other forms of necessary assistance. The White House recognized David Scott from Embassy Suites Omaha-La Vista as a 2014 White House Champion of Change for his work on a Project SEARCH Program enabling young people with disabilities to transition in careers in the hospitality field. Gov. Pete Ricketts has much reason to be proud of his state and to continue the fight for more jobs for all Nebraskans.

7) Iowa

In Iowa, 44 percent of people with disabilities are employed. After initially returning \$2,314,114 to the federal government after failing to spend the money on state Vocational Rehabilitation programs, leaders such as Gov. Terry Branstad and Vocational Rehabilitation Director David Mitchell ensured that the resources were properly utilized. Recently, groups such as the Iowa Vocational Rehabilitation Services (IDVR) and the Iowa Developmental Disabilities Council, in partnership with other organizations, have come together to establish the Iowa Coalition for Integrated Employment. The program transitions people with disabilities into a competitive workforce. The state also is streamlining its paper work to enable Iowans with a variety of barriers to employment and employers to be better served while saving money for taxpayers. **Employers including Kwik Trip, Unity Point Hospital, Bankers Trust and Mercy Hospital have set up successful partnerships with Iowa Vocational Rehabilitation Services.**

8) Utah

Utah continues to narrow the gap between the 42.5 percent of residents with disabilities who are employed and 76.6 percent of residents without disabilities. Utah employs a series of supports provided to both jobseekers with disabilities and potential employers through the Choose to Work Utah and Work Ability Utah programs, as well as their Employment First Priority Initiative. These programs go beyond job placement services to provide on-the-job training and employment support services, as well as work incentives and benefits planning for people with disabilities transitioning off of government benefit programs like SSI or SSDI. **Utah also provides more than 11 financial incentives to employers to hire people with disabilities, including the Welfare to Work Tax Credit and Work Opportunity Tax Credit.** At the same time, Utah's Employment First Priority initiative, signed into law by Gov. Gary Herbert in 2011, provides individuals with significant disabilities integrated employment at competitive wages.

9) Colorado

Colorado's employment rate of people with disabilities is up two percentage points from the previous year to 42.3 percent, compared to 77.3 percent of people without disabilities. Gov. Hickenlooper signed an Achieving a Better Life Experience (ABLE) Act into law which allows families to that have cash savings over \$2,000 and still be eligible for Medicaid and other government benefits programs, allow beneficiaries to go back to work without quickly losing benefits. Furthermore, Colorado has created Ability Connection Colorado, an exceptional resource in supporting individuals with disabilities in their pursuit of employment.

10) New Hampshire

In New Hampshire, 41.8 percent of people with disabilities are employed compared to the 80.3 percent of people without disabilities. This includes 1,087 job placements by vocational rehabilitation. As a parent of a child with disabilities, Gov. Maggie Hassan has made it a priority to address the employment needs of people with disabilities. As she said upon signing a ban on sub-minimum wage work, **including more people with disabilities “into the heart and soul of our democracy, our communities, our economy, has a great ripple effect, not only for individuals and not only for their families, but for our economy, too.”**

State to Watch – South Carolina

While it may not yet rank in the top 10, one state that deserves closer attention is South Carolina. **Not only has there been a 1.3 percent increase in the employment rate of people without disabilities, there has also been a 2.7 percent increase in employment among South Carolinians with disabilities.** Just recently, Gov. Nikki Haley talked about the importance of employing people with disabilities.

“Our goal is to get as many people back to work, whether its veterans, whether it’s those with disabilities, whether it’s those with challenges,” Haley said. “We’re finding that businesses in South Carolina want to help.”

Haley praised Walgreens' distribution center in Anderson for their efforts at integrating employees with disabilities. She went so far as to call Walgreens “a source of pride.” However, there’s more work to create opportunity for the 340,300 working age people with disabilities living in South Carolina.

Closing Thoughts – The new workforce law, hope, and history.

In looking at the states and the data, Mathematica’s leading expert on employment of people with disabilities David Stapleton, notes, **“The increase in the employment rate for people with disabilities relative to that last year is the most substantial increase we have seen since the late 1980s.”**

However, there is more work that needs to be in order to empower more people with disabilities to pursue the American Dream. **Under the new Workforce Innovation and Opportunity Act, governors across the country have a chance to build a better future for all Americans with barriers to work.** Under this law, it is possible to enable more people with barriers by breaking down the siloes between education, transportation, workforce development, healthcare and other departments. **Enabling people with disabilities to work is win-win-win for them, employers and taxpayers alike.**

Stephen Wooderson of CSAVR echoed this sentiment.

“The challenge for us in the public vocational rehabilitation profession at the state level is to work toward providing high quality services by maximizing the resources for the VR program, collaboration with business and allied organizations and having uniquely qualified vocational rehabilitation counselors.”

In looking to empower more people with disabilities, it is important for states to look at what works, what does not, and what will be most cost-effective. The good news is that there are proven programs and effective models worth investing in as a part of WIOA. **RespectAbility has partnered with several other disability organizations to create a toolkit on best practices for states as they implement the new workforce law.** We also have hosted a free webinar talking about the intersection of disability issues and the workforce system. Above all else, this toolkit should be a starting point for states that are looking to copy what worked in the top 10 states and to capitalize on the talents that people with disabilities bring with them into the workforce.

For more information contact Jennifer Laszlo Mizrahi, president of RespectAbility at Jenniferm@RespectAbilityUSA.org.

Table 1 Ranking 50 States by Employment Rates and Employment Gap

Data Source- Column 1: Table 2.1: Employment—Civilians with Disabilities Ages 18 to 64 Years Living in the Community for the United States and States: 2013 from the Annual Disability Statistics Compendium

Data Source-Column 2: Table 2.9: Employment Gap—Civilians Ages 18 to 64 Years Living in the Community for the United States and States, by Disability Status: 2013 from the Annual Disability Statistics Compendium

Link: <http://disabilitycompendium.org/compendium-statistics/employment>

Column 1 Ranking of States by Employment Rate of People with Disabilities			Column 2 Ranking of States by the Employment Gap between People with disabilities and people without disabilities				
#	State	% of PWDs Employed	#	State	% of PWDs Employed	% of People without Disabilities Employed	Employment Gap as a %
1	North Dakota	52.8	1	Alaska	47.8	75.2	27.4
2	Wyoming	50.7	2	Wyoming	50.7	79.4	28.7
3	South Dakota	48.1	3	North Dakota	52.8	83.1	30.3
4	Alaska	47.8	4	Nevada	39.2	73.1	33.9
5	Minnesota	46	5	Utah	42.5	76.6	34.1
6	Nebraska	45.5	6	New Mexico	35.3	70.1	34.8
7	Iowa	44.8	7	South Dakota	48.1	83	34.9
8	Utah	42.5	8	Colorado	42.3	77.3	35
9	Colorado	42.3	9	Texas	38.7	74.7	36
10	New Hampshire	41.8	10	Minnesota	46	82.1	36.1
11	Kansas	41.7	11	Connecticut	40	76.4	36.4
12	Wisconsin	40.9	12	Hawaii	39.1	75.7	36.6
13	Connecticut	40	13	Nebraska	45.5	82.6	37.1
14	Maryland	40	14	Iowa	44.8	82.1	37.3
15	Montana	39.4	15	Kansas	41.7	79	37.3
16	Nevada	39.2	16	Montana	39.4	76.8	37.4
17	Hawaii	39.1	17	Arizona	33.6	71.3	37.7
18	Texas	38.7	18	Maryland	40	78.3	38.3
19	Virginia	36.9	19	Washington	36.4	74.7	38.3
20	Idaho	36.7	20	California	32.7	71.1	38.4
21	New Jersey	36.6	21	Idaho	36.7	75.2	38.5
22	Delaware	36.4	22	New Hampshire	41.8	80.3	38.5
23	Washington	36.4	23	New Jersey	36.6	75.1	38.5
24	Illinois	36.1	24	Delaware	36.4	75.1	38.7
25	Oklahoma	35.8	25	Oregon	35.2	73.9	38.7
26	New Mexico	35.3	26	Illinois	36.1	75	38.9
27	Oregon	35.2	27	Wisconsin	40.9	80.1	39.2
28	Massachusetts	34.9	28	Oklahoma	35.8	75.2	39.4
29	Rhode Island	34.3	29	Georgia	31.5	71.5	40

30	Pennsylvania	33.9	30	Virginia	36.9	76.9	40
31	Indiana	33.8	31	Louisiana	31.3	72.4	41.1
32	Arizona	33.6	32	New York	32.2	73.3	41.1
33	Ohio	33.5	33	Florida	30.5	72.2	41.7
34	Vermont	33.3	34	Pennsylvania	33.9	75.6	41.7
35	Missouri	33	35	South Carolina	30.7	72.7	42
36	California	32.7	36	Rhode Island	34.3	76.3	42
37	New York	32.2	37	Indiana	33.8	76	42.2
38	Georgia	31.5	38	Ohio	33.5	75.9	42.4
39	Louisiana	31.3	39	Massachusetts	34.9	77.9	43
40	Maine	31.2	40	Mississippi	26.3	69.4	43.1
41	South Carolina	30.7	41	North Carolina	30.3	73.5	43.2
42	Florida	30.5	42	Alabama	27.1	70.5	43.4
43	North Carolina	30.3	43	Michigan	29.9	73.4	43.5
44	Michigan	29.9	44	Tennessee	29.9	74.1	44.2
45	Tennessee	29.9	45	Missouri	33	77.1	44.1
46	Arizona	28.2	46	Arkansas	28.2	72.7	44.5
47	Alabama	27.1	47	West Virginia	25.3	70.6	45.3
48	Kentucky	26.9	48	Vermont	33.3	79.6	46.3
49	Mississippi	26.3	49	Kentucky	26.9	73.7	46.8
50	West Virginia	25.3	50	Maine	31.2	78.8	47.6

Table 2

From 2012 to 2013, the employment gap closed by one percentage point or more in 22 states. The top four states with the greatest reductions (AK, RI, WY, and NH) were small states-- with working-age populations under one million persons. It is hard to make comments about small states, because these statistics are estimates based on state-level samples. Smaller states have smaller samples and thus have a higher degree of year-to-year variability. I am hesitant to read too much into reductions and expansions in the employment gap for small states. Looking at large states-- with working-age populations over 5 million persons--Illinois (a 2.3 percentage point reduction) and New Jersey (a 1 percentage point reduction) stand out. These are two large industrial states

All of the states that experienced reductions greater than one percentage point also experienced increases in employment rate of people with disabilities, so none of these reductions were due a reduction in the employment rate of people without disabilities.

The state that really stands out is South Carolina, with a 2.3 point reduction, while also having a 1.3 point increase in the employment rate of people without disabilities. The big question is whether we can attribute success, like the success in South Carolina to changes in policy or new innovative approaches to employing people with disabilities.

Working-age population
under 1 million

Working-age population
over 5 million

Increase in no dis
employment

State	2012			2013			Change in Gap		Pop in 2013			Increase in Dis. Emp.	Increase in Non-PWD Emp.
	Dis.	No Dis.	Gap	Dis.	No Dis.	Gap	Pct. Points	Rank	Number	Rank	Size		
AK	39.0	76.3	37.3	47.8	75.2	27.4	-9.9	50	459,776	47	Working-age pop. under 1 million	8.8	-1.1
RI	28.7	77.0	48.3	34.3	76.3	42.0	-6.3	49	668,448	43	Working-age pop. under 1 million	5.6	-0.7
WY	43.9	78.5	34.6	50.7	79.4	28.7	-5.9	48	358,526	50	Working-age pop. under 1 million	6.8	0.9
NH	37.9	80.5	42.6	41.8	80.3	38.5	-4.1	47	842,880	40	Working-age pop. under 1 million	3.9	-0.2
MN	42.1	81.6	39.6	46.0	82.1	36.1	-3.5	46	3,357,171	21		3.9	0.5
NV	35.5	72.2	36.7	39.2	73.1	33.9	-2.8	45	1,719,885	34		3.7	0.9
WI	37.6	79.5	41.9	40.9	80.1	39.2	-2.7	44	3,544,103	20		3.3	0.6
SC	27.0	71.4	44.4	30.7	72.7	41.9	-2.5	42	2,893,842	24		3.7	1.3
NM	33.1	70.4	37.3	35.3	70.1	34.8	-2.5	42	1,243,353	36		2.2	-0.3
IL	33.4	74.6	41.2	36.1	75.0	38.9	-2.3	41	8,010,771	5	Working-age pop. over 5 million	2.7	0.4
IA	42.0	81.4	39.5	44.8	82.1	37.2	-2.3	40	1,868,852	30		2.8	0.7
UT	41.1	77.2	36.1	42.5	76.6	34.1	-2.0	39	1,701,705	35		1.4	-0.6
DE	34.6	75.1	40.6	36.4	75.1	38.7	-1.9	38	565,138	45	Working-age population under 1 million	1.8	0
CO	40.3	77.1	36.8	42.3	77.3	35.0	-1.8	36	3,304,940	22		2.0	0.2
HI	37.3	75.6	38.3	39.1	75.7	36.5	-1.8	36	822,542	42	Working-age population under 1 million	1.8	0.1
NE	43.5	82.2	38.7	45.5	82.6	37.1	-1.6	35	1,125,425	38		2.0	0.4
ND	51.6	83.3	31.7	52.8	83.1	30.2	-1.5	34	451,304	48	Working-age population under 1 million	1.2	-0.2
KS	40.1	78.8	38.7	41.7	79.0	37.3	-1.4	33	1,730,369	33		1.6	0.2

MA	33.0	77.2	44.2	34.9	77.9	42.9	-1.3	31	4,272,843	14		1.9	0.7
OK	34.4	75.1	40.7	35.8	75.2	39.4	-1.3	31	2,295,734	28		1.4	0.1
TN	28.0	73.2	45.2	29.9	74.1	44.1	-1.1	30	3,983,560	16		1.9	0.9
NJ	35.0	74.5	39.5	36.6	75.1	38.5	-1.0	29	5,528,837	11	Working-age pop. over 5 million	1.6	0.6
TX	37.0	73.8	36.9	38.7	74.7	36.0	-0.9	28	#####	2	Working-age pop. over 5 million	1.7	0.9
FL	28.9	71.4	42.5	30.5	72.2	41.7	-0.8	27	#####	4	Working-age pop. over 5 million	1.6	0.8
NY	30.9	72.7	41.8	32.2	73.3	41.1	-0.7	26	#####	3	Working-age pop. over 5 million	1.3	0.6
AL	26.8	70.8	44.0	27.1	70.5	43.4	-0.6	25	2,945,466	23		0.3	-0.3
GA	30.3	70.8	40.5	31.5	71.5	40.0	-0.5	22	6,151,890	8	Working-age pop. over 5 million	1.2	0.7
CT	39.7	76.6	36.9	40.0	76.4	36.4	-0.5	22	2,235,695	29		0.3	-0.2
WV	24.3	70.1	45.8	25.3	70.6	45.3	-0.5	22	1,132,703	37		1.0	0.5
WA	35.7	74.3	38.7	36.4	74.7	38.3	-0.4	21	4,339,199	13		0.7	0.4
PA	33.0	75.1	42.1	33.9	75.6	41.7	-0.4	20	7,849,516	6	Working-age pop. over 5 million	0.9	0.5
MT	38.7	76.4	37.7	39.4	76.8	37.4	-0.3	19	616,125	44	Working-age pop. under 1 million	0.7	0.4
MI	27.9	71.7	43.8	29.9	73.4	43.5	-0.3	18	6,096,761	9	Working-age pop. over 5 million	2.0	1.7
MS	26.4	69.6	43.3	26.3	69.4	43.1	-0.2	17	1,790,746	31		-0.1	-0.2
CA	31.8	70.2	38.5	32.7	71.1	38.4	-0.1	15	#####	1	Working-age pop. over 5 million	0.9	0.9
VA	36.3	76.5	40.1	36.9	76.9	40.0	-0.1	15	5,112,923	12	Working-age pop. over 5 million	0.6	0.4
KY	26.2	72.9	46.7	26.9	73.7	46.8	0.1	14	2,687,179	26		0.7	0.8
OH	32.8	75.1	42.2	33.5	75.9	42.4	0.2	13	7,072,114	7	Working-age pop. over 5 million	0.7	0.8
MO	32.2	76.2	44.0	33.0	77.1	44.2	0.2	12	3,666,019	19		0.8	0.9

MD	39.5	77.4	37.9	40.0	78.3	38.2	0.3	11	3,722,201	18		0.5	0.9
IN	33.5	75.5	41.9	33.8	76.0	42.3	0.4	10	4,008,950	15		0.3	0.5
VT	34.3	79.8	45.5	33.3	79.6	46.3	0.8	9	397,726	49	Working-age pop under 1 million	-1.0	-0.2
AZ	34.2	71.0	36.8	33.6	71.3	37.7	0.9	8	3,900,900	17		-0.6	0.3
OR	34.3	72.1	37.8	35.2	73.9	38.8	1.0	7	2,440,752	27		0.9	1.8
NC	30.2	72.2	42.0	30.3	73.5	43.2	1.2	6	6,000,202	10	Working-age pop. over 5 million	0.1	1.3
ID	38.6	74.8	36.2	36.7	75.2	38.5	2.3	5	946,943	39	Working-age pop. under 1 million	-1.9	0.4
ME	33.2	78.1	44.8	31.2	78.8	47.6	2.8	4	825,507	41	Working-age pop. under 1 million	-2.0	0.7
LA	34.4	72.6	38.2	31.3	72.4	41.1	2.9	3	2,825,101	25		-3.1	-0.2
AR	31.4	72.7	41.3	28.2	72.7	44.5	3.2	2	1,759,900	32		-3.2	0
SD	52.0	81.8	29.8	48.1	83.0	34.9	5.1	1	501,769	46	Working-age pop. under 1 million	-3.9	1.2

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