

VOCATIONAL REHABILITATION SERVICES AND OUTCOMES OF PEOPLE WITH INTELLECTUAL DISABILITIES: 2016-2025

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This Data Note describes the characteristics, services received, and employment outcomes of adults with an intellectual disability (ID) who exited the vocational rehabilitation (VR) program in the 50 US states and the District of Columbia (DC) during fiscal years (FY) 2016 through 2025.

For context, we compare the findings of adults with ID to the findings of people with other disabilities. All data are from the Rehabilitation Services Administration 911 (RSA-911) database unless otherwise specified. See the Method section at the end of this brief for more details about the data and variable definitions.

Here are some key takeaways comparing data from 2025 with 2024:

- The number of people who exited the VR program increased by 6%
- The percentage of people who received services decreased by 1%
- The rehabilitation rate decreased by 5%
- Weekly work hours increased by 1 hour
- Earnings increased slightly after adjusting for inflation
- Time from application to exit with employment increased by 2 days
- The majority of people who exited VR were male, white, and transition-age
- Outcomes varied considerably across states

The Number of People with ID who Exited the VR Program Increased by 6%

In 2025, 36,262 people with ID exited the VR program (Table 1). This figure increased by 6% compared to 2024. This figure continues to be lower than in previous years when it peaked in 2016 with 47,595 people exiting the program. The number of people with other disabilities who exited VR in 2025 increased by 20% (367,600 in 2025, up from 307,377 in 2024).

Table 1

National Trends in Employment Outcomes¹

	Total closures		Received services		Rehabilitation rate		Hourly wage		Weekly hours		Got a job in <one year	
	ID	Other	ID	Other	ID	Other	ID	Other	ID	Other	ID	Other
2016	47,595	459,141	70%	63%	55%	57%	23	30	N/A	N/A	33%	37%
2017	38,642	361,601	72%	67%	47%	49%	23	30	N/A	N/A	33%	38%
2018	44,152	387,410	78%	72%	47%	48%	23	31	\$12.47	\$17.39	31%	37%
2019	45,108	374,479	77%	71%	46%	46%	22	30	\$12.68	\$17.41	27%	35%
2020	41,644	347,275	80%	74%	44%	44%	22	31	\$13.79	\$19.09	26%	36%
2021	33,663	280,765	83%	78%	40%	42%	24	31	\$13.07	\$18.26	20%	31%
2022	36,789	294,351	84%	79%	44%	45%	23	31	\$13.16	\$18.19	25%	35%
2023	36,319	292,303	83%	77%	43%	44%	22	31	\$13.68	\$19.08	26%	39%
2024	34,178	307,377	82%	74%	42%	44%	21	31	\$14.08	\$19.89	26%	42%
2025	36,262	367,600	81%	69%	37%	42%	22	32	\$14.24	\$20.29	22%	42%

¹The year 2016 refers to the period from October 1 to September 30. The year 2017 refers to the period from October 1 to June 30 (nine months only). The years 2018–2024 refer to the period from July 1 to June 30. Each year is labeled by the end date of the reported period. For example, the year 2025 refers to the period July 1, 2024, to June 30, 2025.

Note: ID = intellectual disabilities; Other = other disabilities. Hourly wages are in 2024 dollars

The Percentage of People with ID who Received Services Decreased by 1%

Receiving VR services is an important first step toward employment. In 2025, 81% of people with ID who exited the VR program received services. This figure is slightly lower than in 2024 (82%), but still higher than in the years before 2019, when it ranged between 70%–77%. The corresponding figure for people with other disabilities was 69% in 2025, down 5% from 74% in 2024 (Table 1).

A variety of reasons may cause job seekers to exit the VR program without employment. The most frequent reasons reported for people with ID in 2025 included (as a percentage of all program exits):

- the person lost interest in receiving services (34%)
- the VR counselor was unable to locate or contact the individual (22%)
- other reasons (13%), including:
 - disability was too significant
 - death
 - job seeker moved away
 - no disability-related need for services
 - other non-specified reasons

The remaining 30% of people who exited the VR program had employment.

People with other disabilities reported similar reasons for exiting the program without employment.

The Rehabilitation Rate Decreased by 5%

The rehabilitation rate is the percentage of people who exited VR with employment lasting at least 90 days, out of all those who received VR services. During the past 10 years, the rehabilitation rate of job seekers with ID steadily declined from 55% in 2016 to 40% in 2021, rebounded to 44% in 2022, and then dropped to 37% in 2025. The figure for people with other disabilities reflected a similar pattern, declining from 57% in 2016 to 42% in 2021, increasing to 45% in 2022, and then slightly decreasing to 42% in 2025.

Weekly Work Hours Increased by 1 Hour

In 2025, people with ID who exited the VR program with employment worked an average of 22 hours per week, which is slightly higher compared to 21 hours per week in 2024. People with other disabilities reported 32 weekly work hours in 2025, slightly higher compared to 31 hours in 2024 (Table 1).

Earnings Increased Slightly After Adjusting for Inflation

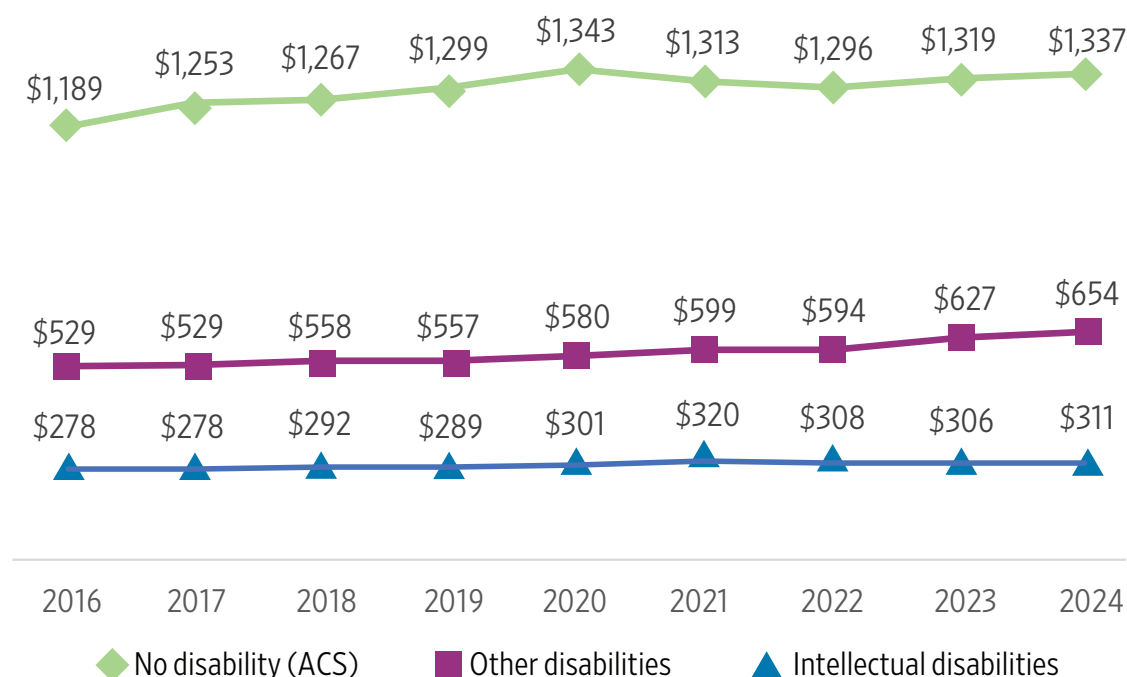
HOURLY WAGES

When adjusted for inflation, the hourly wages of workers with ID increased slightly every year from \$12.47 per hour in 2018 to \$14.24 per hour in 2025. A similar pattern emerged for people with other disabilities: from \$17.39 in 2018 to \$20.29 in 2025. Wage data were not available for the years 2016–2017.

WEEKLY WAGES

Figure 1 compares weekly wage trends from 2016 to 2024 for people with ID, people with other disabilities, and the general population without disabilities, adjusted for inflation. The 2025 data were unavailable at the time of writing.

Over the 2016–2024 period, wages grew across all groups, though significant disparities remain. Weekly wages for people with ID grew from \$278 to \$311 (+1.4% per year). In comparison, wages for people with other disabilities increased from \$529 to \$654 (+2.8% per year). Notably, people without disabilities earned over four times as much as people with ID, with their wages growing from \$1,189 to \$1,337 (+1.6% per year).

Figure 1*National Trends in Weekly Wages in Constant 2024 Dollars*

A trend line chart shows three lines representing weekly earnings from 2016 to 2024. The bottom line represents the wages of people with intellectual disabilities, ranging from \$278 in 2016 to \$311 in 2024. The middle line shows the wages of people with other disabilities, ranging from \$529 in 2016 to \$654 in 2024. The top line represents the wages of people without disabilities, ranging from \$1,189 in 2016 to \$1,337 in 2024.

Time from Application to Exit with Employment Increased by 2 Days

In 2025, people with ID took an average of 830 days (approximately 2 years and 3 months) from application to exiting the VR program with a job. This is 2 days longer than in 2024. However, it remains higher than the shortest average time of 684 days (about 1 year and 10 months) reported in 2018.

People with other disabilities also reported a shorter time from application to employment: 709 days (about two years) in 2025 compared to 735 days in 2024. This is the shortest amount of time from application to employment for people with other disabilities in the past 10 years.

Another way of looking at this metric is to examine the percentage of people who exited the VR program with employment within one year of application. In 2025, 22% of people with ID exited VR with a job within one year, down from 26% in 2024. The highest rate was 33% in both 2016 and 2017.

For people with other disabilities, the figure was 42% in 2025, the same as in 2024 and the highest over the 10 years examined.

A longer time from application to exit with employment is not necessarily a negative indicator. For example, someone may have obtained a job within one year of application, but VR may have postponed closing the case to allow for continued services, such as job retention supports, if needed. In 2014, the Workforce Innovation and Opportunity Act (WIOA) extended the timeframe for providing supported employment services from 18 months to 24 months to better support these employment scenarios.

The Majority of People who Exited VR were Male, White, and Transition-Age

The majority of people with ID who exited VR programs in 2025 were male (58%). Similar figures were reported for people with other disabilities (55% male, Table 2).

Table 2

Demographic Characteristics

	Sex				Race and ethnicity						Age	
	Male		Female		White		Black		Hispanic		26 or younger	
	ID (%)	Other (%)	ID (%)	Other (%)	ID (%)	Other (%)	ID (%)	Other (%)	ID (%)	Other (%)	ID (%)	Other (%)
2016	57%	56%	43%	44%	56%	62%	33%	24%	9%	12%	57%	35%
2017	58%	56%	42%	44%	55%	61%	33%	25%	9%	11%	57%	35%
2018	58%	56%	42%	44%	57%	61%	30%	23%	10%	13%	61%	40%
2019	58%	56%	42%	44%	56%	60%	30%	24%	11%	13%	62%	41%
2020	58%	56%	42%	44%	55%	59%	30%	24%	11%	13%	63%	42%
2021	58%	56%	42%	44%	64%	70%	30%	23%	11%	13%	64%	42%
2022	57%	56%	42%	44%	65%	71%	29%	23%	12%	14%	63%	43%
2023	57%	56%	42%	43%	64%	70%	28%	22%	12%	14%	62%	41%
2024	58%	55%	42%	43%	64%	69%	27%	21%	12%	14%	58%	38%
2025	58%	55%	41%	43%	64%	69%	27%	21%	13%	14%	63%	39%

Most people with ID who exited VR in 2025 self-reported that they were white (64%) and Black people (27%). Similarly, people with other disabilities included a high proportion of white (69%) and Black people (21%). Some of the increase in the percentage of white people after 2020 might be due to a change in the definition of the race variable. See the Method section for more details.

Most people with ID who exited the VR program in 2025 were 26 years old or younger at application (63%), a 5% increase compared with 2024. In contrast, a smaller percentage of people with other disabilities who exited the program in 2025 were 26 years old or younger (39%). This figure was slightly higher than in 2024.

Outcomes Varied Considerably Across States

As Table 3 shows, employment outcomes varied substantially across states. In 2025, Rhode Island reported the highest percentage of people with ID receiving services (96%), while Arkansas reported the lowest (60%). For people with other disabilities, the percentage receiving services ranged from a high of 91% in West Virginia and Connecticut to a low of 35% in Nevada.

The rehabilitation rate is an indicator of how many people who received services exited the VR program with a job. Georgia reported the highest rehabilitation rate for people with ID (58%), compared to West Virginia, which reported the lowest rehabilitation rate (16%). For people with other disabilities, the highest rehabilitation rate was reported by Mississippi (71%), and the lowest in New York (19%).

In 2025, weekly work hours varied greatly across states as well. People with ID in Mississippi worked the most hours per week (29 on average), whereas their peers in Maine reported the fewest amount of work hours per week (13 on average). Among people with other disabilities, the highest weekly work hours were reported in West Virginia and Mississippi (37 weekly work hours), and the lowest figures were reported in Washington (25 weekly work hours).

The hourly wage of people with ID varied from a low of \$11.35 in Wyoming to a high of \$18.17 in California. For people with other disabilities, hourly wages varied from \$14.74 in Georgia to \$30.61 in Connecticut. The hourly wages are likely influenced by state minimum wage legislation and economic differences across states.

Missouri reported the highest percentage of people with ID exiting VR with a job within one year from application (48%). Hawaii, Maine, and New Hampshire reported the lowest percentage (0%). People with other disabilities were most likely to exit the VR program with a job within one year in Michigan (77%) and least likely in Iowa (4%).

State VR agencies vary widely in the proportion of people with ID in their caseload of the total applicants. In FY 2025, 9% of all closures nationally were people with ID, a slight decline from 10% in 2024. This percentage ranged from 5% in Mississippi to 20% in Indiana. This figure is influenced by various factors, including the state service system's structure and interagency roles in the employment process.

Table 3
State Outcomes in 2025

	Total Closures		Received Services		Rehabilitation Rate		Hourly Wage		Weekly Hours		Got Job in <1 year	
	ID	Other	ID (%)	Other (%)	ID (%)	Other (%)	ID	Other	ID	Other	ID (%)	Other (%)
Alabama	1,195	7,545	90%	80%	49%	57%	28	33	12.61	16.78	30%	37%
Alaska	63	887	65%	65%	54%	46%	20	32	16.51	20.99	23%	37%
Arizona	429	4,418	86%	80%	38%	33%	22	31	15.37	18.05	31%	25%
Arkansas	193	3,848	60%	47%	47%	59%	23	35	12.79	18.26	25%	34%
California	1,860	31,792	82%	69%	35%	38%	25	33	18.17	23.95	26%	38%
Colorado	530	5,876	79%	61%	40%	47%	18	30	16.92	21.89	30%	48%
Connecticut	150	1,981	87%	91%	31%	51%	21	32	16.31	30.61	8%	54%
Delaware	203	1,520	80%	77%	38%	40%	25	31	15.64	19.2	21%	45%
DC	110	712	90%	88%	37%	44%	27	32	17.96	22.76	19%	29%
Florida	2,170	18,309	81%	72%	36%	39%	22	30	13.87	18.19	15%	34%
Georgia	360	1,949	78%	64%	58%	47%	23	28	12.05	14.74	21%	34%
Hawaii	51	444	78%	72%	40%	29%	28	33	16.33	24.97	0%	26%
Idaho	205	2,550	94%	83%	36%	34%	17	31	12.90	22.01	6%	40%
Illinois	1,159	10,798	91%	81%	38%	43%	19	28	15.28	17.89	25%	31%
Indiana	1,179	4,512	87%	76%	42%	48%	19	29	12.63	19.06	11%	15%
Iowa	664	3,613	87%	77%	44%	45%	17	29	12.61	17.42	4%	7%
Kansas	348	2,324	84%	78%	41%	29%	21	29	11.92	16.17	36%	36%
Kentucky	585	9,439	82%	85%	29%	64%	20	35	13.11	25	23%	64%
Louisiana	387	5,583	72%	70%	17%	29%	25	34	12.72	18.97	8%	31%
Maine	271	3,342	89%	59%	17%	21%	13	30	14.95	22.43	0%	22%
Maryland	656	4,506	76%	65%	31%	32%	23	28	16.67	18.8	9%	23%
Massachusetts	487	9,675	74%	73%	49%	47%	20	28	16.75	21.34	29%	30%
Michigan	1,120	15,156	77%	72%	33%	58%	23	34	14.21	25.95	31%	77%
Minnesota	789	5,443	90%	80%	46%	41%	17	26	14.60	17.98	37%	37%
Mississippi	302	6,153	72%	78%	25%	71%	29	37	12.01	22.59	4%	67%
Missouri	1,165	11,560	66%	67%	51%	46%	23	30	14.65	17.6	48%	53%
Montana	117	1,731	89%	78%	37%	23%	16	27	14.27	18.4	11%	19%
Nebraska	279	1,730	82%	74%	50%	43%	16	31	13.95	18.92	30%	40%
Nevada	221	3,723	70%	35%	25%	31%	27	33	14.13	19.69	16%	34%
New Hampshire	92	1,718	71%	54%	42%	32%	17	28	14.38	20.1	0%	21%
New Jersey	598	6,288	79%	71%	36%	38%	22	29	17.35	20.07	16%	25%
New Mexico	385	3,248	81%	64%	29%	28%	21	32	13.99	19.11	12%	41%
New York	1,983	29,318	66%	57%	17%	19%	22	30	16.95	20.95	12%	14%
North Carolina	1,695	9,798	76%	54%	41%	35%	24	28	13.20	18.78	30%	28%
North Dakota	168	2,103	85%	72%	49%	45%	22	33	13.94	20.74	23%	59%
Ohio	2,780	16,611	83%	71%	37%	40%	21	29	13.09	18.12	36%	53%
Oklahoma	610	4,262	72%	61%	28%	38%	25	34	12.67	17.6	16%	20%
Oregon	705	4,921	81%	68%	40%	46%	18	27	16.07	21.27	18%	44%
Pennsylvania	1,973	21,761	80%	58%	33%	47%	21	32	13.44	19.51	10%	35%
Rhode Island	129	665	96%	88%	40%	40%	16	27	16.96	22.09	18%	23%
South Carolina	503	8,747	87%	77%	39%	57%	28	35	12.65	18.34	19%	61%
South Dakota	235	1,550	88%	69%	51%	41%	18	27	13.82	16.32	16%	36%
Tennessee	780	5,726	80%	64%	43%	44%	24	32	13.47	17.57	28%	46%
Texas	1,549	29,528	89%	75%	33%	46%	24	34	12.62	20.13	18%	42%
Utah	507	7,373	87%	66%	43%	47%	21	31	13.66	17.85	13%	31%
Vermont	143	2,549	86%	74%	35%	29%	17	29	15.16	22.15	23%	31%
Virginia	1,383	8,174	85%	77%	44%	40%	22	28	14.41	17.16	19%	29%
Washington	854	4,720	81%	66%	51%	38%	14	25	17.44	21.68	15%	22%
West Virginia	392	5,114	89%	91%	16%	44%	29	37	13.51	21.26	20%	57%
Wisconsin	1,459	10,942	80%	70%	41%	37%	18	26	12.99	17.41	16%	31%
Wyoming	91	1,365	88%	78%	28%	36%	19	32	11.35	17.69	27%	39%
US	36,262	367,600	81%	69%	37%	42%	22	32	14.24	20.29	22%	42%
Minimum	51	444	60%	35%	16%	19%	13	25	\$11.35	\$14.74	0%	7%
Maximum	2,780	31,792	96%	91%	58%	71%	29	37	\$18.17	\$30.61	48%	77%

Note. ID = intellectual disabilities; Other = other disabilities.

Method

WHERE ARE THE DATA FROM?

Unless otherwise specified, the data described in this report are from the RSA-911 dataset, a public access database that captures individual characteristics, services provided, and employment outcomes at the point of closure (exit) from the VR program.

WHAT DOES “INTELLECTUAL DISABILITY (ID)” MEAN IN THIS REPORT?

A person is considered to have an intellectual disability (ID) if the RSA-911 dataset lists code 25 (Intellectual Disability) as the primary or secondary cause of impairment to employment.

WHAT IS A VR CLOSURE?

A VR closure refers to exiting the VR program. There are three main types of closures:

1. Closure with an employment outcome (formerly Status 26): The person held a job for at least 90 days. This includes competitive integrated employment, supported employment, or self-employment.
2. Closure without an employment outcome after receiving services (formerly Status 28).
3. Closure after eligibility but before development of an Individualized Plan for Employment (IPE) (formerly Status 30): The person was determined eligible for VR services but exited the program without receiving any services.

WHAT IS THE REHABILITATION RATE?

The rehabilitation rate is the percentage of people who exited VR with employment out of the total number of people who received VR services.

Rehabilitation rate = closures with an employment outcome / (closures with an employment outcome + closures without an employment outcome after receiving services)

HOW WERE THE WAGES OF THE GENERAL POPULATION COMPUTED?

We calculated weekly wages of the general population without disabilities (Figure 1) by dividing the annual wages of civilians aged 16–64 by 52 weeks, using data from the American Community Survey.

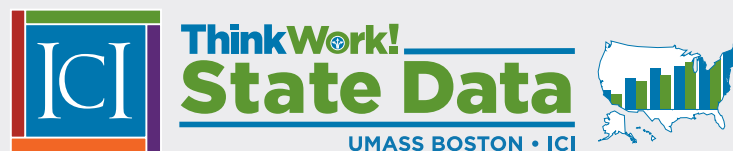
HOW IS RACE DEFINED IN THIS REPORT?

Beginning in 2021, people who report only one race are included in that corresponding category, while those who report more than one race are grouped under a separate “Two or More Races” category. Ethnicity is reported separately and categorized as either Hispanic or non-Hispanic, regardless of race. In contrast, prior to 2021, individuals were counted once for each race they self-reported. As a result, people who identified with more than one race were included in multiple racial categories.

HOW ARE REPORTING PERIODS DEFINED IN THIS REPORT?

The reporting periods in this article reflect shifting federal timelines in 2017:

- The years 2018–2025 refer to the period from July 1 to June 30, labeled by the calendar year in which it ends. For example, “2025” refers to July 1, 2024, through June 30, 2025.
- The years before 2017 refer to the period from October 1 to September 30, labeled by the calendar year in which it ends.
- 2017 marks the shift when the Rehabilitation Services Administration (RSA) moved from Fiscal Year to Program Year reporting. Because of this change, 2017 covers a shortened, 9-month period from October 1, 2016, to June 30, 2017.



This Data Note is a product of ThinkWork!, housed within the ICI at the University of Massachusetts Boston, supported in part by the Administration on Disabilities, Administration for Community Living, US Department of Health and Human Services, under cooperative agreement #90DNPA0002. The opinions contained in this report are those of the grantee and do not necessarily reflect those of the funders.

Data Source

Rehabilitation Services Administration (RSA-911, FY2016–2025) and Census Bureau (FY 2016–2024).

Suggested Citation

Migliore, A., Winsor, J. (2026). Vocational Rehabilitation Services and Outcomes of People with Intellectual Disabilities: 2016–2025. Data Note Series, Data Note 111. ICI at the University of Massachusetts Boston.