



Future of Mortality, Disability, and Work Disability Panel

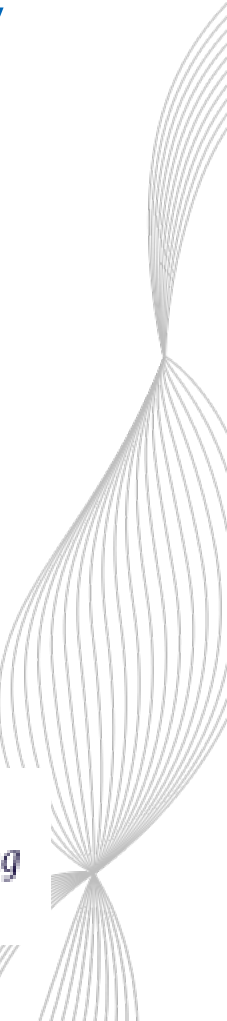
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Standing Committee of Medical and Vocational Experts for the SSA's Disability Programs



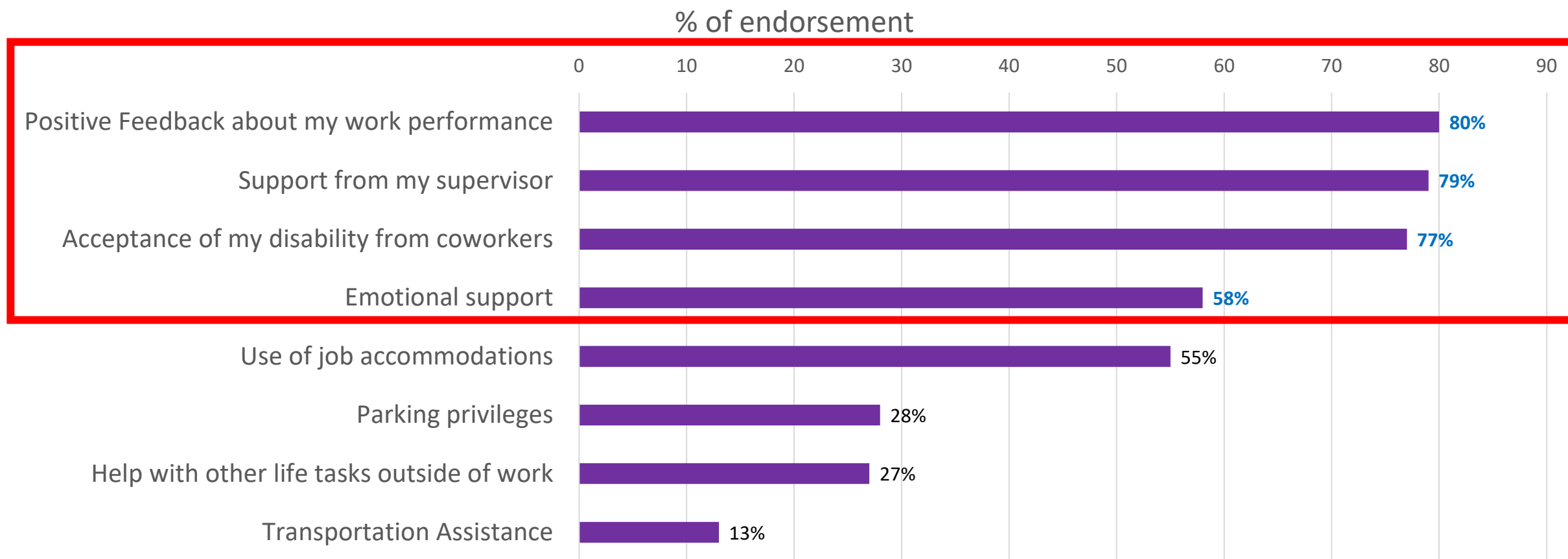
- Assist the Social Security Administration to improve its disability programs
 - Maintain surveillance of the field, including the literature, clinical practices, and published studies related to disability.
 - Collect and analyze relevant data and information and serve as a focal point for discussions of disability issues and the SSA's sequential evaluation process.
- Major emphasis on functional equivalence to Medical Listings



Disability panel: Specific questions

- What are the implications of medical and technical advance on future disability incidence rates?
- What are the implications of workplace flexibilities on future disability incidence rates?
- How will disability projections be affected if Congress modifies laws for workers who acquire health problems that disrupt their jobs can get prompt and proactive assistance to keep their jobs or find new ones and stay in the workforce?

Employment facilitators



Employment facilitators and barriers



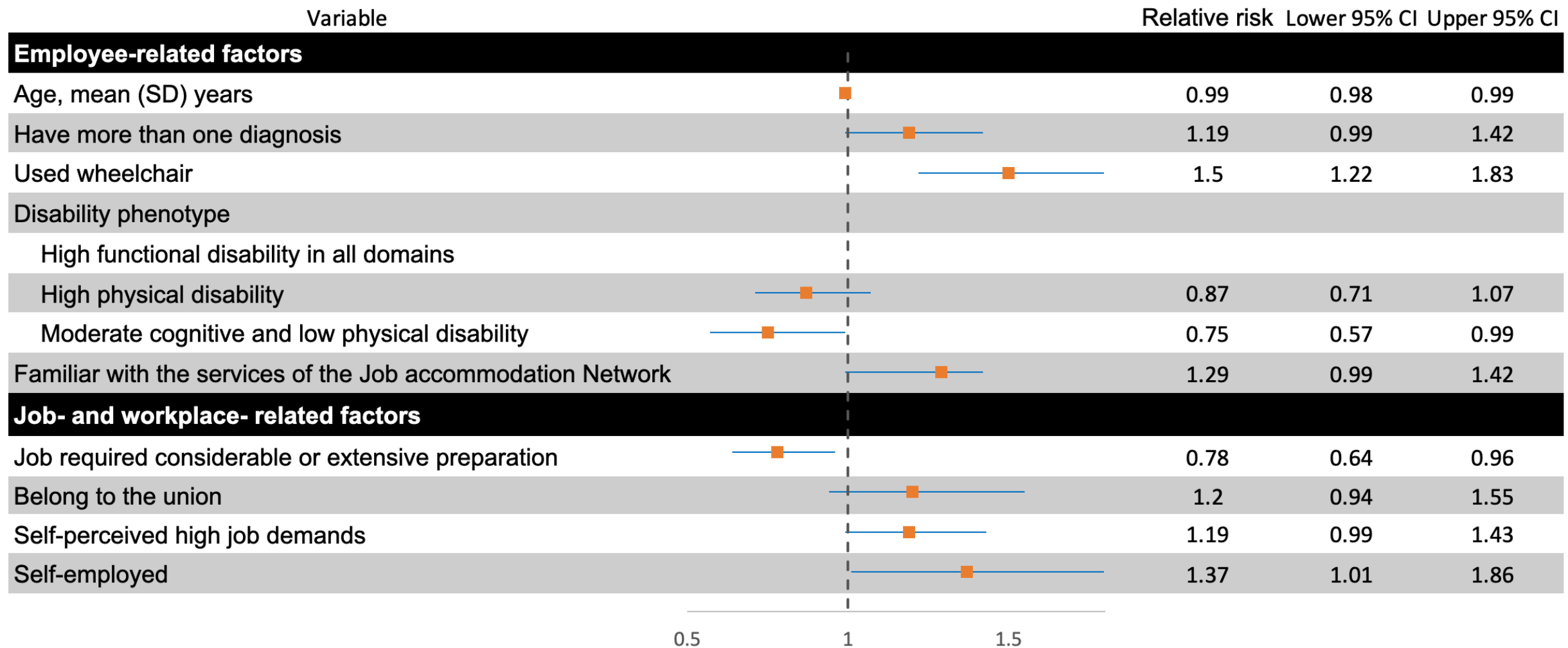
- More likely to be working if
 - Receives support from supervisor
 - Receives emotional support
 - Receives help with other life tasks outside of work



- Less likely to be working if
 - Reports negative attitudes from supervisors and colleagues
 - Inaccessible work environments
 - Inflexible work schedules



Associations between accommodations and job-, work-, and employee-related factors



Su, H., Wong, J., Kudla, A. *et al.* Disability Phenotypes and Job Accommodations Utilization Among People with Physical Disability. *J Occup Rehabil* **33**, 352–361 (2023). <https://doi.org/10.1007/s10926-022-10078-z>

Companies were more likely to provide a job accommodations if they...

	Mean number of Accommodations (SD)	
Does your company...	Yes	No
Incorporate universal design	23.1 (6.9)	9.7 (8.3)
Have a process for employees to declare that they have a disability	23.0 (6.5)	10.0 (8.7)
Have a process for employees to request accommodations	21.3 (7.7)	6.3 (8.4)
Inform employees that they can request a reasonable accommodation for medical reasons or disability	22.3 (8.0)	13.0 (10.9)
Provide training to managers or supervisors on what to do when an employee requests an accommodation for medical reasons	23.9 (6.6)	17.3 (9.4)

Reflections on disability panel questions

- What are the implications of medical and technical advances on future disability incidence rates?
 - **Assistive technology can enhance employment opportunities.**
- What are the implications of workplace flexibilities on future disability incidence rates?
 - **Flexible hours and remote work can mitigate the effects of functional limitations associated with disability.**
- How will disability projections be affected if Congress modifies laws for workers who acquire health problems that disrupt their jobs can get prompt and proactive assistance to keep their jobs or find new ones and stay in the workforce?
 - **Job accommodations can enhance employment and reduce SSDI applications.**