



For release 10:00 a.m. (ET) Tuesday, September 30, 2025

USDL-25-1485

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PEOPLE WITH HEALTH CONDITIONS OR DIFFICULTIES THAT LIMIT WORK — JULY 2024

In July 2024, 30.7 million people ages 16 to 75 had a work-limiting health condition or difficulty, accounting for 12.4 percent of the total civilian noninstitutional population in this age group, the U.S. Bureau of Labor Statistics reported today. The most common health condition or difficulty was a mobility impairment. Workers with a work-limiting health condition or difficulty were significantly more likely to face challenges that made it difficult to do their current job compared with workers who had no work-limiting health conditions or difficulties. Nearly one-third of employed individuals with a work-limiting health condition or difficulty requested or made changes to help do their job better.

This information was obtained from the July 2024 Disability Supplement to the Current Population Survey (CPS), a monthly survey of about 60,000 households that provides statistics on employment and unemployment in the United States. The July 2024 supplement, sponsored by the U.S. Department of Labor's (DOL) Office of Disability Employment Policy (ODEP) and Chief Evaluation Office (CEO), collected information about people ages 16 to 75 with a work-limiting health condition or difficulty, changes workers requested or made to do their job better, and challenges in finding and maintaining employment.

This news release focuses on people ages 16 to 75 who have a work-limiting health condition or difficulty. This new CPS concept was collected as a part of the July 2024 Disability Supplement. Results also are presented for people who have a disability, which is an independently measured CPS concept that focuses on functional limitations. For more information, see the Technical Note.

Demographic Characteristics of People with a Work-Limiting Health Condition or Difficulty

In July 2024, 30.7 million people in the civilian noninstitutional population ages 16 to 75 had a work-limiting health condition or difficulty, representing 12.4 percent of the population in this age group. Of those with a work-limiting health condition or difficulty, about one-half had a disability (15.8 million). (See table 1.)

The likelihood of having a work-limiting health condition or difficulty increased with age. For example, 5.8 percent of people ages 16 to 24 had a work-limiting health condition or difficulty, compared with 19.2 percent of those ages 55 to 64 and 24.9 percent of those ages 65 to 75. (See

table 3.) As a result, people with a work-limiting health condition or difficulty tend to be older than those with no work-limiting health conditions or difficulties. Thirty-one percent of people with a work-limiting health condition or difficulty were ages 65 to 75, whereas 13 percent of people with no work-limiting health conditions or difficulties were ages 65 to 75. (See table 1.)

Women (12.8 percent) were slightly more likely than men (12.1 percent) to have a work-limiting health condition or difficulty. This difference may reflect the older age profile of women.

The likelihood of having a work-limiting health condition or difficulty was highest for those with lower levels of educational attainment in July 2024. For example, among people ages 25 to 75, about 1 in 4 people (24.9 percent) with less than a high school diploma had a work-limiting health condition or difficulty compared with about 1 in 15 (6.7 percent) of those with a bachelor's degree and higher. Overall, people with a work-limiting health condition or difficulty had lower levels of educational attainment, on average, when compared to people with no work-limiting health conditions or difficulties. Among people ages 25 to 75, 14 percent of those who had a work-limiting health condition or difficulty had less than a high school diploma, compared with 7 percent of those with no work-limiting health conditions or difficulties. Additionally, 20 percent of people ages 25 to 75 with a work-limiting health condition or difficulty held a bachelor's degree and higher, compared with 43 percent of those with no work-limiting health conditions or difficulties. (Educational attainment data pertain to people age 25 and over because most people have completed their schooling by age 25.)

Duration of Work-Limiting Health Conditions or Difficulties

In July 2024, 10.5 percent (25.9 million people) of the civilian noninstitutional population ages 16 to 75 had a work-limiting health condition or difficulty that was expected to last more than 3 months. (See table 3.)

The likelihood of having a long-term work-limiting health condition or difficulty increases with age. In July 2024, 4.8 percent of those ages 16 to 24 had a work-limiting health condition or difficulty that was expected to last more than 3 months, compared with 21.2 percent of those ages 65 to 75.

People who had higher levels of educational attainment were less likely to have a work-limiting health condition or difficulty that was expected to last more than 3 months. Among people ages 25 to 75, 5.7 percent of those with a bachelor's degree and higher had a long-term work-limiting health condition or difficulty, compared with 21.0 percent of those with less than a high school diploma.

People whose work-limiting health condition or difficulty was expected to last more than 3 months represented 84.5 percent of all individuals ages 16 to 75 with a work-limiting health condition or difficulty. Among people with a work-limiting health condition or difficulty, those with a disability were more likely to have a health condition or difficulty expected to last longer than 3 months than were people with no disability (87.0 percent versus 82.0 percent).

Labor Force Characteristics of People with a Work-Limiting Health Condition or Difficulty

Among those ages 16 to 75, the labor force participation rate—the percentage of the population that is either working or actively looking for work—for people with a work-limiting health condition or difficulty was much lower than for those with no work-limiting health conditions or difficulties. Among people with a work-limiting health condition or difficulty, 27.1 percent participated in the labor force in July 2024, compared with 74.7 percent of people with no work-limiting health conditions or difficulties. This difference occurred among men and women and persisted across all age groups and by educational attainment. Among those with a work-limiting health condition or difficulty, people who had a disability were less likely to participate in the labor force, at 17.8 percent, compared with 37.1 percent for those who did not have a disability. (See table 1.)

The employment-population ratio—the percentage of the population that is employed—was much lower among people with a work-limiting health condition or difficulty compared with those who had no work-limiting health conditions or difficulties. Similarly, the difference occurred among men and women and persisted across all age groups and by educational attainment. In July 2024, the employment-population ratio for people with a work-limiting health condition or difficulty was 24.3 percent, approximately one-third of the ratio for those with no such conditions (71.4 percent). This disparity is partly due to the older age profile of people with a work-limiting health condition or difficulty.

For people with a work-limiting health condition or difficulty, those with a disability were about half as likely to be employed (16.1 percent) as were those with no disability (33.0 percent).

For all groups, the unemployment rates were much higher among people with a work-limiting health condition or difficulty compared with those who had no work-limiting health conditions or difficulties. In July 2024, the jobless rate for those with a work-limiting health condition or difficulty was 10.5 percent, compared with 4.3 percent for people with no work-limiting health conditions or difficulties.

Types of Work-Limiting Health Conditions or Difficulties

Among the population ages 16 to 75, 12.4 percent had at least one health condition or difficulty that limited their work in July 2024. The most common work-limiting health condition or difficulty was a mobility impairment (5.3 percent). Other types include a mental health condition (1.4 percent); cognitive, intellectual, or learning disability (1.0 percent); visual or hearing impairment (0.6 percent); and some other health condition or difficulty (3.6 percent). Examples of other health conditions or difficulties include heart problems, asthma, diabetes, or autoimmune diseases. (See table 2.)

Among the employed ages 16 to 75, 4.6 percent had at least one health condition or difficulty that limited their work. In July 2024, the most common work-limiting health conditions or difficulties among workers were mobility impairments (1.8 percent) and other health conditions or difficulties (1.7 percent). By contrast, visual or hearing impairments (0.2 percent) and

cognitive, intellectual, or learning disabilities (0.3 percent) were the least prevalent health conditions or difficulties that most limited work.

For people with a work-limiting health condition or difficulty, the likelihood of being employed varied by the type of condition or difficulty. In July 2024, about 22 percent of those with a mobility impairment were employed; along with 23 percent of those with a cognitive, intellectual, or learning disability; 23 percent of those with a mental health condition; 27 percent of those with a visual or hearing impairment; and 30 percent of those with some other health condition or difficulty.

Changes Workers Requested or Made to Do Their Job Better

In July 2024, 7.6 million employed people ages 16 to 75 had ever requested or made a change in their current job to help them do it better, regardless of the presence of a work-limiting health condition or difficulty, representing 4.7 percent of the employed in that age group. The likelihood of requesting or making changes varied by class of worker, with self-employed workers more likely to make a change to do their job better (10.4 percent) compared with wage and salary workers requesting a change (4.1 percent). (See table 4.)

In July 2024, 31.8 percent of workers with a work-limiting health condition or difficulty had ever requested or made a change to help do their current job better, compared with 3.4 percent of employed individuals with no work-limiting health conditions or difficulties. The share of workers with a work-limiting health condition or difficulty who requested or made a change to help do their job better was higher for those with a disability (35.5 percent) than for those with no disability (29.8 percent).

Among those with a work-limiting health condition or difficulty, the most common changes requested or made were related to their work schedule (47.8 percent), work tasks (36.0 percent), telework (17.8 percent), and getting new or modified equipment (16.7 percent). The changes that were least requested or made included increased accessibility to workplace or building facilities (2.0 percent) and arranging special transportation (2.2 percent). (See table 5.)

There were notable differences in the types of changes requested or made by men and women with a work-limiting health condition or difficulty. Men were more likely to request training to learn new job skills compared with women (8.1 percent of men compared with 3.7 percent of women), whereas women were more likely to request or make a change to work from home compared with men (24.8 percent of women compared with 10.5 percent of men).

Among all wage and salary workers regardless of the presence of a work-limiting health condition or difficulty, the most frequently requested changes were to their work schedule, getting new or modified equipment, and changes to their work tasks. The majority of these requests were granted by their employers. Among workers who requested a change in their schedule, 70.1 percent of these requests were fully granted, 21.9 percent were partially granted, and 7.5 percent were not granted. Among those who requested new or modified equipment, 67.8 percent of these requests were fully granted, 17.3 percent were partially granted, and 14.0 percent were not granted. About two-thirds (66.0 percent) of those who requested changes to

their work tasks had their request fully granted, 23.3 percent were partially granted, and 10.3 percent were not granted. (See table 6.)

Challenges Workers Face Doing their Job

In July 2024, employed people with a work-limiting health condition or difficulty were more likely to face challenges that made it difficult to do their current job (39.4 percent) than were those who had no work-limiting health conditions or difficulties (1.6 percent). Among those with a work-limiting health condition or difficulty, people with a disability were more likely to face challenges (45.5 percent) than were those with no disability (36.2 percent). (See table 7.)

Technical Note

The data in this release were collected through a supplement to the July 2024 Current Population Survey (CPS). The CPS, which is conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS), is a monthly survey of about 60,000 eligible households that provides information on the labor force status, demographics, and other characteristics of the nation's civilian noninstitutional population age 16 and over. The supplement was designed to gather data in several specific areas related to the employment situation of people ages 16 to 75 with and without disabilities and with and without work-limiting health conditions or difficulties. The collection and publication of these data were sponsored by the U.S. Department of Labor's Chief Evaluation Office and the U.S. Department of Labor's Office of Disability Employment Policy.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

Definitions and concepts from the CPS

Disability status. The CPS uses a set of six questions to identify people with disabilities. In the CPS, people are classified as having a disability if there is a response of "yes" to any of these questions. People who respond "no" to all of these questions are classified as having no disability. The disability questions are as follows.

This month we want to learn about people who have physical, mental, or emotional conditions that cause serious difficulty with their daily activities. Please answer for all household members who are 15 years old or over.

- Is anyone deaf or does anyone have serious difficulty hearing?
- Is anyone blind or does anyone have serious difficulty seeing, even when wearing glasses?
- Because of a physical, mental, or emotional condition, does anyone have serious difficulty concentrating, remembering, or making decisions?
- Does anyone have serious difficulty walking or climbing stairs?
- Does anyone have difficulty dressing or bathing?
- Because of a physical, mental, or emotional condition, does anyone have difficulty doing errands alone such as visiting a doctor's office or shopping?

The CPS questions for identifying individuals with disabilities are only asked of household members who are age 15 and older. Each of the questions asks the respondent whether anyone in the household has the condition described, and if the respondent replies "yes," they are then asked to identify everyone in the household who has the condition. More information on the disability questions and the merits and limitations of the CPS disability data is available on the BLS website at www.bls.gov/cps/cpsdisability_faq.htm.

Labor force status. *Employed people* are all those who, during the survey reference week, (a) did any work at all as paid employees; (b) worked in their own business, profession, or on their own farm; or (c) worked 15 hours or more as unpaid workers in a family member's business. People who were temporarily absent from their jobs because of illness, vacation, labor dispute, or another reason also are counted as employed.

Unemployed people are those who had no employment during the reference week, were available for work at that time, and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. People who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

Civilian labor force comprises all people classified as employed or unemployed.

Unemployment rate represents the number of unemployed people as a percent of the civilian labor force.

Not in the labor force includes all people who are not classified as employed or unemployed.

Not employed includes people who were unemployed or not in the labor force.

Additional information on the concepts and methodology of the CPS is available on the BLS website at www.bls.gov/cps/documentation.htm.

Selected questions and concepts from the supplement

The supplement questions were asked of people ages 16 to 75.

Work-limiting health condition or difficulty. This information was obtained from responses to one of two questions. One question was asked of employed people and the other of people who were not employed (that is, either unemployed or not in the labor force). Both of these questions were introduced with the statement: This month we would like to learn more about how people in different circumstances deal with work-related challenges.

People who were employed were asked:

Do you have a health condition or difficulty that limits the kind or amount of paid work you could do?

1. Yes
2. No

People who were not employed were asked:

Although you are not currently working, do you have a health condition or difficulty that limits the kind or amount of paid work you could do?

1. Yes
2. No

Type of condition or difficulty. People with a work-limiting health condition or difficulty were asked for more detail about their condition.

Which of the following most limits the kind or amount of paid work you could do? (Select all that apply.)

1. A visual or hearing impairment
2. A mobility impairment
3. A mental health condition
4. A cognitive, intellectual, or learning disability
5. Other health condition or difficulty

People who indicated they did not have a work-limiting health condition or difficulty but who had been identified as having a disability by the CPS questions were asked a similar question.

You indicated that you have difficulty in [followed by their specific disabilities: hearing; seeing; concentrating, remembering, or making decisions; walking or climbing stairs; dressing or bathing; and doing errands alone]. Which of the following causes you the most difficulty? (Select all that apply.)

1. A visual or hearing impairment
2. A mobility impairment
3. A mental health condition
4. A cognitive, intellectual, or learning disability
5. Other health condition or difficulty

When people reported more than one health condition or difficulty, they were asked a follow-up question to identify the most-limiting health condition or difficulty. If respondents were unable to decide on only one health condition or difficulty or said they were all equally limiting, the interviewer selected option 6, "Cannot decide, all equal." This option was not read aloud to respondents.

Of the categories you just selected, which one most limits the kind or amount of paid work you could do?

1. A visual or hearing impairment
2. A mobility impairment
3. A mental health condition
4. A cognitive, intellectual, or learning disability
5. Other health condition or difficulty
6. Cannot decide, all equal

As needed, interviewers provided clarifying information or examples for each type of condition, such as: a visual or hearing impairment (deaf or serious difficulty hearing, blind or serious difficulty seeing even when wearing glasses); a mobility impairment (missing limbs, paralysis, osteoarthritis, spina bifida, or scoliosis); a mental health condition (depression, anxiety, post-traumatic stress disorder, or substance use disorder); a cognitive, intellectual, or learning disability (down syndrome, a speech impairment, cerebral palsy, attention deficit disorder, autism or autism spectrum disorder, dyslexia, dementia, or Alzheimer's disease); and other health conditions or difficulties (heart problems, asthma, diabetes, or autoimmune diseases).

An important caveat to any data collected using these questions is that they refer to people's subjective perception of the condition that limits their work or causes difficulty. Their responses may not necessarily align with a medical professional's diagnosis of the same condition.

Duration of health condition or difficulty. People with a work-limiting health condition or difficulty and/or a disability were asked whether the health condition or difficulty was expected to last more than 3 months. This information was obtained from one of two questions.

If the person selected only one condition or difficulty:

Is this health condition or difficulty a temporary one that is expected to last for less than three months?

1. Yes
2. No

If the person selected more than one condition or difficulty:

Are any of these health conditions or difficulties expected to last for more than three months?

1. Yes
2. No

Requested or made a change to help do their job better.

All employed people were asked about changes they have ever requested or made to help do their current or main job better. For single jobholders, the question referenced their current job; for multiple jobholders, the question referenced their main job. The wording of these questions varied slightly depending on their class of worker status.

Wage and salary workers, unpaid workers in a family business, and those whose class of worker status was unknown were asked the following questions:

Have you ever requested any change in your current/main job to help do your job better? For example, changes in work tasks, equipment, or schedule.

1. Yes
2. No

What changes did you request?

1. Changes in schedule
2. Changes in work tasks

3. Training to learn new job skills
4. Working from home (also known as telework)
5. Increased access to workplace or building facilities
6. Getting new or modified equipment
7. Arranging special transportation
8. Other changes

The following question was asked about each change that was requested:

Was the request for [followed by their specific job-related change request: changes in schedule, changes in work tasks, training to learn new job skills, working from home, increased access to workplace or building facilities, getting new or modified equipment, arranging special transportation, or other changes] granted fully, partially, or not at all?

1. Yes, fully
2. Yes, partially
3. Not at all

Self-employed workers were asked similar questions:

Have you ever made any change in your current/main job to help do your job better? For example, changes in work tasks, equipment, or schedule?

1. Yes
2. No

What changes did you make?

1. Changes in schedule
2. Changes in work tasks
3. Training to learn new job skills
4. Working from home (also known as telework)
5. Increased access to workplace or building facilities
6. Getting new or modified equipment
7. Arranging special transportation
8. Other changes

Job-related challenges. Employed people were asked about job-related challenges.

Are you facing challenges that make it difficult for you to do your job?

1. Yes
2. No

Other questions. Some questions that were asked in the July 2024 Disability Supplement were collected at the request of the U.S. Department of Labor's Office of Disability Employment Policy and are not included in BLS analysis presented in this news release. They include topics such as autism spectrum disorder, long-term COVID-19, difficulties finding a job, and specific job-related challenges.

Comparability of the estimates

Estimates presented in this news release are not strictly comparable with those from earlier Disability Supplements because they are derived from a redesigned questionnaire. The July 2024 Disability Supplement was asked only of people ages 16 to 75, whereas prior supplements were asked of those ages 15 and over. Additionally, there were changes to the questions included in the July 2024 Disability Supplement.

New questions were added to the July 2024 supplement. They included questions to identify individuals with work-limiting health conditions or difficulties. People with work-limiting health conditions or difficulties and/or disabilities were asked about the type of condition or difficulty. Questions also were asked to determine if work-limiting health conditions or difficulties were expected to last longer than 3 months. These concepts were not included in previous supplements.

The July 2024 Disability Supplement continued to include questions about requested changes in the workplace; however, these estimates are not comparable to estimates from prior Disability Supplements because the question wording and response options differed. Questions about participation in specific assistance programs, the receipt of financial assistance, working from home, and others that were last collected in the July 2021 supplement were not included in the July 2024 supplement.

Additional issues exist that could affect the comparability of the estimates from previous years. For example, changes in the demographic characteristics of people with disabilities can complicate comparisons of data over time. In addition, the 2012 supplement was collected in May, and the more recent supplements were collected in July.

Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The monthly CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

General information on the reliability of data from the CPS is available at www.bls.gov/cps/documentation.htm#reliability.

Table 1. Employment status of the civilian noninstitutional population by presence of work-limiting health condition or difficulty, disability status, and selected characteristics, July 2024

[Numbers in thousands]

Characteristic	Civilian noninstitutional population	Civilian labor force	Labor force participation rate	Employed	Employment population ratio	Unemployed	Unemployment rate	Not in labor force
Total, ages 16 to 75.....	246,596	169,556	68.8	161,719	65.6	7,837	4.6	77,040
Men.....	121,405	90,100	74.2	86,181	71.0	3,919	4.3	31,305
Women.....	125,192	79,456	63.5	75,538	60.3	3,918	4.9	45,735
16 to 24 years.....	38,993	24,007	61.6	21,587	55.4	2,419	10.1	14,987
25 to 34 years.....	44,447	37,620	84.6	35,763	80.5	1,856	4.9	6,827
35 to 44 years.....	44,207	37,615	85.1	36,341	82.2	1,274	3.4	6,592
45 to 54 years.....	40,020	33,274	83.1	32,241	80.6	1,033	3.1	6,746
55 to 64 years.....	41,205	26,991	65.5	26,162	63.5	829	3.1	14,214
65 to 75 years.....	37,724	10,050	26.6	9,626	25.5	424	4.2	27,674
Total, ages 25 to 75.....	207,603	145,549	70.1	140,132	67.5	5,417	3.7	62,053
Less than a high school diploma.....	16,147	8,933	55.3	8,378	51.9	555	6.2	7,214
High school graduates, no college ¹	56,256	35,687	63.4	33,998	60.4	1,689	4.7	20,569
Some college or associate degree.....	51,705	35,527	68.7	34,176	66.1	1,351	3.8	16,178
Bachelor's degree and higher ²	83,494	65,402	78.3	63,580	76.1	1,822	2.8	18,092
PEOPLE WITH A HEALTH CONDITION OR DIFFICULTY THAT LIMITS WORK								
Total, ages 16 to 75.....	30,661	8,319	27.1	7,447	24.3	871	10.5	22,342
Men.....	14,659	4,235	28.9	3,800	25.9	435	10.3	10,424
Women.....	16,002	4,084	25.5	3,647	22.8	436	10.7	11,918
16 to 24 years.....	2,258	801	35.5	610	27.0	191	23.8	1,457
25 to 34 years.....	3,021	1,432	47.4	1,271	42.1	161	11.2	1,589
35 to 44 years.....	3,331	1,437	43.1	1,311	39.4	126	8.8	1,894
45 to 54 years.....	4,755	1,758	37.0	1,592	33.5	166	9.4	2,997
55 to 64 years.....	7,911	1,850	23.4	1,725	21.8	125	6.8	6,061
65 to 75 years.....	9,385	1,041	11.1	938	10.0	103	9.9	8,344
Total, ages 25 to 75.....	28,403	7,518	26.5	6,837	24.1	681	9.1	20,885
Less than a high school diploma.....	4,026	678	16.8	603	15.0	75	11.1	3,347
High school graduates, no college ¹	10,567	2,163	20.5	1,956	18.5	207	9.5	8,404
Some college or associate degree.....	8,224	2,424	29.5	2,217	27.0	207	8.5	5,800
Bachelor's degree and higher ²	5,587	2,253	40.3	2,061	36.9	192	8.5	3,334
With a disability - people with a health condition or difficulty that limits work								
Total, ages 16 to 75.....	15,804	2,807	17.8	2,545	16.1	262	9.3	12,996
Men.....	7,459	1,391	18.7	1,290	17.3	101	7.3	6,068
Women.....	8,344	1,416	17.0	1,255	15.0	161	11.4	6,928
16 to 24 years.....	1,117	243	21.7	198	17.7	44	18.3	875
25 to 34 years.....	1,448	509	35.1	453	31.3	56	11.0	940
35 to 44 years.....	1,501	440	29.3	401	26.7	39	8.9	1,061
45 to 54 years.....	2,296	571	24.9	517	22.5	54	9.5	1,725
55 to 64 years.....	4,334	601	13.9	569	13.1	32	5.4	3,733
65 to 75 years.....	5,106	444	8.7	407	8.0	37	8.3	4,662
Total, ages 25 to 75.....	14,686	2,565	17.5	2,347	16.0	218	8.5	12,121
Less than a high school diploma.....	2,241	218	9.7	192	8.6	26	12.0	2,022
High school graduates, no college ¹	5,682	754	13.3	685	12.0	69	9.2	4,928
Some college or associate degree.....	4,295	857	20.0	790	18.4	67	7.9	3,438
Bachelor's degree and higher ²	2,468	735	29.8	680	27.5	55	7.5	1,733
With no disability - people with a health condition or difficulty that limits work								
Total, ages 16 to 75.....	14,857	5,511	37.1	4,902	33.0	609	11.1	9,346
Men.....	7,199	2,844	39.5	2,510	34.9	334	11.7	4,356
Women.....	7,658	2,668	34.8	2,392	31.2	275	10.3	4,990
16 to 24 years.....	1,140	558	48.9	412	36.1	146	26.2	582
25 to 34 years.....	1,573	923	58.7	818	52.0	105	11.4	649
35 to 44 years.....	1,830	997	54.5	910	49.7	87	8.8	832

See footnotes at end of table.

Table 1. Employment status of the civilian noninstitutional population by presence of work-limiting health condition or difficulty, disability status, and selected characteristics, July 2024 — Continued
[Numbers in thousands]

Characteristic	Civilian noninstitutional population	Civilian labor force	Labor force participation rate	Employed	Employment population ratio	Unemployed	Unemployment rate	Not in labor force
45 to 54 years.....	2,459	1,188	48.3	1,076	43.7	112	9.4	1,272
55 to 64 years.....	3,577	1,249	34.9	1,156	32.3	93	7.4	2,328
65 to 75 years.....	4,278	597	13.9	531	12.4	66	11.1	3,682
Total, ages 25 to 75.....	13,717	4,953	36.1	4,491	32.7	463	9.3	8,764
Less than a high school diploma.....	1,785	460	25.8	410	23.0	49	10.7	1,325
High school graduates, no college ¹	4,885	1,409	28.8	1,272	26.0	137	9.8	3,476
Some college or associate degree.....	3,929	1,566	39.9	1,427	36.3	140	8.9	2,362
Bachelor's degree and higher ²	3,119	1,518	48.7	1,382	44.3	137	9.0	1,601
PEOPLE WITH NO HEALTH CONDITIONS OR DIFFICULTIES THAT LIMIT WORK								
Total, ages 16 to 75.....	215,935	161,237	74.7	154,272	71.4	6,965	4.3	54,698
Men.....	106,746	85,865	80.4	82,381	77.2	3,484	4.1	20,881
Women.....	109,190	75,373	69.0	71,891	65.8	3,482	4.6	33,817
16 to 24 years.....	36,736	23,206	63.2	20,977	57.1	2,229	9.6	13,530
25 to 34 years.....	41,426	36,188	87.4	34,492	83.3	1,696	4.7	5,238
35 to 44 years.....	40,876	36,178	88.5	35,030	85.7	1,148	3.2	4,699
45 to 54 years.....	35,265	31,516	89.4	30,648	86.9	868	2.8	3,749
55 to 64 years.....	33,294	25,141	75.5	24,437	73.4	704	2.8	8,153
65 to 75 years.....	28,339	9,009	31.8	8,688	30.7	321	3.6	19,330
Total, ages 25 to 75.....	179,200	138,031	77.0	133,295	74.4	4,737	3.4	41,168
Less than a high school diploma.....	12,122	8,255	68.1	7,776	64.1	480	5.8	3,866
High school graduates, no college ¹	45,689	33,524	73.4	32,042	70.1	1,482	4.4	12,165
Some college or associate degree.....	43,482	33,103	76.1	31,959	73.5	1,144	3.5	10,378
Bachelor's degree and higher ²	77,907	63,149	81.1	61,518	79.0	1,630	2.6	14,758
With a disability - people with no health conditions or difficulties that limit work								
Total, ages 16 to 75.....	8,471	4,996	59.0	4,602	54.3	394	7.9	3,475
Men.....	4,212	2,558	60.7	2,380	56.5	179	7.0	1,653
Women.....	4,259	2,438	57.2	2,223	52.2	215	8.8	1,821
16 to 24 years.....	953	533	55.9	429	45.0	104	19.5	421
25 to 34 years.....	1,218	1,061	87.1	970	79.6	91	8.6	157
35 to 44 years.....	1,089	946	86.9	890	81.7	57	6.0	142
45 to 54 years.....	1,075	850	79.0	799	74.3	50	5.9	225
55 to 64 years.....	1,519	953	62.8	888	58.5	65	6.8	566
65 to 75 years.....	2,618	654	25.0	627	24.0	27	4.1	1,964
Total, ages 25 to 75.....	7,518	4,464	59.4	4,173	55.5	290	6.5	3,054
Less than a high school diploma.....	696	320	45.9	286	41.2	33	10.4	376
High school graduates, no college ¹	2,234	1,148	51.4	1,047	46.9	101	8.8	1,086
Some college or associate degree.....	2,264	1,411	62.3	1,314	58.1	97	6.8	853
Bachelor's degree and higher ²	2,324	1,585	68.2	1,526	65.6	59	3.7	739
With no disability - people with no health conditions or difficulties that limit work								
Total, ages 16 to 75.....	207,464	156,241	75.3	149,670	72.1	6,571	4.2	51,223
Men.....	102,534	83,307	81.2	80,002	78.0	3,305	4.0	19,227
Women.....	104,930	72,935	69.5	69,668	66.4	3,266	4.5	31,996
16 to 24 years.....	35,782	22,673	63.4	20,548	57.4	2,125	9.4	13,109
25 to 34 years.....	40,208	35,127	87.4	33,522	83.4	1,604	4.6	5,081
35 to 44 years.....	39,788	35,232	88.5	34,140	85.8	1,091	3.1	4,556
45 to 54 years.....	34,190	30,667	89.7	29,849	87.3	817	2.7	3,524
55 to 64 years.....	31,775	24,188	76.1	23,549	74.1	639	2.6	7,587
65 to 75 years.....	25,721	8,355	32.5	8,061	31.3	294	3.5	17,366
Total, ages 25 to 75.....	171,682	133,568	77.8	129,122	75.2	4,446	3.3	38,114
Less than a high school diploma.....	11,426	7,936	69.5	7,489	65.5	446	5.6	3,490

See footnotes at end of table.

Table 1. Employment status of the civilian noninstitutional population by presence of work-limiting health condition or difficulty, disability status, and selected characteristics, July 2024 — Continued
 [Numbers in thousands]

Characteristic	Civilian noninstitutional population	Civilian labor force	Labor force participation rate	Employed	Employment population ratio	Unemployed	Unemployment rate	Not in labor force
High school graduates, no college ¹	43,455	32,376	74.5	30,995	71.3	1,381	4.3	11,079
Some college or associate degree.....	41,218	31,692	76.9	30,645	74.3	1,048	3.3	9,525
Bachelor's degree and higher ²	75,583	61,564	81.5	59,992	79.4	1,571	2.6	14,019

¹ Includes people with a high school diploma or equivalent.
² Includes people with bachelor's, master's, professional, and doctoral degrees.

Table 2. People with a work-limiting health condition or difficulty by disability status and type of condition or difficulty, July 2024

[Numbers in thousands]

Characteristic	Population	Percent of population	Employed	Percent of employed
Total, ages 16 to 75.....	246,596	100.0	161,719	100.0
People with a health condition or difficulty that limits work ¹	30,661	12.4	7,447	4.6
Visual or hearing impairment.....	1,358	0.6	363	0.2
Mobility impairment.....	13,024	5.3	2,898	1.8
Mental health condition.....	3,537	1.4	799	0.5
Cognitive, intellectual, or learning disability.....	2,369	1.0	538	0.3
Other health condition or difficulty.....	8,960	3.6	2,674	1.7
More than one condition that equally limit work.....	945	0.4	115	0.1
With a disability ¹	15,804	6.4	2,545	1.6
Visual or hearing impairment.....	1,060	0.4	255	0.2
Mobility impairment.....	7,009	2.8	1,050	0.6
Mental health condition.....	2,122	0.9	315	0.2
Cognitive, intellectual, or learning disability.....	1,602	0.6	293	0.2
Other health condition or difficulty.....	3,106	1.3	543	0.3
More than one condition that equally limit work.....	674	0.3	63	0.0
With no disability ¹	14,857	6.0	4,902	3.0
Visual or hearing impairment.....	298	0.1	107	0.1
Mobility impairment.....	6,015	2.4	1,848	1.1
Mental health condition.....	1,415	0.6	484	0.3
Cognitive, intellectual, or learning disability.....	767	0.3	245	0.2
Other health condition or difficulty.....	5,854	2.4	2,131	1.3
More than one condition that equally limit work.....	271	0.1	52	0.0

¹ A small number of people who did not report a specific health condition or difficulty are included in the totals but are not shown separately.

NOTE: Estimates presented are for the main condition or difficulty that limited work. People who had more than one condition or difficulty and could not identify the main work-limiting condition or difficulty appear in the group "More than one condition that equally limit work."

Table 3. People with a work-limiting health condition or difficulty by sex, age, educational attainment, and whether the condition is expected to last more than 3 months, July 2024

[Numbers in thousands]

Characteristic	Civilian noninstitutional population	People with a health condition or difficulty that limits work	Percent of population with a health condition or difficulty that limits work	People whose work-limiting health condition or difficulty is expected to last more than 3 months	Percent of population whose work-limiting health condition or difficulty is expected to last more than 3 months
Total, ages 16 to 75.....	246,596	30,661	12.4	25,921	10.5
Men.....	121,405	14,659	12.1	12,425	10.2
Women.....	125,192	16,002	12.8	13,497	10.8
16 to 24 years.....	38,993	2,258	5.8	1,888	4.8
25 to 34 years.....	44,447	3,021	6.8	2,459	5.5
35 to 44 years.....	44,207	3,331	7.5	2,814	6.4
45 to 54 years.....	40,020	4,755	11.9	3,978	9.9
55 to 64 years.....	41,205	7,911	19.2	6,772	16.4
65 to 75 years.....	37,724	9,385	24.9	8,011	21.2
Total, ages 25 to 75.....	207,603	28,403	13.7	24,033	11.6
Less than a high school diploma.....	16,147	4,026	24.9	3,390	21.0
High school graduates, no college ¹	56,256	10,567	18.8	8,979	16.0
Some college or associate degree.....	51,705	8,224	15.9	6,942	13.4
Bachelor's degree and higher ²	83,494	5,587	6.7	4,722	5.7
People with a health condition or difficulty that limits work.....	30,661	30,661	100.0	25,921	84.5
With a disability.....	15,804	15,804	100.0	13,743	87.0
With no disability.....	14,857	14,857	100.0	12,179	82.0

¹ Includes people with a high school diploma or equivalent.

² Includes people with bachelor's, master's, professional, and doctoral degrees.

Table 4. Employed people who requested or made a change to help do their job better by sex, class of worker, presence of work-limiting health condition or difficulty, and disability status, July 2024

[Numbers in thousands]

Characteristic	Employed	Requested or made a change to help do their job better ¹	Percent of employed who requested or made a change
Total, ages 16 to 75.....	161,719	7,598	4.7
Men.....	86,181	3,854	4.5
Women.....	75,538	3,744	5.0
Wage and salary workers ²	145,290	5,891	4.1
Private industries.....	124,306	4,967	4.0
Government.....	20,984	924	4.4
Federal.....	4,228	226	5.3
State.....	7,137	318	4.4
Local.....	9,619	381	4.0
Self-employed workers.....	16,386	1,706	10.4
Self-employed workers, unincorporated.....	9,697	1,089	11.2
Self-employed workers, incorporated.....	6,689	617	9.2
People with a health condition or difficulty that limits work.....	7,447	2,366	31.8
Men.....	3,800	1,161	30.6
Women.....	3,647	1,205	33.0
With a disability.....	2,545	903	35.5
Men.....	1,290	418	32.4
Women.....	1,255	485	38.7
With no disability.....	4,902	1,462	29.8
Men.....	2,510	743	29.6
Women.....	2,392	719	30.1
People with no health conditions or difficulties that limit work.....	154,272	5,232	3.4
Men.....	82,381	2,693	3.3
Women.....	71,891	2,539	3.5
With a disability.....	4,602	404	8.8
Men.....	2,380	145	6.1
Women.....	2,223	259	11.7
With no disability.....	149,670	4,828	3.2
Men.....	80,002	2,548	3.2
Women.....	69,668	2,280	3.3

¹ Self-employed workers were asked if they made changes to do their job better. Other workers were asked if they had requested a change to help do their job better. See Technical Note for more information.

² Data exclude all self-employed workers whether or not their businesses are incorporated.

NOTE: Estimates for class of worker do not sum to totals because data are not shown for unpaid family workers.

Table 5. Employed people who requested or made a change to help do their job better and type of change requested by sex, presence of work-limiting health condition or difficulty, and disability status, July 2024

[Numbers in thousands]

Characteristic	Total who requested or made a change to help do their job better ¹	Percent of total by type of change							
		Schedule	Work tasks	Training to learn new job skills	Working from home (also known as telework)	Increased accessibility to workplace or building facilities	Getting new or modified equipment	Arranging special transportation	Other changes
Total, ages 16 to 75.....	7,598	46.2	24.1	10.8	14.4	2.8	27.7	1.2	11.3
Men.....	3,854	42.4	25.1	12.9	10.5	3.1	32.0	1.4	11.1
Women.....	3,744	50.1	23.1	8.6	18.4	2.6	23.2	1.0	11.6
People with a health condition or difficulty that limits work.....	2,366	47.8	36.0	5.8	17.8	2.0	16.7	2.2	13.6
Men.....	1,161	46.3	38.2	8.1	10.5	1.4	18.4	3.1	13.0
Women.....	1,205	49.2	33.8	3.7	24.8	2.6	15.1	1.3	14.3
With a disability.....	903	48.7	37.6	7.6	19.3	2.0	16.5	4.8	12.5
Men.....	418	43.3	45.3	9.6	14.0	0.9	14.6	6.4	11.6
Women.....	485	53.3	31.0	5.8	23.9	2.9	18.1	3.3	13.3
With no disability.....	1,462	47.3	35.0	4.8	16.9	2.0	16.9	0.6	14.3
Men.....	743	48.0	34.3	7.2	8.6	1.7	20.5	1.2	13.7
Women.....	719	46.5	35.7	2.2	25.4	2.4	13.1	0.0	15.0
People with no health conditions or difficulties that limit work. ...	5,232	45.5	18.7	13.0	12.8	3.2	32.6	0.8	10.3
Men.....	2,693	40.8	19.4	14.9	10.5	3.9	37.9	0.7	10.2
Women.....	2,539	50.6	18.1	11.0	15.3	2.5	27.0	0.8	10.3
With a disability.....	404	39.4	21.0	6.1	17.2	4.6	22.0	0.0	11.5
Men.....	145	43.8	24.9	1.0	16.4	4.6	24.1	0.0	6.1
Women.....	259	37.0	18.9	8.9	17.7	4.5	20.9	0.0	14.5
With no disability.....	4,828	46.0	18.5	13.6	12.5	3.1	33.5	0.8	10.2
Men.....	2,548	40.6	19.1	15.7	10.2	3.8	38.6	0.8	10.5
Women.....	2,280	52.1	18.0	11.2	15.0	2.3	27.7	0.9	9.9

¹ Self-employed workers were asked if they made changes to do their job better. Other workers were asked if they had requested a change to help do their job better. See Technical Note for more information.

NOTE: The types of changes may sum to more than 100 percent because some workers requested or made more than one change.

Table 6. Percent distribution of wage and salary workers who requested a change to help do their job better by type of change requested and outcome of request, July 2024
[Percent distribution]

Type of change requested	Wage and salary workers who requested a change to do their job better(in thousands) ¹	Percent distribution			
		Total	Request was fully granted	Request was partially granted	Request was not granted
Schedule.....	2,609	100.0	70.1	21.9	7.5
Work tasks.....	1,412	100.0	66.0	23.3	10.3
Training to learn new job skills.....	550	100.0	61.0	27.6	9.4
Working from home (also known as telework).....	802	100.0	69.2	21.6	9.2
Increased accessibility to workplace or building facilities.....	147	100.0	59.1	28.2	12.7
Getting new or modified equipment.....	1,477	100.0	67.8	17.3	14.0
Arranging special transportation.....	73	—	—	—	—
Other changes.....	647	100.0	49.4	22.3	26.9

¹ Some workers requested more than one change.

NOTE: Data refer to employed wage and salary workers ages 16 to 75. Percents may not sum to 100 because the total includes a relatively small number of people who did not respond to the question. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

Table 7. Employed people facing challenges that make it difficult to do their job by presence of work-limiting health condition or difficulty, disability status, and selected characteristics, July 2024

[Numbers in thousands]

Characteristic	Employed	Facing challenges that make it difficult to do their job	Percent of employed facing challenges that make it difficult to do their job
Total, ages 16 to 75.....	161,719	5,475	3.4
Men.....	86,181	2,671	3.1
Women.....	75,538	2,804	3.7
16 to 24 years.....	21,587	382	1.8
25 to 34 years.....	35,763	1,024	2.9
35 to 44 years.....	36,341	1,140	3.1
45 to 54 years.....	32,241	1,102	3.4
55 to 64 years.....	26,162	1,338	5.1
65 to 75 years.....	9,626	489	5.1
Total, ages 25 to 75.....	140,132	5,093	3.6
Less than a high school diploma.....	8,378	412	4.9
High school graduates, no college ¹	33,998	1,245	3.7
Some college or associate degree.....	34,176	1,439	4.2
Bachelor's degree and higher ²	63,580	1,997	3.1
PEOPLE WITH A HEALTH CONDITION OR DIFFICULTY THAT LIMITS WORK			
Total, ages 16 to 75.....	7,447	2,931	39.4
Men.....	3,800	1,449	38.1
Women.....	3,647	1,482	40.6
16 to 24 years.....	610	227	37.2
25 to 34 years.....	1,271	472	37.1
35 to 44 years.....	1,311	547	41.7
45 to 54 years.....	1,592	603	37.9
55 to 64 years.....	1,725	773	44.8
65 to 75 years.....	938	309	33.0
Total, ages 25 to 75.....	6,837	2,705	39.6
Less than a high school diploma.....	603	254	42.2
High school graduates, no college ¹	1,956	748	38.2
Some college or associate degree.....	2,217	843	38.0
Bachelor's degree and higher ²	2,061	859	41.7
With a disability - people with a health condition or difficulty that limits work			
Total, ages 16 to 75.....	2,545	1,159	45.5
Men.....	1,290	579	44.9
Women.....	1,255	580	46.2
16 to 24 years.....	198	89	44.8
25 to 34 years.....	453	200	44.1
35 to 44 years.....	401	197	49.2
45 to 54 years.....	517	244	47.3
55 to 64 years.....	569	276	48.5
65 to 75 years.....	407	153	37.6
Total, ages 25 to 75.....	2,347	1,070	45.6
Less than a high school diploma.....	192	120	62.3
High school graduates, no college ¹	685	289	42.3
Some college or associate degree.....	790	351	44.4
Bachelor's degree and higher ²	680	310	45.6
With no disability - people with a health condition or difficulty that limits work			
Total, ages 16 to 75.....	4,902	1,773	36.2
Men.....	2,510	870	34.7
Women.....	2,392	902	37.7
16 to 24 years.....	412	138	33.5
25 to 34 years.....	818	273	33.3

See footnotes at end of table.

Table 7. Employed people facing challenges that make it difficult to do their job by presence of work-limiting health condition or difficulty, disability status, and selected characteristics, July 2024 — Continued
[Numbers in thousands]

Characteristic	Employed	Facing challenges that make it difficult to do their job	Percent of employed facing challenges that make it difficult to do their job
35 to 44 years.....	910	350	38.5
45 to 54 years.....	1,076	358	33.3
55 to 64 years.....	1,156	497	43.0
65 to 75 years.....	531	156	29.4
Total, ages 25 to 75.....	4,491	1,635	36.4
Less than a high school diploma.....	410	134	32.8
High school graduates, no college ¹	1,272	459	36.1
Some college or associate degree.....	1,427	492	34.5
Bachelor's degree and higher ²	1,382	549	39.8
PEOPLE WITH NO HEALTH CONDITIONS OR DIFFICULTIES THAT LIMIT WORK			
Total, ages 16 to 75.....	154,272	2,544	1.6
Men.....	82,381	1,222	1.5
Women.....	71,891	1,322	1.8
16 to 24 years.....	20,977	155	0.7
25 to 34 years.....	34,492	552	1.6
35 to 44 years.....	35,030	593	1.7
45 to 54 years.....	30,648	500	1.6
55 to 64 years.....	24,437	565	2.3
65 to 75 years.....	8,688	179	2.1
Total, ages 25 to 75.....	133,295	2,389	1.8
Less than a high school diploma.....	7,776	158	2.0
High school graduates, no college ¹	32,042	497	1.6
Some college or associate degree.....	31,959	596	1.9
Bachelor's degree and higher ²	61,518	1,137	1.8
With a disability - people with no health conditions or difficulties that limit work			
Total, ages 16 to 75.....	4,602	338	7.4
Men.....	2,380	129	5.4
Women.....	2,223	210	9.4
16 to 24 years.....	429	36	8.3
25 to 34 years.....	970	65	6.7
35 to 44 years.....	890	88	9.9
45 to 54 years.....	799	76	9.5
55 to 64 years.....	888	45	5.1
65 to 75 years.....	627	29	4.7
Total, ages 25 to 75.....	4,173	303	7.3
Less than a high school diploma.....	286	16	5.5
High school graduates, no college ¹	1,047	58	5.5
Some college or associate degree.....	1,314	106	8.1
Bachelor's degree and higher ²	1,526	123	8.0
With no disability - people with no health conditions or difficulties that limit work			
Total, ages 16 to 75.....	149,670	2,205	1.5
Men.....	80,002	1,093	1.4
Women.....	69,668	1,112	1.6
16 to 24 years.....	20,548	119	0.6
25 to 34 years.....	33,522	487	1.5
35 to 44 years.....	34,140	505	1.5
45 to 54 years.....	29,849	424	1.4
55 to 64 years.....	23,549	520	2.2
65 to 75 years.....	8,061	150	1.9
Total, ages 25 to 75.....	129,122	2,086	1.6

See footnotes at end of table.

Table 7. Employed people facing challenges that make it difficult to do their job by presence of work-limiting health condition or difficulty, disability status, and selected characteristics, July 2024 — Continued
 [Numbers in thousands]

Characteristic	Employed	Facing challenges that make it difficult to do their job	Percent of employed facing challenges that make it difficult to do their job
Less than a high school diploma.....	7,489	142	1.9
High school graduates, no college ¹	30,995	439	1.4
Some college or associate degree.....	30,645	490	1.6
Bachelor's degree and higher ²	59,992	1,015	1.7

¹ Includes people with a high school diploma or equivalent.
² Includes people with bachelor's, master's, professional, and doctoral degrees.