

Employment Statistics for Adults with Visual Impairments: Definitions and Calculations

This fact sheet provides definitions, formulas, and calculations for the employment rate, unemployment rate, and labor force non-participation rate. It focuses on adults with visual impairments¹, ages 18–64, in the United States using 2023 American Community Survey data.

Key Terms

- **Employed:** People who are currently working.
 - **Unemployed:** People who are not working but are available for work and actively seeking work.
 - **Not in the Labor Force:** People who are not working and not currently seeking work. This group may include retired people, students, homemakers, and other people who did not actively look for work in the previous 4 weeks.
 - **Civilian Noninstitutionalized Population:** People who are not in the military and not living in institutions such as prisons and nursing homes.
 - **Civilian Labor Force:** All people who are either working or actively looking for work.
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Employment Rate

Definition: The percentage of people in the civilian noninstitutionalized population who are employed.

Formula:

$$\left(\frac{\text{Employed}}{\text{Civilian Noninstitutionalized Population}} \right) \times 100$$

Calculation of employment rate for adults with visual impairments:

$$\left(\frac{2,238,272}{4,278,519} \right) \times 100 = 52.3\%$$

In 2023, 52.3% of working-age adults with visual impairments were employed, compared to 76.3% of the general population.

Unemployment Rate

Definition: The percentage of people in the civilian labor force who are unemployed.

Formula:

$$\left(\frac{\text{Unemployed}}{\text{Civilian Labor Force}} \right) \times 100$$

Calculation of unemployment rate for adults with visual impairments:

$$\left(\frac{196,072}{2,434,344}\right) \times 100 = 8.1\%$$

In 2023, 8.1% of working-age adults with visual impairments were unemployed, compared to 4.2% of the general population.

Labor Force Non-Participation Rate

Definition: The percentage of people in the civilian noninstitutionalized population who are not in the labor force.

Formula:

$$\left(\frac{\text{Not in Labor Force}}{\text{Civilian Noninstitutionalized Population}}\right) \times 100$$

Calculation of labor force non-participation rate for adults with visual impairments:

$$\left(\frac{1,844,175}{4,278,519}\right) \times 100 = 43.1\%$$

In 2023, 43.1% of working-age adults with visual impairments were not in the labor force, compared to 20.4% of the general population.

Why don't these percentages add up to 100%?

The percentages don't add up to 100% because they are based on different groups of people.

- The **employment rate** and **labor force non-participation rate** focus on **everyone** in the civilian noninstitutionalized population, including people who are working, actively looking for work, and not working and not seeking work.
- The **unemployment rate** only focuses on people in the **labor force**, including people who are either working or actively looking for work. It **does not include** people who are not working and not seeking work.

Because these calculations focus on different groups, they cannot be combined to equal 100%. The **unemployment rate** uses a smaller group (the labor force) as its denominator, so it's not directly comparable to the employment and labor force non-participation rates, which use the entire population.

Source: Data from the U.S. Census Bureau, 2023 American Community Survey 1-year estimates, people with visual impairments (ages 18–64) in the U.S. civilian noninstitutionalized population.

¹ Responded "yes" to "Is this person blind or does he/she have serious difficulty seeing even when wearing glasses?"



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