

## Health Employment and Longevity Project

# **Research Brief**

Job retention among individuals with multiple sclerosis: Relationship with prediagnosic employment and education; demographic characteristics; and disease course, severity and complications

#### Introduction

The objective is to identify how pre-diagnosis employment, education, demographic statuses, and disease factors relate to job retention among people with multiple sclerosis (MS).

### **Key Findings**

- Pre-diagnostic educational attainment was predictive of job retention.
- Among several pre-diagnostic employment characteristics, only working in production, transportation, and materials moving was significantly related to a lower odds of job retention compared with those working in professional/managerial occupations.
- Aging factors were strongly related to job retention, with declines in job retention observed with increasing age and years since diagnosis.
- Non-Hispanic Black and Hispanic participants reported lower odds of job retention compared with non-Hispanic whites, although there were no observed effects of sex.
- A significantly lower job retention rate was observed among those with progressive MS, compared with relapsing remitting.
- Job retention was also less likely among people with greater MS severity and fatigue.

#### What does this mean?

Job retention strategies and interventions should target people with greater MS complications and severity, as well as non-Hispanic Blacks and Hispanics, as these characteristics are more highly related to job retention than our pre-diagnostic employment and vocational history.

Full publication link: Job retention among individuals with multiple sclerosis

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