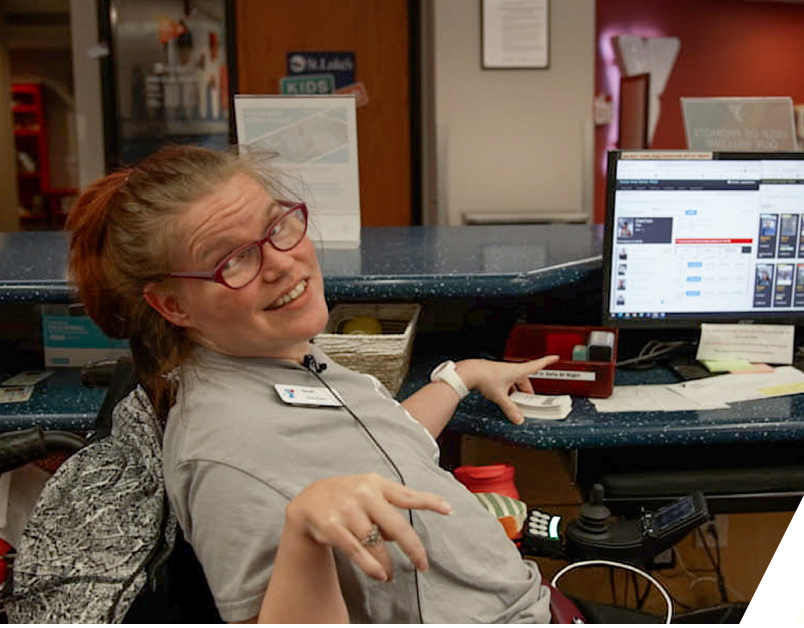

Employment Outcomes of People with Intellectual and Developmental Disabilities

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- There is a big disparity in employment rates for individuals with more extensive support needs, including individuals with intellectual and developmental disabilities (IDD).
- Only 21.5% of individuals with IDD receiving state DD services are employed (Winsor, et al. 2022).
- "Minnesota has 50 available workers for every 100 open jobs." (U.S. Chamber of Commerce, n.d.).
- Youth employment experiences lead to better employment outcomes following secondary education (Carter et al,. 2012; Mazzotti et al., 2016; Siperstein et al., 2014; Test et al., 2009; Wehman et al., 2015).

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Benefits to Bridging the Gap

- Initiatives that support the employment of people with IDD can help improve quality of life outcomes as well as help improve current staff shortages.
- Hiring people with IDD brings diversity to the workplace (Lindsay et al., 2018).
  - » People with disabilities are more likely to stay on the job.
  - » People with disabilities bring unique talents, perspectives, and ideas to the workplace.
- Given the right supports and accommodations, people with disabilities can provide significant contributions to the workplace, just as their non-disabled co-workers.
- Employers with experience hiring people with disabilities have expressed positive attitudes towards their employees, including the commitment and reliability of their employees with disabilities (Fraser et al., 2010; Lindsay et al., 2018).
- Prior experience hiring people with disabilities has been found to be highly correlated with greater willingness to hire other people with disabilities and with improved perceptions of work performance (Dean et al., 2022).

- Previous research has demonstrated improved profits, cost-effectiveness, improved retention, and reduced turnover as a result of hiring people with disabilities (Lindsay et al., 2018).
- Hiring people with disabilities can improve the image and competitiveness of businesses, as well as customer loyalty and satisfaction (Lindsay et al., 2018).
- Employers consider productivity and work ethic as a benefit of hiring people with disabilities (Lindsay et al., 2018).
- We do understand that people may not have experience hiring or working with people with IDD and may not be aware of resources that can help support this effort (Fraser et al., 2010).

Strategies for Hiring People with IDD and Supporting Employment Retainment

- Person-centered planning / assessment of interests and strengths — utilizing those strengths
- Use of a Discovery process (https://kaposia.com/services/employment/discovery/)
- Providing appropriate accommodations
- Use of visual reminders (e.g., schedules, who to go to for help, instructions for completing tasks)

Where to Start? A List of Resources

Resources for Hiring People with Disabilities

National

- Employer Assistance and Resource Network on Disability Inclusion (EARN)

State

- DEED
- E1MN
- Minnesota Transformation Initiative
- Kaposia
- Minnesota Employment and Economic Development: Hiring People with Disabilities
- Inclusive Networking
- Go MN!
- Rise

Local

- Connect with Vocational Rehabilitation for counseling, training, job skills and job placement services.
- Partner with transition educators: Work coordinators can help develop work-based learning opportunities with job coaching support

Resources for Accommodations and Supporting Retention

National

- Job Accommodation Network (JAN)
- Employee Resource Groups (ERG)
- Employer Assistance and Resource Network on Disability Inclusion (EARN)

Other Resources

More about Hiring and Retention

- Office of Disability Employment Policy: Employers

More about Accommodations

- Office of Disability Employment Policy: Accommodations

Employer Trainings

- Inclusive Networking: Companies
- Inclusive Networking: Services for Agencies and Organizations
- Career Force: Disability Inclusion Bite Size Learning Modules

Tax Credits and Accommodation Funding

- Minnesota Work Opportunity Tax Credit (WOTC)
- Minnesota Employer Reasonable Accommodation Fund

Wages

- Worker with a Disability Employment Information

Seek Advice from Advocacy Organizations

- The Arc Minnesota
- Fahan Organization
- ConnectAbility

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Ongoing oppression and discrimination in the United States has led to significant trauma for many people of color, immigrants, people with disabilities and other oppressed persons. At ICI, we affirm our commitment to address systemic racism, ableism and all other inequalities and forms of oppression to ensure inclusive communities.