Employment Possibilities for Adults with IDD
(Intellectual and Developmental Disability)

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What are the rights of individuals with disabilities when applying or maintaining a job?

Americans with Disabilities Act of 1990 (ADA)

- Unlawful to discriminate in employment against a qualified individual with a disability
- Employer must provide reasonable accommodations
- Employer cannot ask if potential employee has a disability or about the nature of their disability
Levels of Possible Employment

- **Sheltered Employment**
  - Client has 1:1 job coach and is paid for the response product of their work in the scheduled work day (Most don’t use anymore because it is considered to be too much like sweat shops)

- **Supported Employment**
  - Client has 1:1 Job coach for a limited time (about 1 week) and then receives check-ins. Paid minimum wage.

- **All Day Treatment**
  - Work on day/work activities and vocational skills

- **Integrated Employment**
  - Majority of employees are not disabled, earn at least minimum wage or what other employees are paid and are paid directly by company.

- **On-the-Job Training**
- **Pre-Vocational Skills Training**
- **Supported Work/Transitional**
  - job coach comes in to help switch tasks required by job or new job
- **Vocational Counseling**
- **Vocational Rehabilitation**
- **Vocational Skills Training**
- **Workshops**
Types of Employment Opportunities

Generally, a vocational rehabilitation specialist finds jobs for individuals with IDD. Clients can show a preference for different types of jobs and the vocational rehabilitation specialist will try to find an employer who will provide the necessary modifications for the client to work there.

- Home Depot
- Lowe’s
- McDonalds
- Wendy’s
- Assembly lines in factories
- Sewing
- Mail services
- Automotive care
- Farming
- Lawn care
- Custodial skills
- College and Continuing Education
Current Statistics on Employment

- **Labor Force Participation**
  - People with disabilities: 19.8%
  - People without disabilities: 68.2%

- **Unemployment Rate**
  - People with disabilities: 11.2%
  - People without disabilities: 5.6%

*U.S. Department of Labor (2015)*
Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities

- Workforce Innovation and Opportunity Act (WIOA)
- Purpose:
  1. Increase employment opportunities for individuals with intellectual and developmental disabilities or other individuals with severe disabilities in competitive integrated employment
  2. Use of certificate programs to train and employ individuals of the IDD community
  3. Ways to improve oversight of the use of such certificates

U.S. Department of Labor
Workforce Recruitment Program (WRP)


- Recruitment and referral program for college students with disabilities
- Connects federal and private sector employees nationwide with highly motivated college students and recent graduates with disabilities
- Students prove their abilities through summer and permanent jobs
- Since 1995 - over 6,000 students have received part- or full-time employment
Applied Behavior Analysis and Vocational Skills

- Janitorial skills, such as cleaning bathroom: sink, mirror, toilet, urinal, sweeping, and mopping
- Self-recording skills in which a student is trained with picture cues and praise and taught to mark a sheet noting whether a specified behavior is absent or present
- Group instruction on how to do tasks in the classroom that are then generalized to other settings
- Time-management skills in which students match a drawn clock to a real clock with instructions of what needs to be finished. Praise is provided if correct; reprimands, instructions and sometimes delayed activity is provided for incorrect timing.
- Food preparation skills taught using coincidental teaching to evaluate salad making skills and salad quality control skills. (Coincidental teaching is when coworkers extend on incidental teaching (natural environment learning with praise and reinforcement), in that additional opportunities for interaction are planned by instructor and inserted into daily work activities.)
How do behavior analysts determine job placement?

- Vocational skills trained and mastered
- Behaviors displayed by the client
- Safety of the environment
- Personal interests or preferences of client
- Ability to consistently be transported to work
Adults with IDD in the Working Community

Grocery store clerk

Computer building or electrical work

College graduate

Temple Grandin, animal activist, best-selling author, autism activist, and professor of animal science at Colorado State University. Received her doctoral degree from University of Illinois at Urbana-Champaign in 1989.
References


References (cont.)


