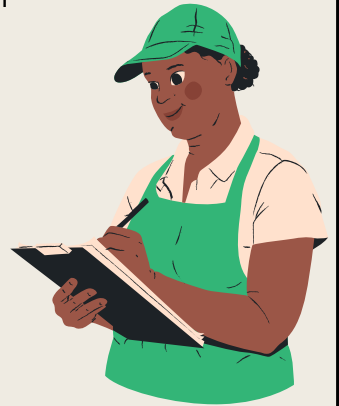


EMPLOYMENT & IDD

Having a job in the community is important for many people with IDD. Self-advocates say that having a job gives them a sense of **purpose** and **fulfillment** and helps them feel **included**.

Laws and policies in the United States also say that employment is important for people with IDD. **Employment First** policies say that people with IDD should be supported to find employment in the community first, before trying more segregated options.

Even though it's important, many people with IDD do not have a job.



One study found that only **1 in 5** people with IDD had a job.*

50% of people who didn't have a job wanted one.*

*Virginia National Core Indicators In-Person Survey, 2023-2024

Research can help us understand how to help people with IDD find jobs in the community.

A study found that **having employment as a goal** and **volunteering** were strongly related to people with IDD having a job.*

*Broda et al., 2021

Remember that having a job might affect benefits like **SSI, SSDI, or Medicaid**. It is important to talk to someone who understands employment and benefit rules.

The Department of Aging and Rehabilitative Services (DARS) and Centers for Independent Living (CILs) are good places to start.



A survey in Virginia found that 43% of people with IDD who wanted to work had an employment goal and 26% volunteered.*

Setting goals and volunteering in the community can be helpful steps towards getting ready to work.



*VIRGINIA NATIONAL CORE INDICATORS IN-PERSON SURVEY, 2023-2024