

TOPIC: Customized Employment

# Customized Employment for People with IDD: TIPS FROM EMPLOYERS TO INCREASE POSITIVE OUTCOMES

Only 10% of adults with intellectual and developmental disabilities in the U.S. are competitively employed in the community. The go-to option for many adults with IDD is segregated, non-community based employment, despite studies that show that those models of employment do not lead to integrated community employment. To create more positive integrated employment outcomes for individuals with IDD, employer focus groups suggest employment specialists:

- Build relationships with businesses.
- Spend time in the business to learn about the business need.
- Be prepared to provide information on the support that could be provided to the business.
- Be able to make the business case for customized employment.



Riesen, T. & Morgan, R.L. (2018). Employer views of customized employment: A focus group analysis. *Journal of Vocational Rehabilitation*, 49 (1), 33-44.

For more on this topic and article, Read the Plain Language Summary at:

[idd.vcurrctc.org](http://idd.vcurrctc.org)

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