

# Barriers to Employment for Individuals with IDD: Project Brief #3

## INSIGHTS FROM FAMILIES

Families have first-hand experiences that provide valuable insight into both the subtle and substantial barriers to integrated employment that exist in their local community. Recently 60 family members were interviewed to find out what type of barriers are faced by individuals with IDD seeking integrated community employment.

- Participants readily identified a constellation of barriers that they felt made employment more complex or daunting to pursue for their family members with IDD.
- Although many barriers received broad affirmation across interviews, each participant emphasized a unique combination of barriers based on their family member with IDD and their specific context.
- Although each barrier may have an associated solution, it is the combination and accumulation of barriers that makes this pursuit of employment particularly challenging.



For more on this topic, read the Project Brief at:  
<https://idd.vcurrtrc.org/resources/content.cfm/1406>

*“The actual skill of doing the job is never going to be the problem. It is navigating all of the hidden agendas and water cooler talk. And the subtle cues of interacting with a boss that [he] might not quite understand.”*  
~Mother of 22- year-old son with autism