

EMPLOYMENT SNAPSHOT 2017

Employment of People with Intellectual and Developmental Disabilities

Overview

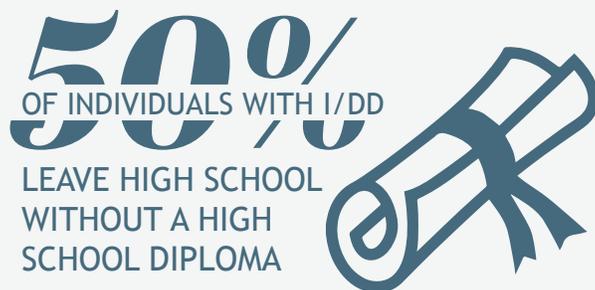
Despite recent progress in employment legislation and local-level employment initiatives, finding and securing meaningful and community-based employment opportunities continues to be a major challenge for people with intellectual and developmental disabilities (I/DD) - including people with autism, Down syndrome, and other diagnoses across the country. The Family & Individual Needs for Disability Supports (FINDS) survey asked caregivers about some of the underlying causes for the large gaps that exist in employment outcomes for people with disabilities. The results indicate that there is a significant need to immediately address and improve practices that facilitate education and employment for people with I/DD.

How Can The Arc Help

The FINDS survey highlights the employment crisis facing people with I/DD. The Arc@Work starts with successful companies or organizations, provides them the resources to become great employers to people with I/DD, and connects them with amazing employees through our vast chapter network. Additionally, The Arc@Work provides training and job placement for people with I/DD across the country. Individuals with I/DD have the skills to succeed in a variety of careers - we simply forge connections to create more opportunities to work.



ONLY
36%
OF INDIVIDUALS HAVE
PAID EMPLOYMENT



JUST **40%**

WORK IN FIELDS OUTSIDE OF



RETAIL



JANITORIAL



LANDSCAPING

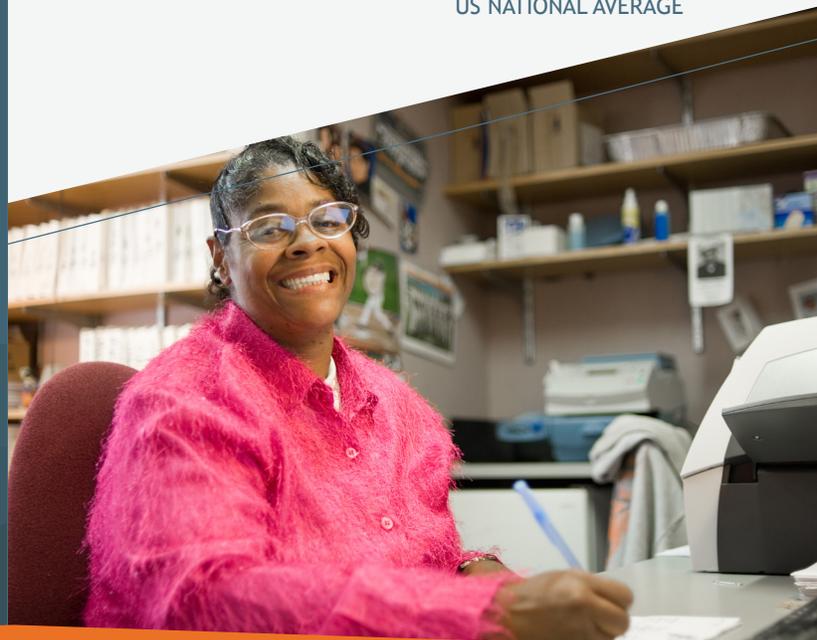


FOOD SERVICE

AVERAGE HOURLY WAGE OF WORKERS WITH I/DD

\$8.46 vs. \$24.34

US NATIONAL AVERAGE





2018 FINDS SURVEY

Employment of People with Intellectual and Developmental Disabilities

About the FINDS Survey

The intent of this one-of-a-kind survey conducted by The University of Minnesota's Institute on Community Integration in collaboration with The Arc is to understand the experiences of families who provide supports to a family member with intellectual or other developmental disabilities (I/DD). This is the second FINDS Report that The Arc has released; the first was conducted in 2010, and released in 2011.

FINDS Survey Employment Results

Having a basic education is an important step to having a job. The FINDS survey results show that barriers to employment are particularly numerous and high for people with I/DD and begin to emerge even before individuals reach working-age. About 50% of individuals with I/DD leave high school without a high school diploma, putting them at a significant disadvantage in a job market that oftentimes requires at least a high school diploma to be competitive.

Lack of educational credentials, and other barriers to employment significantly affect the employment rates for people with I/DD and have made finding employment in the community difficult. Only 36% of individuals surveyed said their family member had a paying job.

Employed people with disabilities often work fewer hours than the average, get paid less, and get placed in the same kinds of jobs time and again. Of those individuals with I/DD that are employed, they only average 26 hours per two-week period and make an average of \$8.45 per hour, compared to the US national average of \$24.34 per hour. There is lack in diversity of the type of work being done; 60% of those employed work in retail, janitorial, landscaping, or food service jobs. Lack of access to educational credentials significantly limits the types of jobs an individual can hold. To increase earnings, hours worked, and a good job fit, investments should be made in transition planning, paid work experiences in school, and person-centered plans to support competitive, community-based employment.

The FINDS survey was implemented primarily using an on-line survey between January and March of 2017. Caregivers who were family members or friends of people with I/DD and who provided support were invited to participate in this survey.

More than 3,000 people (3,398) met the criteria to be included in the survey and consented to participate. Caregivers were surveyed including respondents from all 50 states, DC, Puerto Rico, and Guam. The number of people responding was large and provides important information about the experiences and outcomes of family caregivers of individuals with I/DD in the United States. However, the sample is not reflective of the racial and economic diversity of the United States.

