

EVERYONE SHOULD HAVE A MEANINGFUL JOB



EXPECTATIONS MUST START AT A YOUNG AGE TO ACHIEVE THIS REALISTIC GOAL

Real employment in the general workforce for all working-age citizens with developmental disabilities is possible. Success does not depend on the level of the job seeker's (dis)ability, but on the worker being **Motivated, Reliable** and **Dependable**.

MEANINGFUL WORK IS IMPORTANT

Employment

- ◆ **Defines** you as an adult
- ◆ **Promotes** the development of rich social networks
- ◆ **Creates** socially valued roles
- ◆ **Increases** the person's independence, economic status, and sense of self worth
- ◆ **Provides** opportunities for continuous learning
- ◆ **Improves** communication
- ◆ **Demonstrates** capabilities
- ◆ **Gives** a sense of purpose and meaning



- ▶ Watch Video 1
- ▶ Watch Video 2

"Parents need to be told about this concept of high expectations."

EXPECTATIONS ARE THE KEY TO SUCCESS

Low expectations for employment affect the lack of access to employment for people with developmental disabilities. It is a crisis that begins in childhood, starting with low expectations from medical professionals, through exclusion from educational environments.

But, when families have high employment expectations for their family member and can provide the necessary support, it is 5-6 times more likely their son or daughter will gain employment in the open labour market.

Research shows that if families have a genuine expectation of employment from early on, they:

- ◆ **Provide** daily job opportunities at home
- ◆ **Support** and pursue inclusive education
- ◆ **During** the school years, pursue employment goals set out in the IEPs (Individualized Educational Plans) and in transition planning for leaving school
- ◆ **Demand** the same employment opportunities that their child's peers without a disability have, during both the school year and in the summer, to prepare them for the labour market after graduation, and
- ◆ **Expect** employment after high school graduation.