

OPEN EMPLOYMENT





Employment in the open employment market for people with intellectual disabilities means giving them jobs and opportunities in regular workplaces where they work alongside people without disabilities. This promotes inclusion, equality and diversity by providing opportunities for meaningful work and fair wages.

There are many benefits to employers hiring people with intellectual disability in their workplaces. These benefits include diverse perspectives, improved workplace morale, and enhanced company reputation. Employers should provide reasonable accommodations and flexible work arrangements where ever possible.

Key Benefits of Open Employment for People with Intellectual Disabilities:

Increased Independence:

Open employment encourages greater autonomy, as individuals with intellectual disabilities are employed on the same terms as others, allowing them to support themselves financially and make decisions in their professional lives.

Social Inclusion:

People with intellectual disabilities engage with a wider range of people, helping to combat social isolation. Interaction with coworkers creates a sense of belonging, improved social skills, and meaningful relationships.

Improved Self-Esteem:

Being part of a work environment and contributing to a team enhances self-confidence. People with intellectual disabilities gain a sense of accomplishment and recognition for their work.



Workplace Skills Development:

Open employment provides opportunities for employees to acquire new skills, develop professionalism, and advance their careers through experience, training, and promotions.

Economic Benefits:

Individuals in open employment are financially independent, contributing to the economy by paying taxes and supporting local businesses.



How to Support Open Employment for People with Intellectual Disabilities:

Job Coaching and Support:

Job coaches can assist individuals with on-the-job training, help them adapt to workplace culture, and provide ongoing support to ensure long-term success. Some people with intellectual disability may benefit from bringing their own supporter into the workplace to support them as they learn their role. The goal is to minimise this support as they learn and become more proficient in their work.

Workplace Adaptations:

Small adjustments, such as modified work schedules, assistive technology, or task simplification, can make a significant difference in ensuring success in the workplace.





Inclusive Hiring Practices:

Employers should implement inclusive hiring practices, ensuring that people with intellectual disabilities have equal access to job opportunities. This includes focusing on an individual's abilities rather than limitations.

Support for employers to employ people with intellectual disability:

Employers can have access to various supports to employ people with intellectual disability including recruitment support and advice, understanding legal obligations, workplace training, and funding to cover costs such as workplace modifications, assistive technology and specialised equipment.

Open employment is a powerful tool for promoting inclusion and equality for people with intellectual disabilities. By creating accessible job opportunities and offering necessary support, individuals with intellectual disabilities can achieve independence, contribute to society, and experience a fulfilling career. Through continued awareness and collaboration between employers, employees, and communities, we can foster a more inclusive workforce for all.