

## **Tips employers need to know before hiring a person with intellectual developmental disabilities. (IDD)**

1. Establish a support network as needed (parents, job coaches, etc...)
2. Determine if the adult with IDD will need accommodations or modifications at the job site.
3. Determine how the adult with IDD will express his wants/needs while at work.
4. Will the adult with IDD need additional supervision for safety reasons?
5. Does the adult with IDD have specific behaviors and if so, what are they?
6. Determine if the adult with IDD is physically able to perform the job.. (example-filing in alphabetical order, able to lift, etc.).
7. Dissemination of medical information--the employer needs medical info from the family and the attending doctor.
8. Establish how to handle disciplinary issues associated with the adult with IDD.
9. Educate fellow employees about the adult with special needs.