**What can states learn from state and national NCI results *people who want a paid job in the community but may* not have employment as a goal in their individual plan?**

Data in the 2016-2017 National Core Indicators™ Adult Consumer Survey indicate that **47% of those responding didn’t have a paid job in the community but wanted one. Of those who wanted a job, only 40% had employment as a goal in their individual plan.**

**Why does it matter?** NCI data have shown over the past few years that only about 19% of people with intellectual and developmental disabilities (I/DD) in the national sample have a paid job in the community. The fact that only about half of those who want a job have an employment goal in their individual plan suggests that a targeted strategy to include more employment goals during the planning process would improve work opportunities and expand the numbers of people with I/DD who have who are employed.

**Questions to ask:** How do case managers in your state introduce employment during the individual planning process? Are people without jobs given yearly opportunities to explore potential occupational options? Do case managers in your state work with families to discuss any concerns about pursuing a job for their family member; understanding how to talk about the dignity of risk. Does the individual plan include information about “social capital” that the individual and family may have that could lead to employment? Have case managers received training regarding best practice in supporting people to find jobs. Are you taking advantage of the ABLE Act to assist people to put funds aside for such needs as education, housing, transportation, employment training and support, and assistive technology? Do you case managers understand how to explain and access available resources through vocational rehabilitation programs?

**If you want to know more:**

* *Real Jobs for Real People.* [*https://www.realworkstories.org/*](https://www.realworkstories.org/)
* *Working in the Community: The Status and Outcomes of People with Intellectual and Developmental Disabilities in Integrated Employment – Update 3 (2018).* Human Services Research Institute and the Institute for Community Inclusion. <https://www.nationalcoreindicators.org/resources/data-briefs/>
* *Carter, Erik. What Matters Most: Research on Elevating Parent Expectations (2015).* [*https://nasddds.org/resource-library/employment/employment-resource-documents/what-matters-most-research-on-elevating-parent-expectations/*](https://nasddds.org/resource-library/employment/employment-resource-documents/what-matters-most-research-on-elevating-parent-expectations/)
* *Financial Literacy & Capability.* [*http://www.leadcenter.org/financial-literacy-capability*](http://www.leadcenter.org/financial-literacy-capability)
* *A Purpose in Life:  Why Employment First Matters to Self-Advocates*
* *Self-Advocates Becoming Empowered (SABE) and Green Mountain Self-Advocates (2018)* [*https://www.nasddds.org/uploads/documents/sabe\_EF\_2018\_%28002%29.pdff*](https://www.nasddds.org/uploads/documents/sabe_EF_2018_%28002%29.pdff)