



Employment Position Statement

The Texas Council for Developmental Disabilities speaks up for people with disabilities who want jobs. People should be able to find and keep jobs, earn money, continue learning throughout their lives, and enjoy long careers. They should also be treated fairly at work and be able to choose where they work, including at places with people who do not have disabilities.

The Texas Council for Developmental Disabilities agrees that:

- All people with disabilities in Texas should be able to find and keep a job if they want one.
- Going to school should help people with disabilities get ready for jobs. When students finish high school, they should be ready to go on to college or some other kind of school or to begin a job that they choose.
- It is important for people with disabilities to choose what kind of job or school they go to after high school. This choice should be made by the person, who can ask for help from family members, teachers, and other people who care about the person's future.
- If people with disabilities need help finding and keeping jobs, they should be able to get the help they need. That help might be a job coach, technology, or changes to the workplace or the way the job is done.
- People with disabilities should be able to work and also to get help from the government if they need it.
- People with disabilities should be able to look for and keep jobs in a way that works for them. Sometimes employers will have to learn a new way of doing things.
- Many groups should work together to support people with disabilities in finding and keeping jobs. These groups include businesses, governments, and people with disabilities and their families.
- Groups that support people with disabilities should share information that will help people with disabilities find and keep jobs. This information may be about laws or about where people can go to find help. These groups should also tell employers about the good things that come from hiring people with disabilities.
- People with disabilities should be able to start their own businesses, if they want.
- Groups that support people with disabilities should help people learn about starting and running a business.

Employment

TEXANS WITH DEVELOPMENTAL DISABILITIES

**85%
UNEMPLOYED¹**



**15%
EMPLOYED¹**

ANNUAL CASH ASSISTANCE

\$7,375²



TEXAN WITHOUT DISABILITY

\$38,877²



TEXAN WITH DISABILITY

\$27,863²



HIGH SCHOOL GRADUATE
AVERAGE ANNUAL
SALARY²



Without Disability
\$30,260

With Disability
\$23,087

BACHELORS OR HIGHER
GRADUATE AVERAGE
ANNUAL SALARY²



Without Disability
\$69,422

With Disability
\$53,281

Texans with disabilities earn less annually than their peers without disabilities even when they have the same level of education.

TO DO

JOB SEEKERS / EMPLOYEES :

- Make your own choices about work.
- Ask for help if you need it.

GOVERNMENT:

- Provide training and job coaches.
- Actively remove barriers.

SCHOOLS :

- Set high expectations.
- Prepare students for college or jobs.

EMPLOYERS :

- Provide reasonable accommodations.
- Create inclusive environments.

