



Employment Position Statement

The Texas Council for Developmental Disabilities supports the position that people with disabilities have the right to job training, employment at competitive wages, and career growth as lifelong learners. The Council further supports the position that employment opportunities should be open to people with disabilities in the community job market without discrimination or segregation. Through employment, people with disabilities gain an important point of entry into their community, a sense of being valued, wages and job benefits. With these tangible and intangible rewards from employment, people with disabilities secure greater independence and freedom from public support service systems.

The Texas Council for Developmental Disabilities affirms that:

- ❑ Students with disabilities should receive a sound foundation in their public school education from which to transition to post secondary education and/or a career path after graduation. This foundation must include futures planning. Secondary education must provide a range of choices in career preparation such as vocational skills, career and technology education, preparation for post secondary education and opportunities for employment in the community.
- ❑ People with disabilities have the right to self determination and choice in establishing their career path, career goals, job placement or self-employment options, retention, advancement and retirement plans.
- ❑ People with disabilities should have access to an array of individualized, flexible and coordinated support services including assistive technology and natural supports, as long as necessary to obtain and keep employment.
- ❑ The employment needs of people with disabilities should be effectively addressed by a collaborative effort ~~between~~ among businesses, professional organizations, and state and local governments, and people with disabilities themselves and their natural support networks.
- ❑ All Entities involved in statewide employment initiatives should disseminate information about civil rights laws that protect people with disabilities, about resources to support people with disabilities in the workplace, and about the tangible benefits that accompany employment of people with disabilities in the workforce regular jobs.
- ❑ Entities involved in statewide employment initiatives should assist people with disabilities to develop successful self-employment options that can include micro-enterprises and other entrepreneurial ventures.

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Comment [AN1]: I may be mis-reading this, but it seems to say people determine their own career retention and advancement. Much of that is a supervisor's decision.

Comment [AN2]: While natural supports are a critical component, an agency cannot pay for these. Suggest something like "agencies should make every attempt to help the person develop natural supports".

Comment [AN3]: Is/should this really be the responsibility of all entities involved in statewide employment initiatives? It seems pretty specialized. Perhaps it could be something like "all entities that provide assistance to people setting up their own businesses should include people with disabilities."