



Promoting Employability For IDD Students



Diversity and Inclusion

Do you think that people with Intellectual Developmental Disorder have the ability to work?



There is a course for IDD people to study and get training at SanHsin high school and students thus SanHsin have opportunities to better understand IDD people. We think, as a goal, it is important for IDD people to be able to live happily and work by themselves. Mutual understanding between us and IDD people is also important. This idea is related to SDGs number 4, 8, and 10. We cooperated with Ritsumeikan Uji High School to make this plan and improve how IDD people can gain employment in the future.

Definition of Intellectual Developmental Disorder (IDD)

IQ is lower than 70

Have difficulty to adapt daily lives

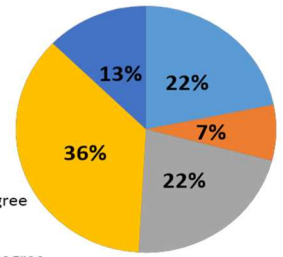
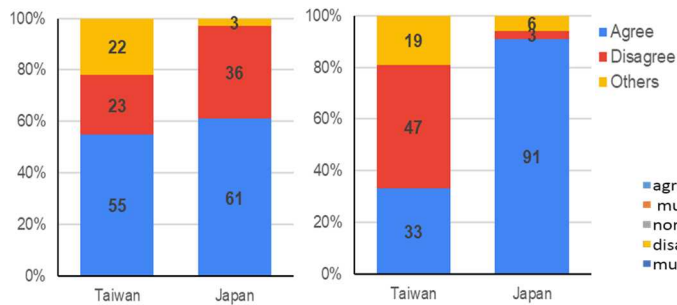
Must be confirmed before age 18

IDD People's Employment Situation

According to the Ministry of Labor, IDD people are a minority both Taiwan and Japan. The employment rate of IDD people is lower than the national average. However, SanHsin High School in Taiwan realizes a **high average employment rate (77%)**. Why?

	Taiwan	Japan
Population	23.5 million	126.5 million
Total number of IDD	100,896 (0.4%)	962,000 (1%)
Employment number of IDD	26,000 (25%)	98,000 (10%)

Questionnaire Survey



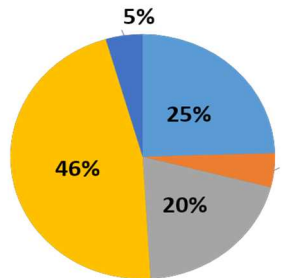
Do you identify IDs by appearance? Do you think IDs have employability?

We handed out questionnaires to 110 students in SanHsin High School and 394 students in Ritsumeikan Uji High school.

For the question "identify by appearance", almost same number of students from both schools answered yes.

For the question for employability, students from SanHsin tend to take the situation of IDD's employability seriously. This tendency is also seen from the survey of "same salary as normal people" and "with educational training, same function in society as normal people". Despite this, students from Ritsumeikan Uji tend to consider this situation less critical because they have had few chances to understand the difficulties for IDD to get employment.

Same salary as normal people?



With educational training, same function in society as normal people

Learning Environment of IDD Students at SanHsin School (Taiwan)

Individual Educational Plan



Various Lessons



Chain Store Service



Cooking

Workplace Training



Automotive cleaning

SanHsin High School evaluates IDD students by their personalities and capabilities and provides instruction in a range of courses as well as practical lessons such as cooking, chain store serviceetc.

In the second grade, they can experience a real-world working environment.

In the third grade, they are considered to be ready to work after graduation.

Community Workstation of IDD Students (Japan)

Interview



Community Workstation



- We interviewed a teacher of special support education school, who explained to us that when IDD students can't get a job, they go to the workstation.
- A few students can get a job just like normal people do, but many people cannot, so they work at community workstation with special support. He also explained that there is still little understanding for severe IDD people, and it is important for society to have more understanding of them.
- An IDD worker at the community workstation said one of the most important things he learned is how to have a good relationship with people and professional knowledge at school, where he could gain a lot of experience and find his own interests.



Conclusion

- 1 Even if people have the disabilities, they can improve themselves with a better quality of education.
- 2 To improve the employability of IDD people, essential job training and more understanding about them should be required.
- 3 Make a document (leaflet) and a poster about understanding IDD people and have interactions with them at each school and workshops.

Let's take actions!

References

Ministry of Labor (2019). Yearbook Report on Disabled Working Conditions. Retrieved 2020/08/19 via shorturl.at/dpRU4
 Juang, Ya-Ting & Chi-Kang Yang (2018). A Review on Employment Support of an IDD Person. *Dong Hwa Special Education*, 59, pp.11-18
 Ministry of Health and Welfare (2016). Yearbook Report on Disabled Living Conditions and needs. Retrieved 2020/08/20 via shorturl.at/bRNv9
 Lin, Gui-Ru (2007). Theories and Situations of Employment in Regards to Intellectual Developmental Disorder. *Research of Disabled*, 5(1), pp.30-40
 Kuo, Hsin-Ling & Lillian Ren (2005). A Study in Mentally Retarded Workers' Ability to Adjust to Their Work and Retain Their Jobs: The Example of Three Moderately Mentally Retarded Females. *Special Education and Rehabilitation*, 13, pp.179-207
 Wikipedia.org: Intellectual Developmental Disorder. Retrieved 2020/08/20 via shorturl.at/nyKY1