



The ThinkWork! initiative is a group of projects promoting community employment for people with intellectual/developmental disabilities (IDD). On this page is a collection of our most recent works. You can go to ThinkWork.org to browse our work or use the codes on this page to download a sampling of our recent publications to your mobile device.

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Building an Evidence-Based, Holistic Approach to Advancing Integrated Employment

This journal article presents preliminary findings from activities completed by the Rehabilitation Research and Training Center on Advancing Employment for Individuals with Intellectual and Developmental Disabilities and discusses a framework for organizing state and federal investments in research, practice, and systems change.



Hall, A. C., Butterworth, J., Winsor, J., Kramer, J., Nye-Lengerman, K., & Timmons, J. (2018). Building an Evidence-Based, Holistic Approach to Advancing Integrated Employment. *Research and Practice for Persons with Severe Disabilities*, 43(3), 207-218. <http://doi.org/10.1177/1540796918787503> Copyright © 2018 Research and Practice for Persons with Severe Disabilities. Reprinted by permission of SAGE Publications.

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Strengthening Employment Services for Job Seekers With Intellectual and Developmental Disabilities

The purpose of this brief is to examine the quality of employment services available to job seekers with disabilities, and to offer recommendations for improvement. Findings are from a longitudinal study that involved 61 employment 37 employment programs in 17 states. Data were collected through a survey employment specialists, delivered to the job developers, or participants' business developers. smartphones every work day for one year. Based on these findings and the literature about effective employment support practices, we recommend that employment consultants be supported to establish a regular review of their time investments, with particular emphasis on:



1. Increasing time invested in supports that lead to hire
2. Spending more time in businesses
3. Increasing interactions with employers
4. Involving family members of job seekers in the employment process.

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A Model of Employment Supports for Job Seekers with Intellectual Disabilities

This journal article covers the findings from interviews with 16 employment consultants-triangulated with job seekers, family members, and supervisors-revealed a model of employment supports aligned with the elements described in the literature, although with an added emphasis on (a) building trust as a key element starting from day one; (b) a circular process converging on the job match; (c) and flexible intensity of supports. The model can be used for improving clarity in communication with employment consultants about effective employment support practices for assisting job seekers with intellectual and developmental disabilities.



Migliore, A., Nye-Lengerman, K., Lyons, O., Bose, J., & Butterworth, J. (2018). A model of employment supports for job seekers with intellectual disabilities. *Journal of Rehabilitation*, 84(2), 3-13. © 2018 Reprinted with permission by the Journal of Rehabilitation, National Rehabilitation Association.

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Families and Employment of People with Intellectual and Developmental Disabilities: Results from a Scoping Study

This article presents findings from a scoping literature review we conducted to map the literature on a broad set of related questions related to family involvement in employment. Themes that emerged from this review include:

1. the relationship between family involvement and employment of people with IDD;
2. role-modeling and expectations shape positive experiences;
3. advanced knowledge and capacity leads to employment decisions;
4. demographics related to employment decisions;
5. what resources and strategies exist to inform families;
6. effective ways exist to support individuals and families to develop vision and expectations;
7. effective ways to move from vision to an outcome.

Kramer, J., Bose, J., & Winsor, J. (2018). Families and Employment of People with Intellectual and Developmental Disabilities: Results from a Scoping Study. TASH Connections, 42(4), 35-45. © 2018 Reprinted with Permission of TASH Connections, TASH.

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Multi-System Collaboration: Supporting Individuals from Pre-employment Through Employment and Community Engagement Across the Life Course

To determine priority topics for the white papers, discussions were held with ICI and NASDDDS leadership, advisory team members, and selfadvocates identifying potential topics aligned with the high-performing states model for increasing employment. The high-performing states model draws from extensive research in states that achieve strong employment outcomes with systems change initiatives. The seven key elements essential to improving and achieving employment success that guide the structure of the model are:

1. Leadership
2. Strategic Goals and Operating Policies
3. Financing and Contracting Methods
4. Training and Technical Assistance
5. Interagency Collaboration
6. Services and Service Innovation
7. Employment Performance Measurement and Outcome Data

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