

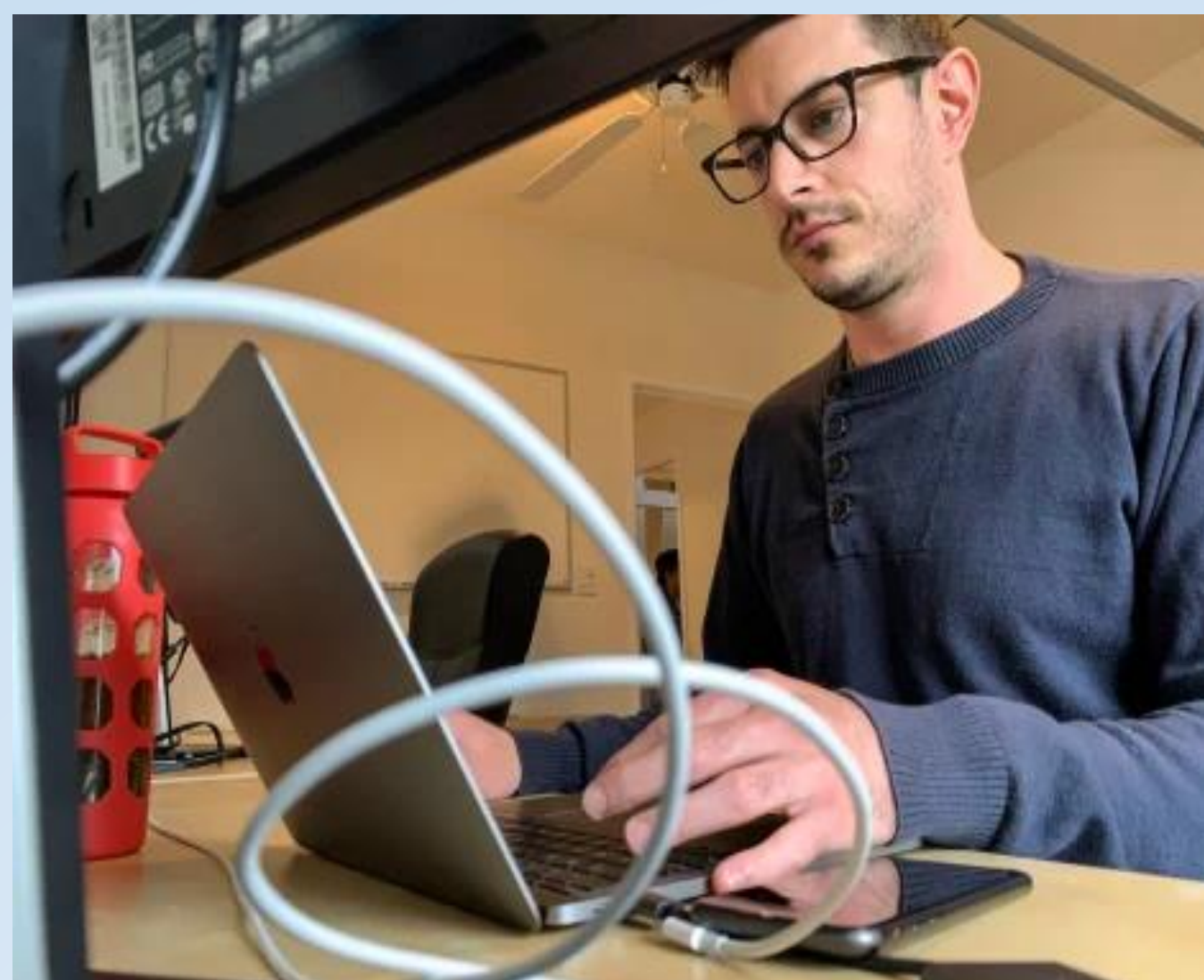
# Hidden Workforce

## The relationship between persons with neurodevelopmental disabilities and employment



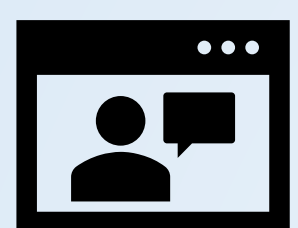
### Introduction

- ❖ Many young adults who are diagnosed with a type of neurodevelopmental disability will experience some of the lowest rates of employment or may be under-employed. With our developmental landscape shifting towards inclusivity, we should make it a primary goal for an individual with a neurodevelopmental disability to acquire meaningful employment in the labor market. This untapped market of potential candidates who will begin to flood the job market should be given the opportunity to compete just like everyone else. In order to promote independence, it is best to equip these individuals with higher education prospects in a real-world context to navigate the demands of our competitive labor market and obtaining a degree will be the equalizer they need to compete in the workforce. We need to continue to look for real world solutions to bridge the labor market and eliminate the prejudices that continue to exist so that competent candidates can enter the workforce to obtain mainstream jobs without the fear of being discriminated against.



**Emma Antonio**  
B.A Candidate in Sociology  
California State University of Stanislaus  
Email: eantonio4@csustan.edu

### Acknowledgements

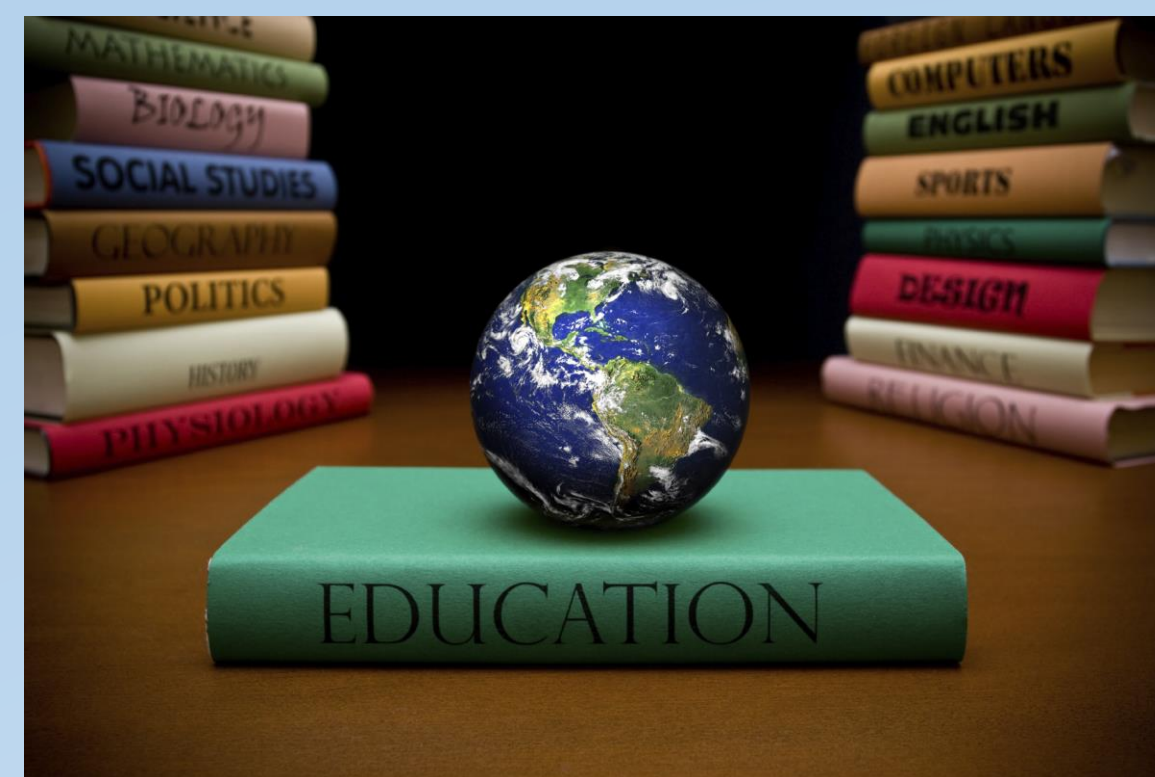


Professor Suditi Gupta  
Librarian Tim Held



### Research Question

- ❖ In a world where capitalism is prevalent and we are viewed as a commodity by our production value, how then will our society utilize individuals with neurodevelopmental disabilities who have a higher education to hold the same value as their neurotypical counterparts when they transition into the workforce?



### Background and Literature



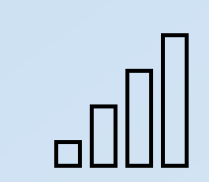
### Review

- ❖ As a growing number of young adults are now being diagnosed with some form of neurodevelopmental disability, they will undoubtedly face obstacles when competing in the labor market. Currently here in the United States we have an employment rate for working aged people with a neurodevelopmental disability at about 10% (Nevala et al., 2019) and if we can increase that number by providing these individuals with secondary education and/or rehabilitation services to develop the skills they need, then maybe they too can reach their optimum level of achievement and become an independent and socially functioning member of society. Currently, Western economics and ideology limits employment prospects for these individuals and integration into the workforce is possible if we rid ourselves of the stigmatization about people who have a neurodevelopmental disability.
- ❖ A large sector of this population is either under-employed or under-represented in the labor force (Burge et al., 2006). Perspective candidates are often overlooked, and this increasing population will begin to flood a job market when they age out of the school system which for many, was the only structured institution they have ever known. Integration is possible if we identify those areas of greatest need because this untapped market deserves the opportunity to compete just like their neurotypical counterparts (Guist & Valle-Riestra, 2017).



### Methodology

- ❖ The research for this project will consist of primary and secondary resources on neurodevelopmental disabilities and success rates when transitioning into the workforce with a degree. Secondary sources will provide further clarity to either support or refute evidence that a degree will help a potential candidate with a neurodevelopmental disabilities obtain meaningful employment with a degree.
- ❖ For the purposes of this study, the research will consist of extended literature review, and I will be utilizing secondary data analysis that has already been completed. There is a possibility that information from existing data sets will also be included.
- ❖ Peer reviewed journals, scholarly articles related to neurodevelopmental disabilities and EBSCO database will be used for this study.



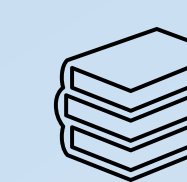
### Expected Results

- ❖ Previous research has demonstrated that post-secondary educational outcomes improve the possibilities for a person with a neurodevelopmental disability to become gainfully employed. However, the complexity of neurodevelopmental disabilities and their level of severity will produce different strengths and weaknesses for potential candidates. Employment challenges will exist in these scenarios, but early detection and intervention will along with higher education will dramatically increase their potential to participate in all aspects of mainstream society including the workforce.



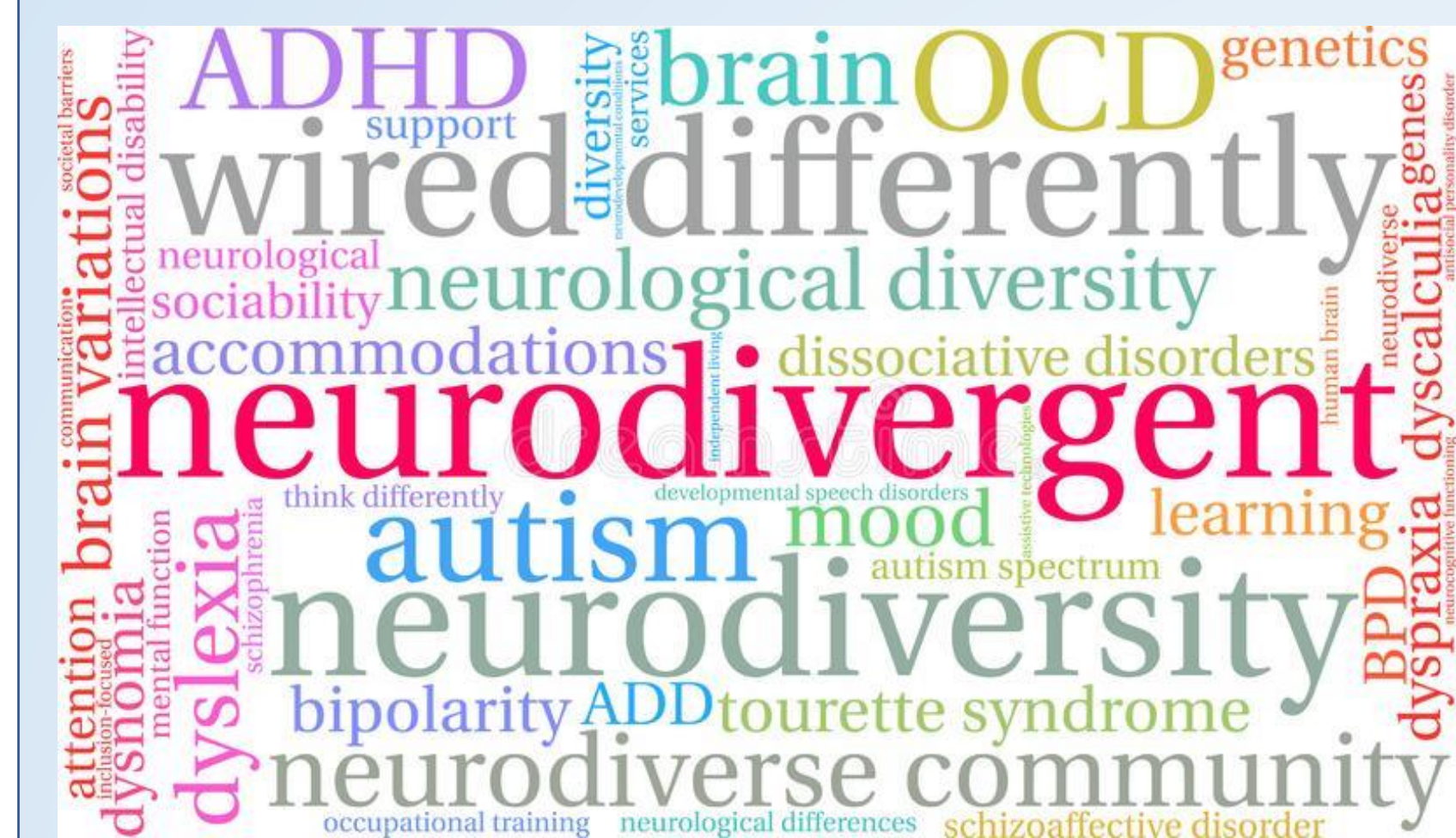
### Significance

- ❖ The significance of this research will demonstrate that people afflicted with a neurodevelopmental disability will have a higher probability of becoming gainfully employed if they complete post-secondary education. We may see a negative correlation for those who do not pursue a higher education. Limitations I could foresee include the categorization or general representations that encompass the various manifestations of this disability. This condition does not fall under a generality and there are different variations and levels of severity that will not fulfill the "ideal type" concept. Therefore, analyzing data rather than compartmentalizing conditions that fit specific conditions will yield a more accurate result of participants and their potential to thrive around those parameters.



### References

- Burge, P., Lysaght, R., & Eastern, S. (2006, January 1). [PDF] public views on employment of people with intellectual disabilities: Semantic scholar. undefined. Retrieved March 2, 2022, from <https://www.semanticscholar.org/paper/Public-views-on-employment-of-people-with-Burge-Lysaght/b81f7482d3c38bf24fc12189fa1bdc269197>
- Guist, A. M., & Valle-Riestra, D. M. (2017). Supporting mentors working with students with intellectual disabilities in higher education. *J Intellect Disabilities, 21*(2), 144–157. <https://doi.org/10.1177/1744629516651019>
- Nevala N;Pehkonen I;Teittinen A;Vesala HT;Pörtfors P;Anttila H; (n.d.). *The effectiveness of rehabilitation interventions on the employment and functioning of people with intellectual disabilities: A systematic review.* Journal of occupational rehabilitation. Retrieved March 5, 2022, from <https://pubmed.ncbi.nlm.nih.gov/31098847/>



CALIFORNIA STATE UNIVERSITY  
**Stanislaus**