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## Implementation of OT Services through a Reverse Job Fair for Adults with Intellectual and Developmental Disabilities (IDD)

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## Abstract

Employment rates for adults with developmental and intellectual disabilities is extremely low, despite having the desire and skill set to work (Friedman, 2019). This capstone, partnering with the CSU RISE program and the CSU Center for Career Development & Exploration, provided adults with intellectual and developmental disabilities an opportunity to prepare for and participate in a Reverse Job Fair through mock interviews, resume creation, and weekly programming through OT intervention focused on professional success and coping skills in the workplace.

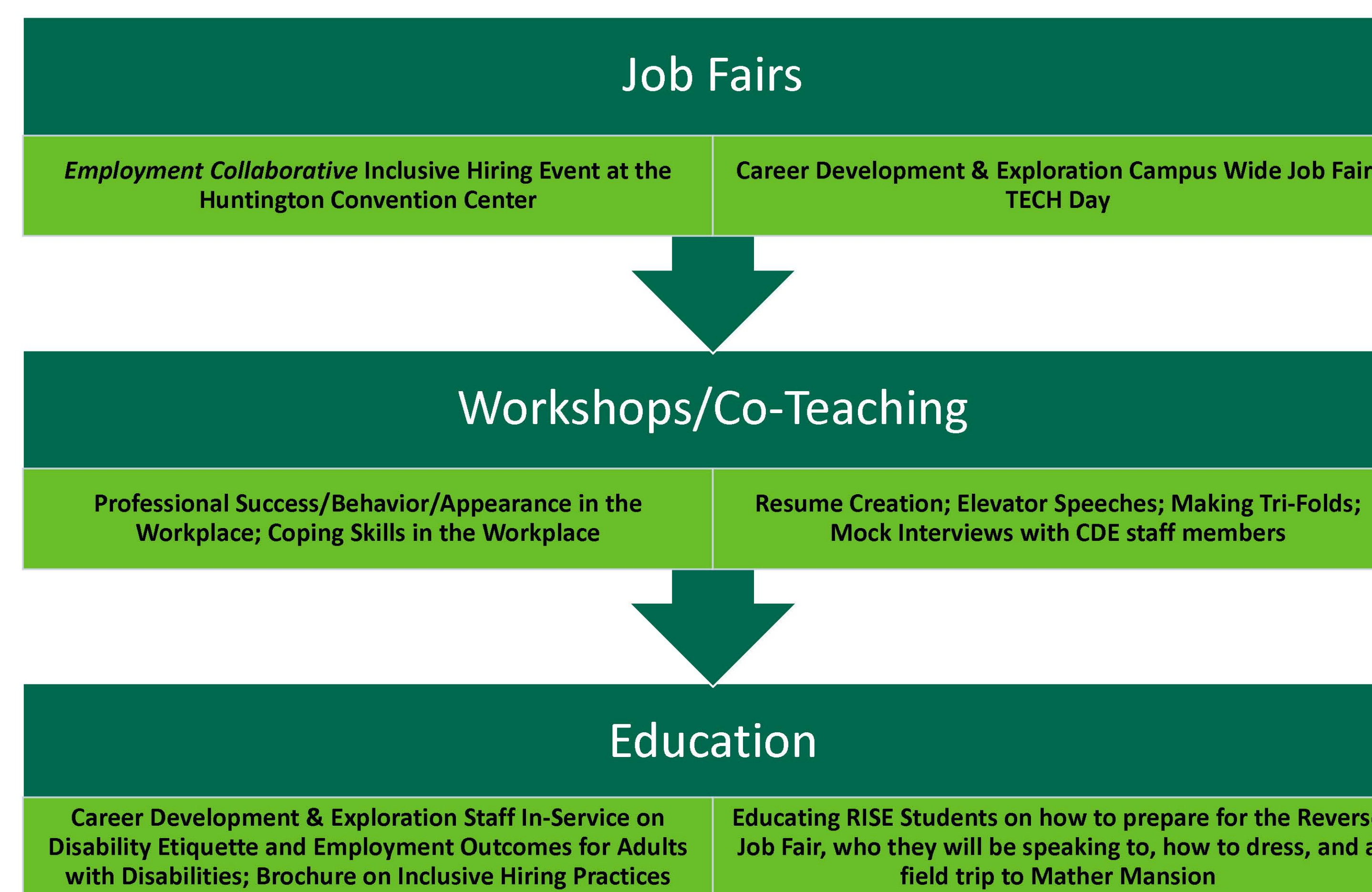


## Brief bio

As an occupational therapy student, I am passionate and have a special interest in inclusive hiring practices for adults with intellectual and developmental disabilities. I am hopeful to advocate and specialize in working with individuals with mental health or special needs in the school, home, or clinical setting. Please scan the QR code provided below to learn more about my experience at CSU and my capstone project.



## Capstone Experience and Implications



## Synthesis

### Boyer's Scholarship of Application

Occupational Therapists can assume a leadership role and make employers aware of any accommodations needed in their workplace to make it more accessible and inclusive. This further promotes OT's role in service.

Though the RISE students had a general understanding of professional expectations in the workplace, coping skills, resume creation, and mock interviewing, this capstone further proved that OT services served as a catalyst for promoting inclusive hiring.

- **Employer Outcomes:**
  - Ranked the students highly on their professional attire, personal presentation, resume, trifold, and interview skills. Would attend again and enjoyed the experience.
- **Student Outcomes:**
  - Felt prepared and enjoyed the experience.

## Challenges & Recommendations

- Having limited understanding of inclusive hiring initiatives before collaborating with the Employment Collaborative Team
- **Recommendations:** Continue a future collaboration between the RISE program, CSU Occupational Therapy Department, and the CSU Center for Career Development & Exploration to further promote inclusive hiring practices and close employment gaps for adults with IDD

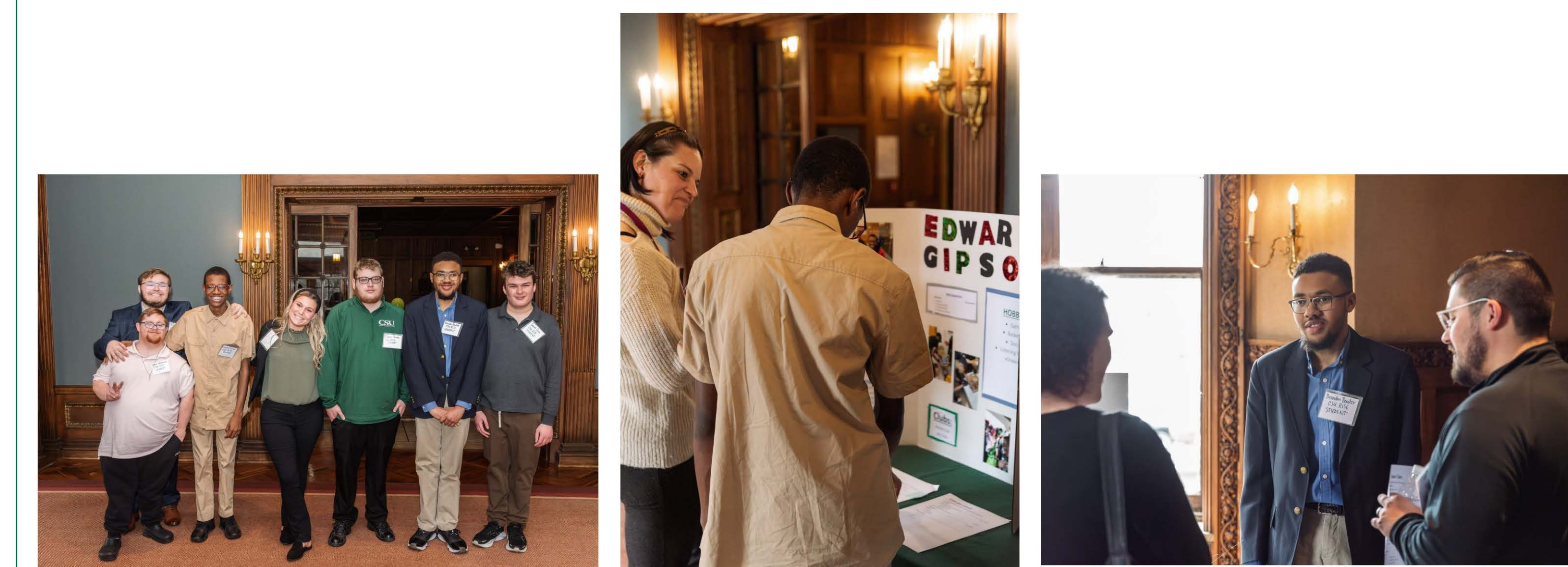
## Key References

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