

A Caregiver's Guide to Supporting Career Development for Adults with Down Syndrome

October 7, 2025

NDSS Mission

*To create a world where individuals
with Down syndrome thrive*

NDSS Employment Program

NDSS' Employment Program seeks to increase access to the workforce for all people with Down syndrome by focusing on:

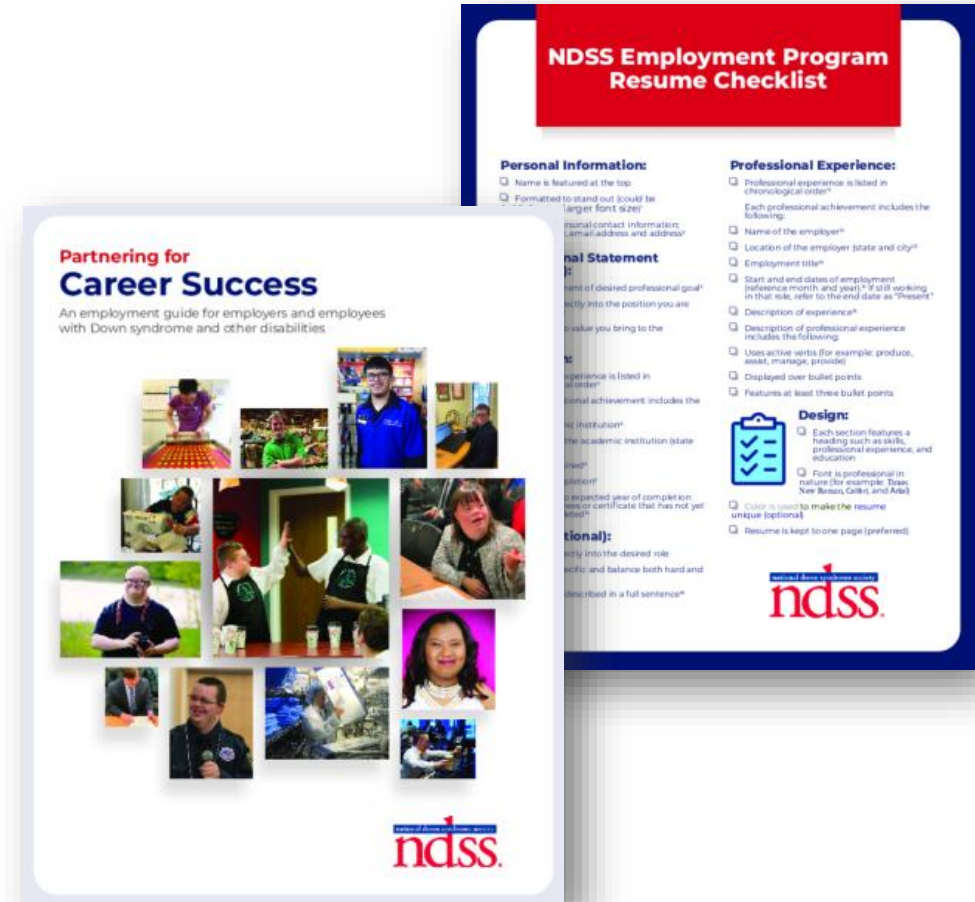
- Employment Policy and Advocacy
- Resource Development
- Private Sector Engagement
- Local Affiliate Support
- Raising Awareness
- Entrepreneurship and Self-Employment



NDSS Employment Resources

Check out our resources!

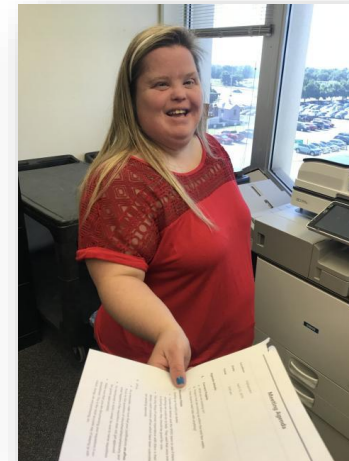
- [Partnering for Career Success](#)
- [Resume Resources](#)
 - Reference Guide
 - Resume Checklist
 - Template
- [Entrepreneurship Guide](#)
- [Volunteer Resource for Self-Advocates](#)
- and more!



Employment Success Stories

Your Loved One's Story Matters!

- We're collecting real stories to:
 - Break down stereotypes through examples of success
 - Showcase the talent, skills, and valuable contributions individuals with Down syndrome bring to the workplace
 - Celebrate the achievements of individuals with Down syndrome



Speaker Bio

Amanda Myers

- Amanda is a Certified Employment Support Professional who joined Down Syndrome Innovations in April 2021.
- She has more than a decade of experience supporting individuals with diverse abilities.
- Amanda began her career working with children at a community mental health center, where she was awarded Employee of the Year.
- In Vancouver, British Columbia, she worked as an Employment Specialist for individuals with intellectual and developmental disabilities.



Director of Employment Services

B.S. – Family Studies and Counseling, Manhattan Christian College
CESP - Certified Employment Support Professional

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Amanda Myers, CESP, Director of Employment Services



Why Employment Matters

Employment provides a sense of purpose and meaning to our lives, but it's important to remember:

- Work can look different for everyone
- There are a variety of ways individuals can contribute to their community
- People can experience very fulfilling lives outside of employment

It's totally okay if your adult child:

- Isn't motivated to work
- Is experiencing barriers to employment
- Is prompt dependent
- Is older and you feel like they're not prepared



They still have time to develop skills if employment is a goal of theirs!

Reflect On Your Employment Journey

Think About Your Employment Journey

What was your first job?

- Restaurant, grocery store?
- Okay to start in entry-level positions and even stay in them if it's a good fit

Where do you work now?

- Corporate office, hospital?
- Many people have had multiple jobs since then
- Studies show on average individuals stay in jobs between 2-6 years

How did you get to where you are now?

- Someone you know works there?

Were there any breaks or transitions along the way?

- Laid off, stayed at home to raise kids, retirement?

Caregiver's Role

Caregiver's Role In Supporting Career Development

The caregiver's role is crucial in career development. Often, Employment Agencies rely on parents for:

- Teaching foundational employment skills in the home
- Getting them involved in community programs and activities
- Transportation to and from work

The caregiver's role may change over time:

- From working with a teen compared to adult, first job, to applying/obtaining new jobs
- Letting go and trusting providers and employers can be hard, but it's important for your loved one's autonomy. Can still advocate if it's important or doesn't feel right, but the more you can adapt to the employer's processes and systems, the smoother things will go.

Caregiver's Role In Exploring Careers

Help teach what's "professional" vs "personal" or "unexpected" to help with appropriate workplace behaviors

- Verbally identify what's acceptable in different environments, similar to topics they could talk about with a parent compared to a stranger
- Observe and document your loved one's interests, strengths, and preferences
- Encourage exploration of different work environments

Help identify appropriate workplace accommodations

- Most accommodations are inexpensive
 - Example: Relocating workspace or noise-cancelling headphones

Caregiver Do's and Don'ts

Do's

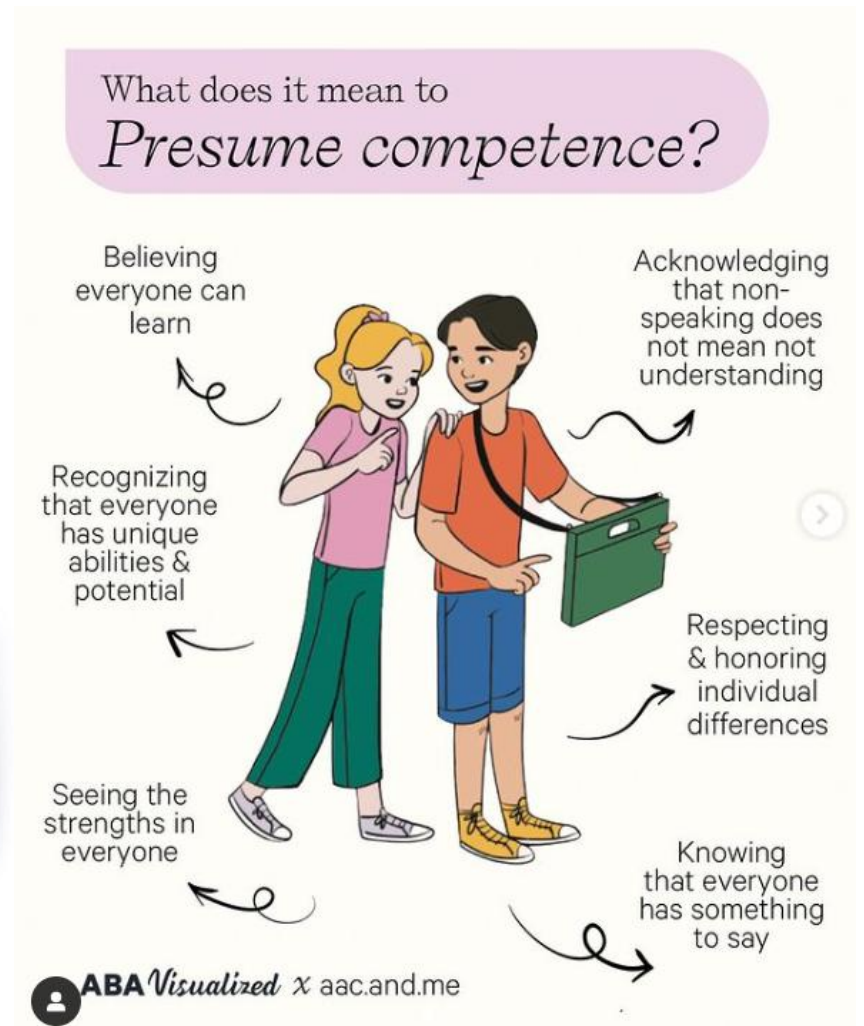
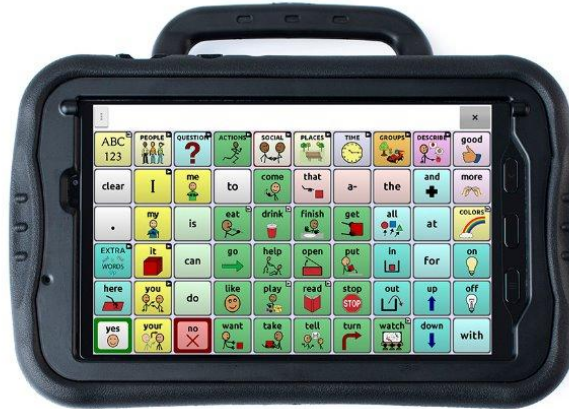
- Provide employment agency with as much helpful information as possible in finding the right placement and use your network to help with job searching
- Help complete paperwork as necessary (onboarding documents)
- Learn how to navigate the employer HR Systems for clocking in/out, accessing paystubs (ex. Dayforce, ADP)
- Keep in good communication with employer and agency especially as supports fade
- Respect decision making and autonomy (people contact them directly and cc you in communications)
- Start small – shorter shifts or a job that checks most of their boxes are okay to get foot in the door and set them up for success
- Give yourself grace if your loved one doesn't have traditional employment

Don'ts

- Overstep and intervene when not necessary – don't want the employer to disregard your communications
- Try to implement your own ideal situations or way of doing things; be flexible and adaptable with employer's needs
- Force something to work out – if it's not a good fit, the situation will just get worse. Roles change and it's okay to pursue something different.
- Hover – it's okay to let go; it's okay if not every job works out. We don't want to take away their learning opportunities for growth
- Let fear and safety concerns become barriers – they can always resign from a job and can be successful in an integrated environment just as much as a sheltered one

Supporting Your Loved One

- Presume Competence
- Support Total Communication
 - Honoring multiple forms of communication:
 - ASL
 - AAC
 - Gestures
 - Facial Expressions
- Be Curious



Caregiver Recommendations: Less Verbal Individuals

- Get involved with a local organizations
- Attend seminars on best practices for individuals and read the Woodbine books on Down Syndrome
- Reach out to parents who had older adults Down Syndrome and learn as much as you can
- Give them home responsibilities: self-care, room, and household chores like cleaning the kitchen, vacuuming, and recycling
- Has not used his AAC device as much as we have hoped. Expressive language is limited to greetings, names of people and foods, but he knows how to follow a visual schedule, read a calendar and tell time.
- Still deal with stubborn behaviors. Remaining calm and building extra time in for transitions is helpful

Other individuals that are less verbal have books they write in, take pictures of daily activities, have cue cards or utilize other visuals so they can communicate in other ways



Envision What Your Adult Child's Life Will
Look Like

Identify Adult Services Needed Post-School

Instruction	Related Services	Community Experiences	Employment	Adult/Daily Living	Course of Study
Continuing education including academic skills, social skills, self determination are important post-graduation	OT, Speech, Social Work, etc. provide services that support post-secondary goals	Get involved in social groups and activities (ex. Special Olympics, Best Buddies), and other organizations in your community, etc. Get them involved in regular community outings like shopping and appointments.	Explore and experience career options by gaining work experiences through volunteering, job shadows, internships, mock interviews, job trials, etc.	Focus on activities that teach daily living skills including hygiene, health and safety, money management, navigating the community, cooking, household chores	Specific courses or college programs might be helpful to support post-secondary goals.

Caregiver's Role in Developing Career Goals

- Involve them in daily tasks such as cooking, cleaning, budgeting, shopping, etc.
- Provide opportunities to make choices about routines, clothing, meals, and leisure activities.
- Teach financial literacy, including using and managing money, using bank accounts, and saving.
- Connect with adult service providers and continuing education programs for ongoing support
- Encourage community involvement through clubs, social groups, or volunteering to build social networks and confidence.

Health &
Wellness

Part-time or
Full-time
Employment

Transportation

Continuing
Education

Think about what their days will look like.

Consider what you want for your adult child and what they want for themselves.

Everything impacts employment, and all of these are important for independence. They can make friends at work to build social skills, being active at jobs supports health and wellness, and vice versa!

Social Life and
Community
Involvement

Family &
Friends
supports

Home Life

Support from
Community
Agencies

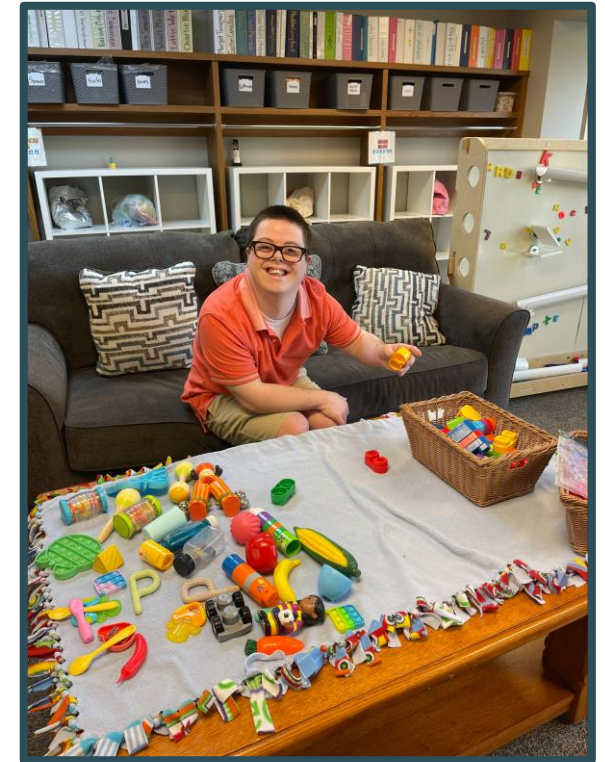
Create a Schedule with Meaningful Activities: Useful for All Ages

- Employment or job training
- Postsecondary education or learning opportunities
- Daily living skills
- Community involvement or volunteering
- Social time with friends
- Exercise or recreation
- Hobbies or personal interests
- Family time
- Rest and self-care

Monday	Tuesday	Wednesday	Thursday	Friday
Continuing Education Program		Continuing Education Program		Community College Elective Classes
	Work 1-4		Work 1-4	Work 1-4
Gym Workout	Walk Dog	Gym Workout	Walk Dog	Outside/Exercise – Leisure Activity
Laundry	Clean Room	Vacuum	Dishwasher	Trash
		Special Olympics Bowling	Family time – favorite show	Friend Hangout

Testimonial: Provide Variety for a Fulfilling Schedule

- Had the same fears as many new parents, but learned with time, patience, and the help of a team of dedicated and caring professionals, there's nothing he can't achieve.
- Our dream is really his dream - independence and full inclusion in the community.
- Worked a few hours per week with job coaching in his 18-21 program and was able to try working in different settings to find the best fit.
- After graduation, he completed a transition program at our local college that focused on career and independent living skills.
- Was hired at an ice cream shop that employs individuals with disabilities 2 days per week. He also began work with another non-profit devoted to developing job skills 2 other days of the week. All of these experiences have built his skill set and confidence.
- Discovered a talent for working with the public and children, which led to his career goal of obtaining a job working with kids. He began a **THIRD** job working 2 days a week with a Day School as a Teacher's Assistant for preschoolers.
- He's working 6 days per week and spending his one day off creating content for his social media accounts. He plans to take childcare courses the Day School offers as career advancement to be promoted and counted in classroom ratios.



Vocational Training Start At Home

Soft Skills Are Essential For Any Job

Top Expectations of Employers

Appropriate Workplace Behaviors

- Follows directions and accepts feedback
- Communicates well with others and understands non-verbal cues
- Understands and displays professional work behaviors compared to what is acceptable at home or social settings – ex. asking for hugs
- Maintains hygiene and appearance
- Demonstrates appropriate relationships

Emotional Regulation

- Handles stress by practicing coping skills
- Can problem solve situations
- Asks for help when needed

Stamina and Concentration

- Motivated to work and a self-starter
- Can stay focused on a task and sit/stand for longer periods of time

Job coaches can help teach a task, but these foundational essential skills are difficult to train in a short amount of time, and they can all impact employment and affect one another.

For a comprehensive list of transferable skills, please watch my [**Preparing Children and Adults with Down Syndrome for Employment**](#) presentation on the NDSS website.



Technical Skills To Teach At Home

Chores

Many tasks completed at home are the base of skills used in future jobs.

Use choice boards and task lists

You are laying the ground work!

Working from Home Choice Board 5



Technical Skills

Simple Locks
1-3 Numbers
Letters
Lock and Key



Nametags
Magnetic
Clip On
Safety Pin



Assembling Work Attire
Tying Aprons



Practice Using Visuals

Visuals

Task Lists

- Notes/Password App
 - Username/Passwords
- Pocket-sized cards
 - Assists with routines
 - Make multiple copies

Social Stories

- Professional behaviors, learning expectations

Timers and Alarms

- ☐ Put clean dishes away
- ☐ Sweep kitchen
- ☐ Vacuum bedroom
- ☐ Pack lunch

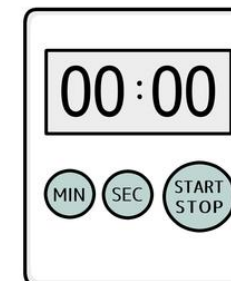
Hang Coat



Clock In



Wash Hands



Visual Reminders

Written and visual reminders are environmental cues help support an individual's success and independence in the least intrusive way.



- ☐ Wipe tables and chairs
- ☐ Refill beverages
- ☐ Sweep floors
- ☐ Stock condiment carts

Other:

- ☐ Take out trash
- ☐ Sanitize play place
- ☐ Sanitize highchairs
- ☐ Clean booths/chairs
- ☐ Clean windowsills

After These are Finished:

- ☐ Cobb salad kits
- ☐ Southwest salad
- ☐ Market
- ☐ Kids bags

Workplace Visual Supports

Kid's Bags



Ben's Checklist

- 1. Clock In
- 2. Wash Hands
- 3. Put Large Gloves On

Kids Bags



Utensil Bags



Liners on Trays



Stock Sauces



Wipe Trays



Wipe Tables



Sweep Floor



Clean Windows



Offer Customers Sauces



**If i get 2 thumbs up for the day
then I can pick 1 reward.**

Monday Check at 11:00 AM	Monday Check at 11:45 AM	Monday Check at 11:00 AM	Monday Check at 11:45 AM
Wednesday Check at 11:00 AM	Wednesday Check at 11:45 AM	Wednesday Check at 11:00 AM	Wednesday Check at 11:45 AM

Why Visuals?



We Use Visuals Everyday!



Tips and Strategies To Use In The Home

Chunking

Give 2-3 tasks
at a time

Once the initial
tasks have
been mastered,
add 2-3 more

This is how people
memorize telephone
numbers!

913-689-5555

“Chunking” allows
complex tasks
to become
simple



Tooth Brushing

- Turn on faucet
- Rinse toothbrush
- Turn off faucet
- Remove cap from tooth paste
- Apply toothpaste to brush
- Replace cap
- Insert brush into mouth
- Brush teeth for 2 minutes
- Turn on faucet
- Spit
- Rinse mouth
- Rinse brush

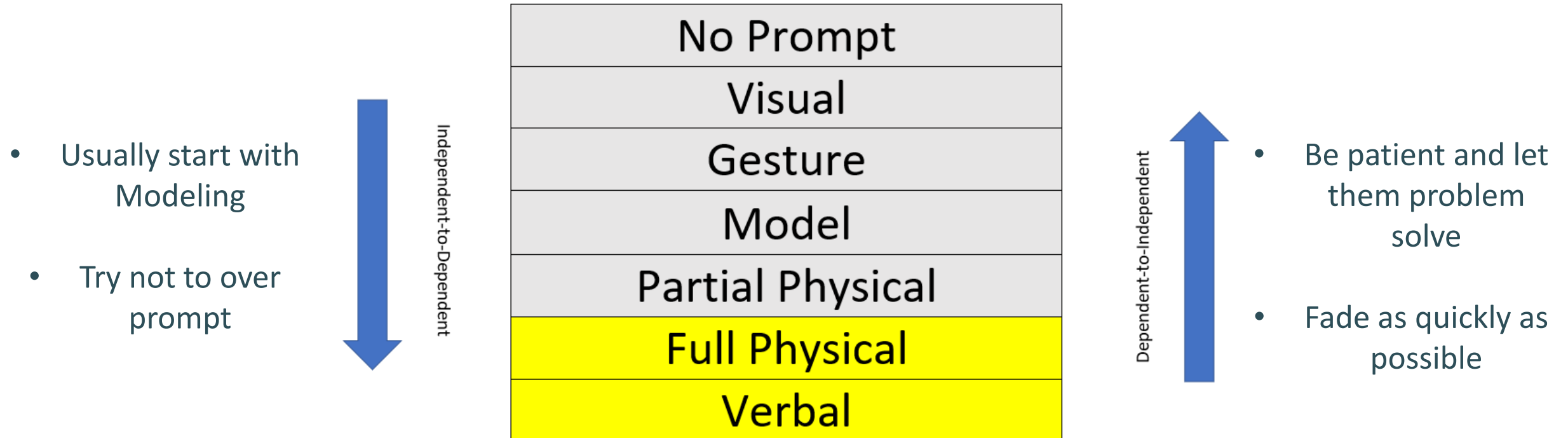
Set Up The Environment To Optimize Skill Development

- Missing Item
 - Requires them to ask you or find it themselves
- Let them run out of supplies
 - Requires them to problem solve and find more or ask you and not just wait around
- Ask them to complete tasks and check in with you

We all want to jump in and help, but when we do this, they become prompt dependent, and it takes away a learning opportunity for them.

Less is better! When you feel like you're doing nothing, that's a good sign they're gaining independence.

Prompt Fading for Caregivers



Prompt Fading Example: Putting Dishes Away

- **1st Time - Model:** Demonstrate how to unload the dishwasher by showing how to sort dishes and organize them in the kitchen
- **2nd Time - Gesture:** They start pulling dishes out, and you point to where they go.
- **3rd Time - Visuals:** Put laminated pictures or written labels on cabinets or drawers to show where they are stored



Parent Testimonial: Career Development

- Began by doing jobs for neighbors
- Received vocational training through Apprenticeship Program and working part-time at the Chiefs and Royals with a job coach
- Spoke about her employment journey at an event and offered a part-time position on the Kansas Council as an Advocacy Coordinator
- As a state employee, she meets with local and national disability organizations, writes speeches, participates in webinars, provides self-advocacy training sessions, and coordinates conferences for self-advocates
- For her—and for many others—creating a full and meaningful life often means exploring different jobs, hobbies, and activities that bring joy and purpose. It can take time, and families may need to seek out opportunities and try a variety of options to discover what really makes their child happy.



Parent Testimonial (cont.)

- Advocated for speech services even into her adult years.
- Didn't allow the school, family members or friends to accept behavior that wasn't okay.
- Sometimes they need accommodations, but they still can learn, just slower. For example, she's doing a self-paced class at the local community college.
- We as parents need to provide social options. If you see children who are naturally drawn to your child, reach out and offer fun outings.
- Enjoys working in local theatre and has been cast in a few community productions through auditions.
- There are so many things your child can do very successfully: scouts, theatre, dancing, sports - anything they are interested in.
- Every person is gifted at something. Look for opportunities to let them grow their gifts, talents, and dreams. Let your child hear you talk about their gifts with others, not just praise them.



Obtaining Employment

Identifying Interests and Preferred Environments

Assess likes, dislikes, and places they like to go by taking them to a variety of businesses

- Don't just go off what they say - expand generalizations – picture interest inventories are good, but sometimes misleading
- Ideas of jobs might be misconstrued
 - Example: Pet store-like animals, but doesn't want to clean up mess; loves KC Chiefs, but doesn't get to watch game

Think about the underlying skill/foundational root, not just the surface-level activity

- Example: Thought I wanted to be a doctor, but I just liked helping people. An individual thought she wanted to work in an office, but loved a warehouse because she felt productive working with her hands and seeing a finished product

Is their interest a strength or distraction?

- Example: Love fashion but would shop for clothes instead of hang them

Areas of employment that might be harder to get into

- Example: Actor/Singer-Make a plan on how to achieve the goal or know it's okay to have hobbies or volunteer somewhere – we all have things like this in our lives!

The best way to explore is by going to familiar and unfamiliar places and participating in a variety of activities with many different people!



Find Jobs That Check These Boxes

- ✓ **Jobs They Like**
- ✓ **Tasks They're Good At**
- ✓ **Work That's Meaningful To Them**

Where do I start looking for a job?

- Start in your neighborhood! Tour stores and identify jobs people are working
- Job Shadowing/Informational Interviews – learn about a job from an experienced employee by observing them and asking questions
- Volunteering
- Work Experience/Internships – great for Job Discovery!
- Working Interviews - work partial shift to try job instead of formal interview, or get tour of company to learn more about tasks and environment

Common Job Sites

Grocery Stores

- Bagging Groceries
- Facing and Stocking

Retail

- Processing Shipment
- Stocking

Assisted Living Homes

- Companion/Dining

Hotels/Hospitality

- Housekeeping

Home and Garden

- Watering plants

Sporting Events

- Scanning tickets

Hospitals

- Administrative Work/Dining

Pet Stores

- Feeding, walking and cleaning up after animals

Banks/Offices

- Sort and deliver mail, stuff envelopes

Restaurants, Coffee Shops, Bakeries

- Bussing tables
- Food prep
- Dishwashing

Individuals can work in many other different places! A lot of our own first jobs were in these areas, but we may no longer be in those positions. We want to encourage career development, just like how we have the opportunity to advance in our careers. Your first job does not have to be your last.



Challenge Assumptions

- Support this level of growth by having them try a variety of activities even if you think they may not like it. They may surprise you!
- Observe how they act in environments
 - What does their body language look like?
 - Try something more than once; they may get more comfortable
 - Self-reflection
 - If it's difficult for them to identify how they feel, use visuals
- Ask How You Can Best Support Them
- Let Them Explore, Succeed and Fail
 - Process of elimination is okay
 - Try to not generalize – not all businesses are the same
 - Challenge what is “realistic” or “normal” – don’t put limitations on what we think is achievable



How To Access Employment Supports

Meet With Your Local Agency – “One-stop-Shop” – Federal and State Programs Provide Funding

- Community Developmental Disabilities Organization (KS)
- Kansas City Regional Offices (MO)
- Called something different in each state so it can be difficult to search for – talk and learn from other families. There are even county specific agencies with funding to support individuals in employment

Vocational Rehabilitation (VR)

- Counselors create career plan with goals, assist with job development and supported employment (job coaching)
- Provide prevocational training, assistance with resumes, job applications, job searching/interviews, paying for interview clothing, technology needs, on-the-job support, etc.

How To Access Employment Supports

Developmental Disabilities Association (DDA) – Medicaid, Waivers, Managed Care Organizations

- Coordinators can provide similar supports as VR, but Medicaid & waiver funding typically begin after someone has gone through Vocational Rehabilitation and it's determined they need continued support past 90 days of employment or they did not qualify for VR due to the amount of supports needed
- Benefits Specialists – You can work and not lose your benefits! Meet with a benefits specialist to learn how.

Local Non-Profit Organizations

- Free or Private Pay – Examples: Project Search, Best Buddies

Staff that work at these agencies are called, Employment Specialists, Case Coordinators, Counselors, Job Developers, etc. act as a professional liaison between the employer and the individual

Not getting anywhere? Ask for a different counselor or seek out a different provider

Finding Employment (cont.)

Create or update resume

- Do it together; do not do it for them.
- Video resumes using iMovie, Google templates
- Use professional language and emphasize skill they developed and what they learned
 - “Cleaned tables and trays” could be “Ensured business complied with environmental sanitation requirements by performing a variety of cleaning duties in a hospital setting”

Assist with applications

- Some have online assessments
- Again, do it together; try not to do it for them.

Prepare for the interview

- Ask common interview questions
- Have a friend call in and practice a phone interview

Have a transportation plan

- Paratransit services
- Rideshare
- Connect with individuals in your community

Parent Testimonial: Post-Grad Journey

- First job was at KFC when she was 16, just like so many other teenagers
- Took vocational classes, completed internships, and part-time jobs
- Wanted to go to college visits with her friends. Attended a college program at a university. It helped her be independent and responsible.
- Always tried to encourage to do things that would give her skills that she could use in life and got her involved in programs with our local organizations that would help her be independent doing things. I was perfectly capable of teaching her but that she didn't want to hear from me!
- Has a job with a hospital in their weight management clinic. She knew people there because over the years she had been in their studies. She is enjoying helping with their podcast, social media, and managing their study participants.
- I have been her Uber driver. Unfortunately, transportation remains a major issue. She's also been very involved in social activities like Miss Amazing beauty pageants.



Maintaining Employment

Helping Your Loved One Keep Their Job

When issues occur at work, it typically has nothing to do with the job itself.

Examples include:

- Hygiene – wiping your nose and then touching the food instead of washing hands or wearing gloves
- Understanding Rules –taking a candy bar off the shelf and eating it during your shift instead of buying it and eating it on your break
- Behaviors – eating food off trays when bussing tables instead of throwing it away

Helping Your Loved One Keep Their Job

How to avoid these issues:

- Choose a different workplace environment where that is not an issue
- Learn the rules of that environment
- Keep good communication with the employer to resolve issues in the beginning before they become a bigger problem, continue doing routine check ins
- Things can look worse than they really are, usually not intentional behavior -Example: Coming back from break late consistently looks bad, but can be easily fixed by setting an alarm earlier
- Expect turnover of natural supports, managers/supervisors and try to be as proactive as possible



Career Advancement

Helping Your Loved One Keep Their Job and Advance In Their Career

- Encourage participation in professional development opportunities
 - Ex. Teacher Assistant promoted to Staff Ratio after completing childcare courses
- Help your loved one set short-term and long-term career goals
- Celebrate milestones and progress to reinforce motivation
 - Ex. Employee of the Month, Work Anniversaries, etc.
 - Employers see their value

Cross-Training and Role Expansion

- Avoid Hours Getting Cut or Elimination of Positions
- Expect their job to change
 - Example: Self-checkouts eliminating need for baggers
 - Restaurants building more drive-thrus instead of having lobbies
- Always be teaching new skills so they could transfer to another position in company if needed
 - Example: Practice facing and stocking items in grocery store instead of just bagging



Career Advancement

- People's Interest May Change
 - Focus on developing their character instead of solely skill building
 - Who they are is just as important as the skills they've developed
- Individuals May Want To Learn Something New
 - They are going to be in employment longer than they were in school
- Their Role May Need To Be Adapted
 - Different jobs are okay for different stages of life

Parent Testimonial: The Older Years

- Raised her to have the same opportunities and responsibilities as any child without a disability.
- Advocated for her to attend her elementary school and be included in classes.
- Had 15 years previous experience working at a supermarket, but the pandemic caused her to stop working. After moving and enrolling in a continuing education program two days per week, she became an Administrative Assistant one day a week at a Down syndrome organization.
- She then got a job working at a hospital and expanded her role by working in different departments there regarding studies and resources for individuals with Down syndrome. She also participates in group fitness to help with stamina and endurance.
- Became a member of the Kansas Council for Developmental Disabilities sharing her employment journey. This helped her regain people skills, grow her self-confidence and ability to be flexible (uses a Velcro task list). Work has enhanced her life and sense of self-worth and the jobs have broadened her horizons, including work trips to Washington, D.C. and Spain!

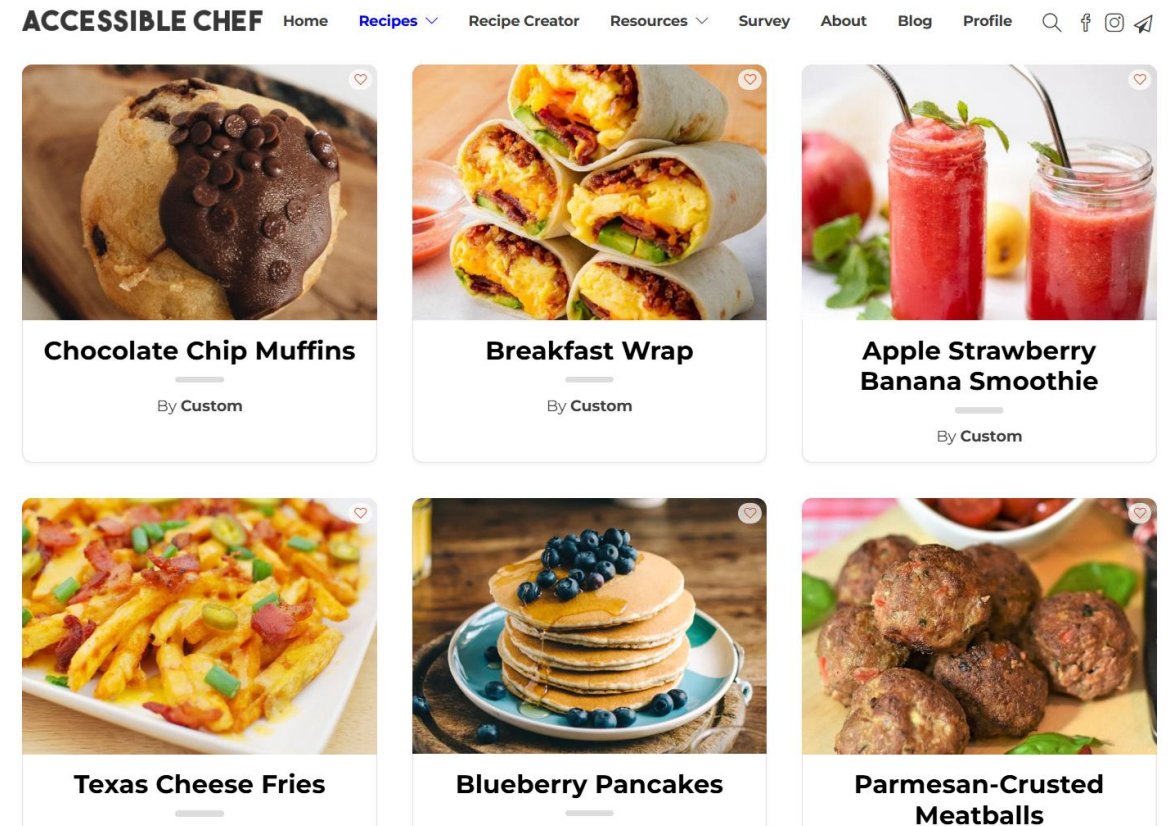


Resources

Resources

[Accessiblechef.com/recipes/](https://accessiblechef.com/recipes/)

Free visual recipes and are great for multi-step directions and other transferable skills

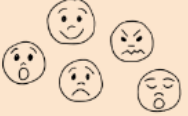


Chore Chart

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 Clean Room							
 Clear the Table							
 Load/Unload Dishwasher							
 Tidy entryway							

Resources

Self-Care Check-In

 How much water are you drinking?	 A little	 Some	 A lot
 Have you moved your body?	 A little	 Some	 A lot
 How much energy do you have?	 Not enough energy	 Just right energy	 Too much energy
 How is your overall mood?	 Bad mood	 Ok mood	 Good mood

- Helps adults connect that how we take care of our body affects our mood and energy
- Helpful for self-regulation as they become more independent

Resources

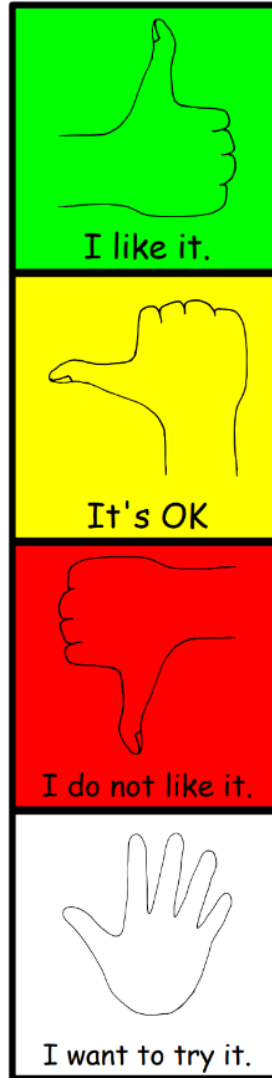
My Happiness Triggers



- Things you can think about to stay positive when you are having a hard time or a bad day
- Activities you can do later during free time
- This is a simple coping strategy that can be taken to work

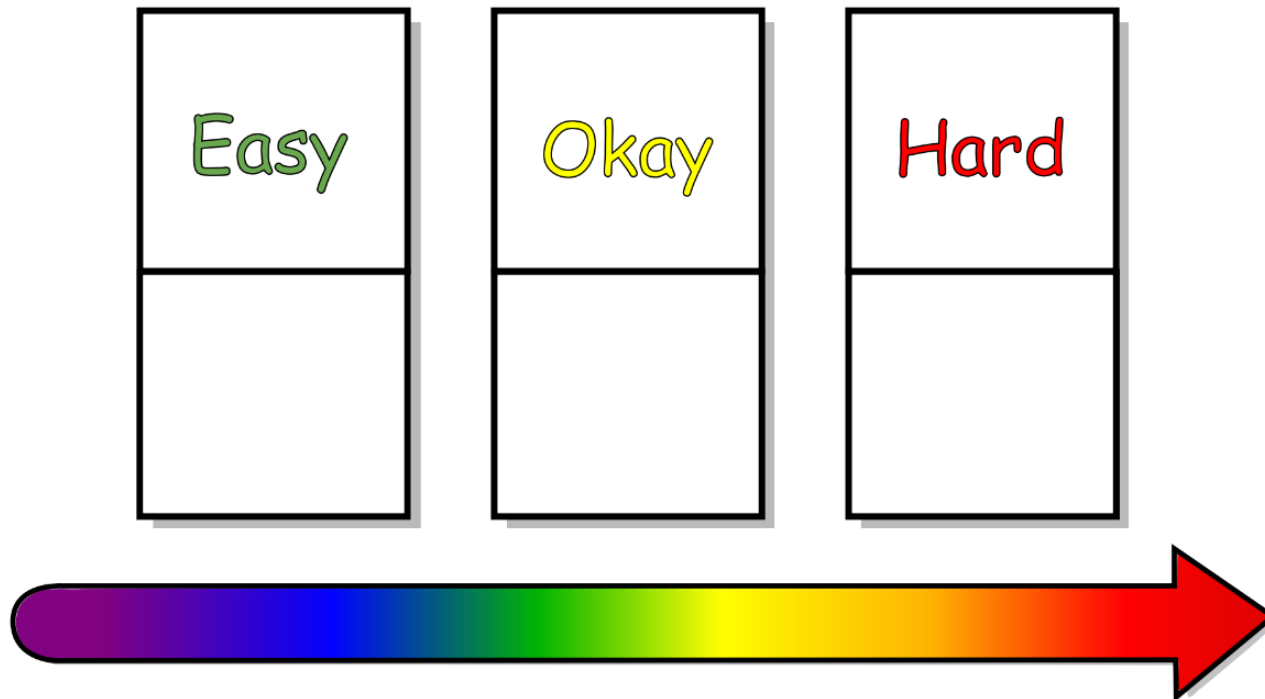
Resources

Like it/Don't like it



Encourages self-advocacy regarding preferences

Resources



Helps communicate how they feel about a task or a job experience to better pinpoint where they need help or where they may need to make a change

- Interest Inventories

- Ideal Conditions of Employment



DOWN SYNDROME
INNOVATIONS

Additional Resources

- Rehabilitation Services Administration
 - <https://rsa.ed.gov/about/states>
- Job Accommodation Network
 - <https://askjan.org/>
- Pacer Center
 - <https://www.pacer.org/employment/>

Online Skill-Building Tools and Activities

- [Boom Cards](#) – Interactive Computer/iPad Games
- [Teachers Pay Teachers](#) – Premade Visuals and Resources
- [Lessonpix](#) – Premade or Create Your Own Visuals
- **Use What You Already Have At Home!**
 - Calendars, Smart Phones or Smart Watches for Timers, Reminders, Alarms, Tasks Lists



Morning Routine		
1.		Go to the bathroom
2.		Brush teeth
3.		Brush hair
4.		Put on deodorant
5.		Get dressed

Action Items:

1. Reflect on how you're currently supporting your loved one and identify opportunities to encourage greater autonomy, decision-making, and exploration of employment interests and goals.
2. Connect with your local organizations.
3. Encourage your loved one to participate in extra-curricular activities that focus on social relationships, mental health, physical health, etc. All of these areas impact their employability, independence and quality of life.

References

Deboom, Megan, BCBA, Down Syndrome Innovations Director of Therapeutic Services, *Disability in the Community*. 17 October 2024.

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Questions or Want to Learn More about Down Syndrome Innovations?

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