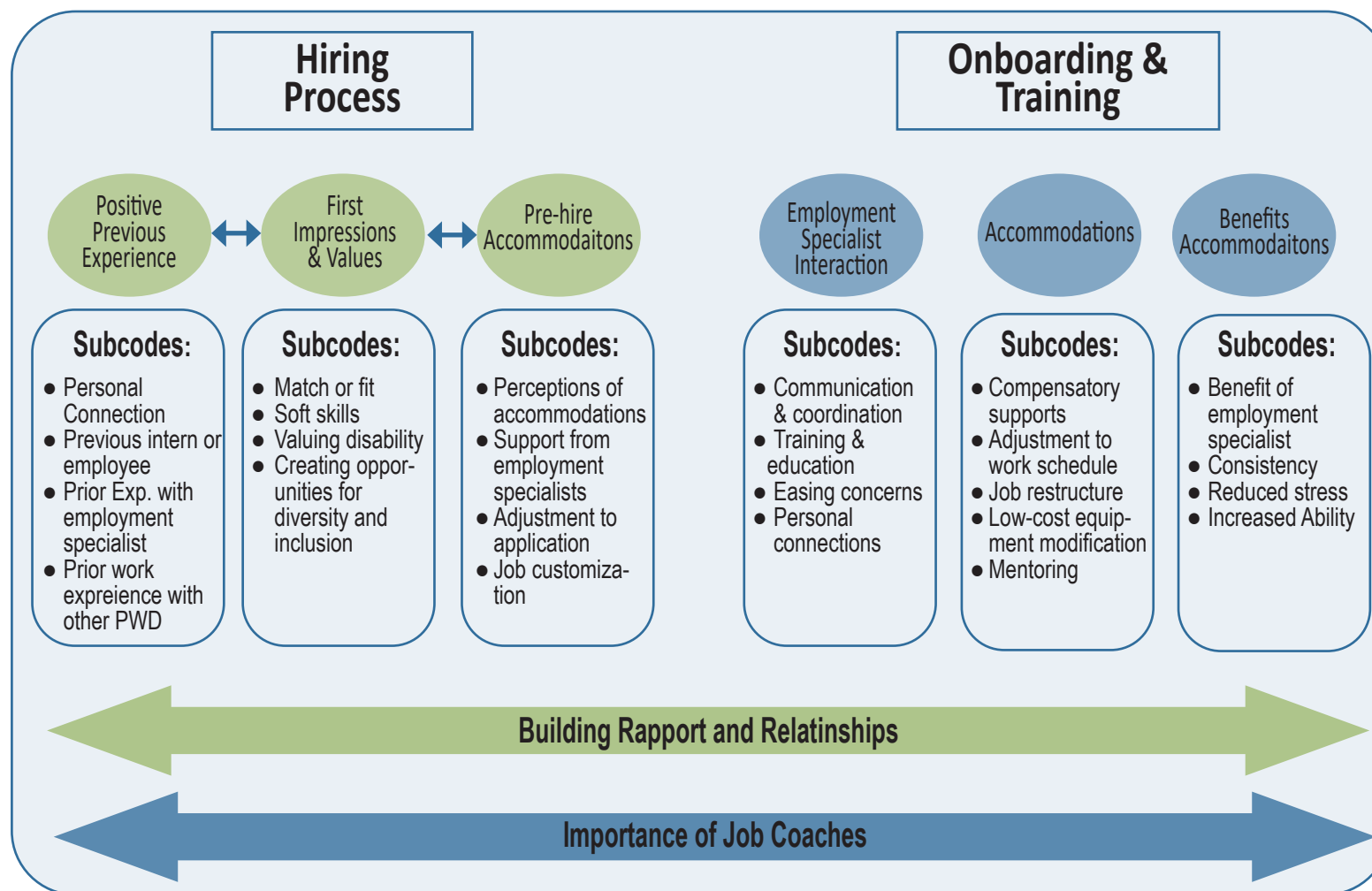


VCU-RRTC on Employment of Persons with Intellectual and Developmental Disabilities

Research Study #2

The following visual illustrates key themes identified through interviews with employers who have hired someone with a disability. The interviews explored how employers make the decision to hire and accommodate workers with disabilities, and what practices help create a successful business relationship. The visual emphasizes the importance of building rapport and strong relationships, as well as the vital role that the Employment Specialist plays in creating a positive experience throughout the hiring and onboarding process.

Learn More at
<https://idd.vcurrctc.org/research/rs2.cfm>



Brooke, A. M., Taylor, J. P., Inge, K., Wright, T., Wehman, P., McDonough, J., & Brooke, V. (2025). Employer Perceptions of Hiring and Initial Support of Employees With Disabilities. *Rehabilitation Counseling Bulletin*, 68(4), 249-261. <https://doi.org/10.1177/00343552241265317>