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## **An explorative study to understand the employment conditions and concerns of adults with mild intellectual disability (MID) in Singapore**

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**Introduction/Rationale:** The convention on the Rights of Persons with Disabilities (CRPD) upholds the rights that persons with disabilities should have an equal basis with others, regardless of their disability. This article emphasises that persons with disabilities should have the opportunity to live in an open, inclusive and accessible labour market and work environment.

**Objectives:** To find out the conditions and concerns of adults with mild intellectual disability in employment sectors, and exploring the possibilities of enhancing occupational therapy employment support in employment sectors.

To understand the types and extent of skill upgrade and career advancement opportunities for persons with mild intellectual disability

To understand the need and expectation of the employer to employ persons with mild intellectual disability

**Method/Approach:** 20 participants (Employers, Job coaches and Persons with MID) from employment sectors (Food & Beverage, Horticulture, Retail Operations and Hotel & Accommodation) were interviewed by the occupational therapist using a series of questions to find out their views about various aspects of the employment such as finding a job, career development and attitude of colleagues in various work places.

**Results/Practice Implications:** Working with employers who are willing to make reasonable accommodations will increase the confidence and independence of employees with disabilities. This will in turn empower employee to enjoy working life.

**Conclusion:** Deeper understanding on the employment conditions and concerns of adults with mild intellectual disability can promote productivity amongst persons with disabilities. The government, employers, VWOs and committed individuals must work together to promote employment opportunities for people with disabilities.