

Intellectual disability (Intellectual developmental disorder) is a disability characterized by deficits in intellectual and adaptive functioning compared to peers of the same age. Intellectual disability is not an illness, and it cannot be helped by medical intervention.

Severe Intellectual Disability

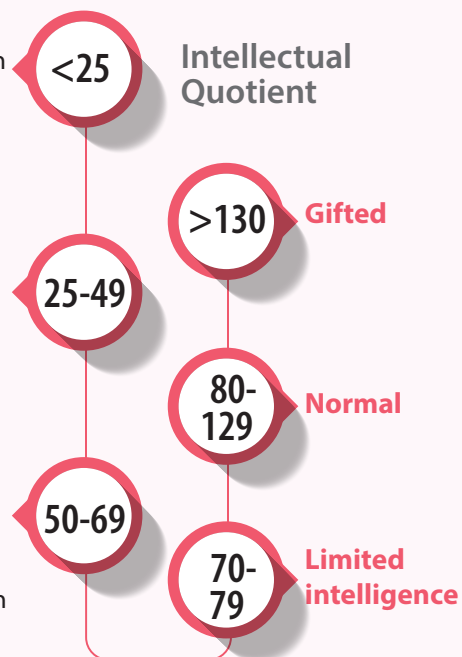
- Mental age below 3 years old
- Lacking self-care, learning and communication ability, and may have difficulties in continence and mobility
- Reliance on caregivers for daily living

Moderate Intellectual Disability

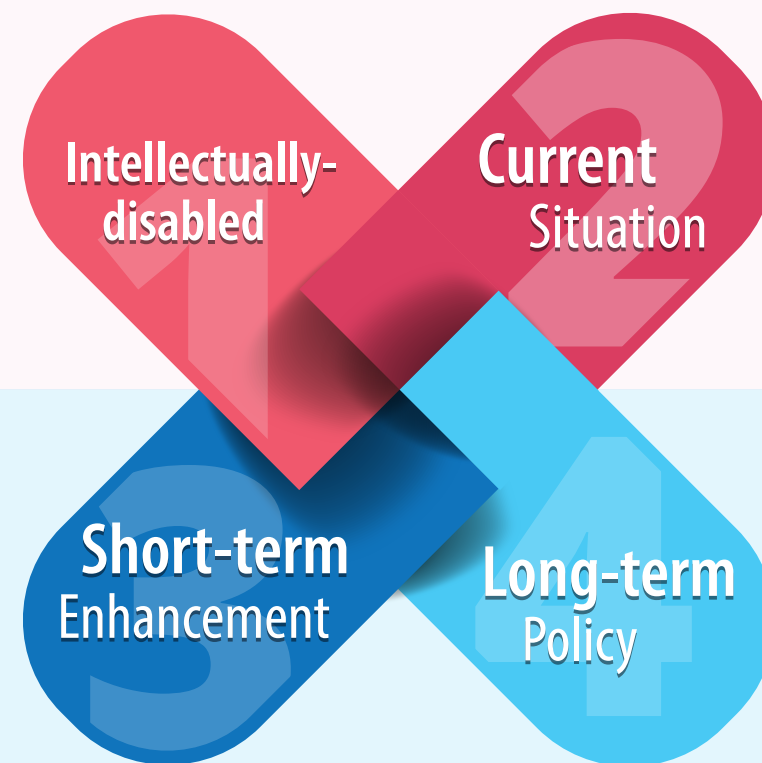
- Mental age from about 3 to 9 years old
- Significant difficulties in self-care, learning and communication, and inability to understand abstract concepts
- Ability to manage daily living with the aid of others

Mild Intellectual Disability

- Mental age from about 9 to 12 years old
- Basic self-care ability, but may have difficulties in understanding and expressing abstract concepts
- Ability to handle simple job tasks and maintain good social relationship

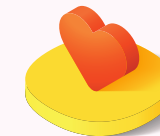


Open Employment Challenges for Intellectually-disabled (ID) Youth in Hong Kong



ID Youth

- Inept at dealing with interpersonal relationships
- Need longer time to adapt to job
- Need extra care and understanding
- Need job accommodation



Parents

- Over-protection of their children



Employers and Colleagues

- Ill-informed about the characteristics and strengths of ID youths
- Need to promote acceptance of ID colleagues
- May need to provide job accommodation for ID youths



Service Organisations

- Only provide 6-month follow-up support
- Rely on their own to expand job varieties



Government

- Insufficient promotion about the ID employment methods and follow-up support
- Insufficient flexibility of the system of social assistance



Society

- Lack of understanding
- Limited acceptance



- Encourage volunteering among the unemployed
- Strategically campaign for the employment of ID youth
- Hire recruitment consultancy to identify potential roles and tasks in industries and business
- Create an integrated employment platform
- Institutionalise the role of on-site coach
- Extend employment support period



- Establish the position of job coach and provide related professional training
- Develop individual casework of employment service users
- Allow for flexibility of the employment support period
- Improve the system of social assistance for people with disabilities/ID
- Improve the linkage and flow between services
- Compile data bank of the intellectually-disabled