SUPPLEMENTARY MATERIAL

This study utilizes the IAOE-J. Considering the respondents with intellectual disability, the text and wording were designed to be easy to understand, as follows.

Please answer the following questions regarding the need for support for persons with intellectual disabilities. For each item, please choose one from the following five options: 1 = not at all, 2 = not very much, 3 = undecided, 4 = somewhat, and 5 = frequently.

I. CLIENT SUBSYSTEM

1)	Intellectual level assessment by tests

2)	Vocational interest assessment by vocational interest tests

3)	Assessment of vocational aptitude by means of vocational aptitude tests

4)	Implementation of tests for academic abilities, such as Kanji tests and computational abilities

5)	Assessment of vocational competence by observational assessment of work samples and training

6)	Personality tendency assessment by personality tests

7)	Support regarding the conditions of hygiene management, such as bathing, grooming, and shaving

8)	Support regarding the status of skill acquisition required for living alone, such as diet, laundry, and maintenance of rhythm of life

9)	Support for understanding disorder names and disability characteristics and knowing the circumstances, such as the ability to explain them to others

10)	Support for communication, such as greetings, reporting, liaison, and consultation, is possible

11)	Support for the state of interpersonal affairs, such as excessive reliance on others, estrangement, honesty, or diligence

12)	Support of health, monetary management, and lifestyle, among others

13)	Support for the acquisition of skills required for workplace adaptation

14)	Support for mobility by public transport, such as trains, and buses, among others

15)	Support for maintaining motivation for employment, such as parental persuasion, financial need, and because friends are also working

II. HEALTH SUBSYSTEM

1)	Support for the person's major disabilities, including upper and lower limb deficits, autism disorder, schizophrenia, and memory impairment

2)	Support for secondary disabilities, such as depressive feelings and interpersonal anxiety caused by the disability

3)	Support of psychiatric symptoms, such as mental weakness, excessive anxiety, and tension

4)	Support for the use of assistive devices, such as wheelchairs, orthoses, canes, and hearing aids

5)   Support for the use of prosthetic limb orthoses

6)   Support for the use of assistive devices

III. EDUCATION SUBSYSTEM

1)   Support for qualifications and skill acquisition at communication and local lifelong learning centers

2)   Support for education to complete high school graduation and high school graduation certification exams, among others

3)   Support for education in colleges, such as junior college, graduate school, and so on

4)   Support for undertaking occupational training and public occupational training (including occupational training for persons with disabilities) at private facilities

5)   Support for training using actual workplaces, such as workplace training systems and off-site support

6)   Support for job coaching support

IV. FAMILY SUBSYSTEM

1)   Support for understanding the relationship between the person and their family, especially the relationship with the person's family

2)   Support for understanding the relationship between the family and person, especially the relationship of the family with the person

3)   Support for communication with families

4)   Support for the family environment and adaptation status of the person in the family

5)   Support for economic poverty

6)   Support for the person's need for care

7)   Support for personal childcare needs

V. SOCIETY SUBSYSTEM

1)   Checking if there is an issue because the language used is not Japanese

2)   Support for issues that arise because the language used is not Japanese

3)   Checking if there are cultural differences and racial challenges

4)   Support for issues arising from cultural differences and race

5)   Checking for ethical problems, such as crime and unethical behavior

6)   Support for ethical problems, such as crime and unethical behavior

7)   Checking if there are challenges arising from religious beliefs

8)   Support for challenges arising from religious beliefs

9)   Support for interactions with surrounding people

10)   Support for providing information on community resources, such as meetings and alcoholics anonymous groups, by persons involved in each disorder

VI. EMPLOYER SUBSYSTEM

1)   Support for communicating intentions and organizational structure within a working company

2)   Support for employers, managers, and human resources personnel against lack of understanding of disabilities and prejudice

3)   Support for lack of understanding and prejudice for a coworker's disability

4)   Support for collaboration with labor unions and other internal organizations

5)   Support for an environmental and physical barriers, such as steps, stairs, and restrooms, and the need for support

6)   Support for expanding jobs and the need for support for career development

7)   Support for adjustment of job content and job redesign (including the introduction of reading software and placement of an expanded reader)

8)   Support for the organization and analysis of job details and work schedules, among others

VII. PLACEMENT SUBSYSTEM

1)   Support for providing information for examining desired job assignments, such as employment cases for persons with disabilities

2)   Support for providing information on the content of workplace support provided by each support institution

3)   Support for providing information provision of support agencies to support employment in the community

4)   Support for consultations and counseling for job selection and engagement

5)   Support for not only the acquisition of job skills but also for interpersonal life and medical aspects required in employment

6)   Support for job seeking and checking if the person is able to search for jobs using Hello Work, among others

7)   Support for difficulties that occur in the workplace

VIII. FUNDING SUBSYSTEM

1)   Support for receiving scholarships and financial help from the national and local governments

2)   Support for receiving loan scholarships

3)   Support for receiving amortization-type scholarships

4)   Support for receiving public assistance

5)   Support for receiving a disability pension

6)   Support for registration with the Public Employment Security Office

7)   Support for the use of economic assistance from other countries

8)   Support for the receipt of employment insurance

9)   Support for the use of vocational rehabilitation services

10)   Support for the use of life insurance, among others

11)   Support for understanding social welfare agencies and other private support organizations

12)   Support for the use of community resources

13)   Support for obtaining help from friends and family