



**AUTISM
SPEAKS®**

National Trends in Employment

The 3rd Annual Central Massachusetts Autism Summit
presented by HMEA, Inc.

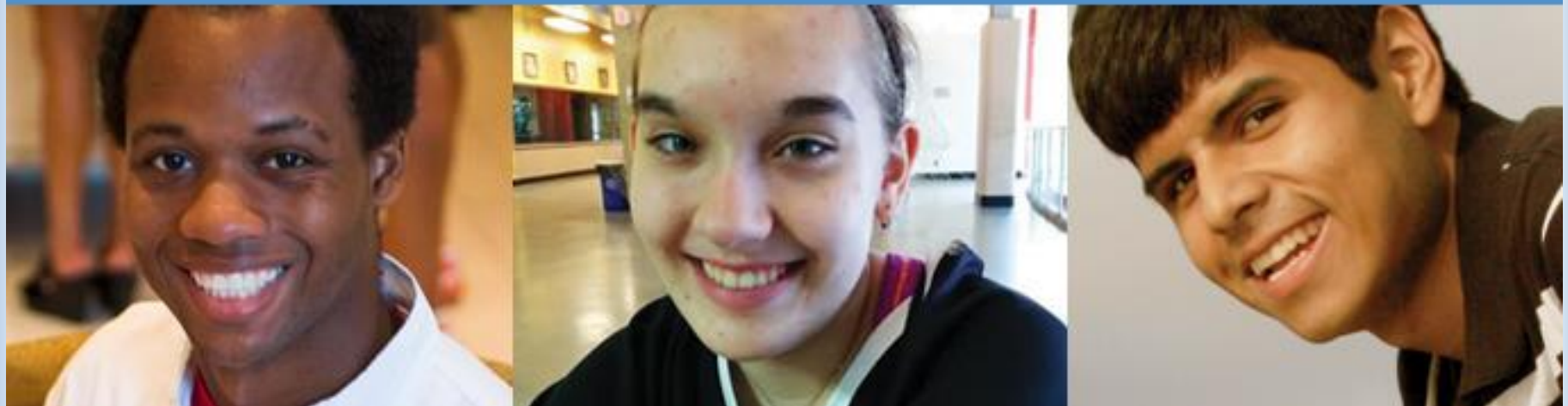
HIRE AND HIGHER:

Leveraging the 'Autism Advantage' to
Meet the Region's Workforce Demands

TUES APR 11 17 College of the Holy Cross • Worcester, MA



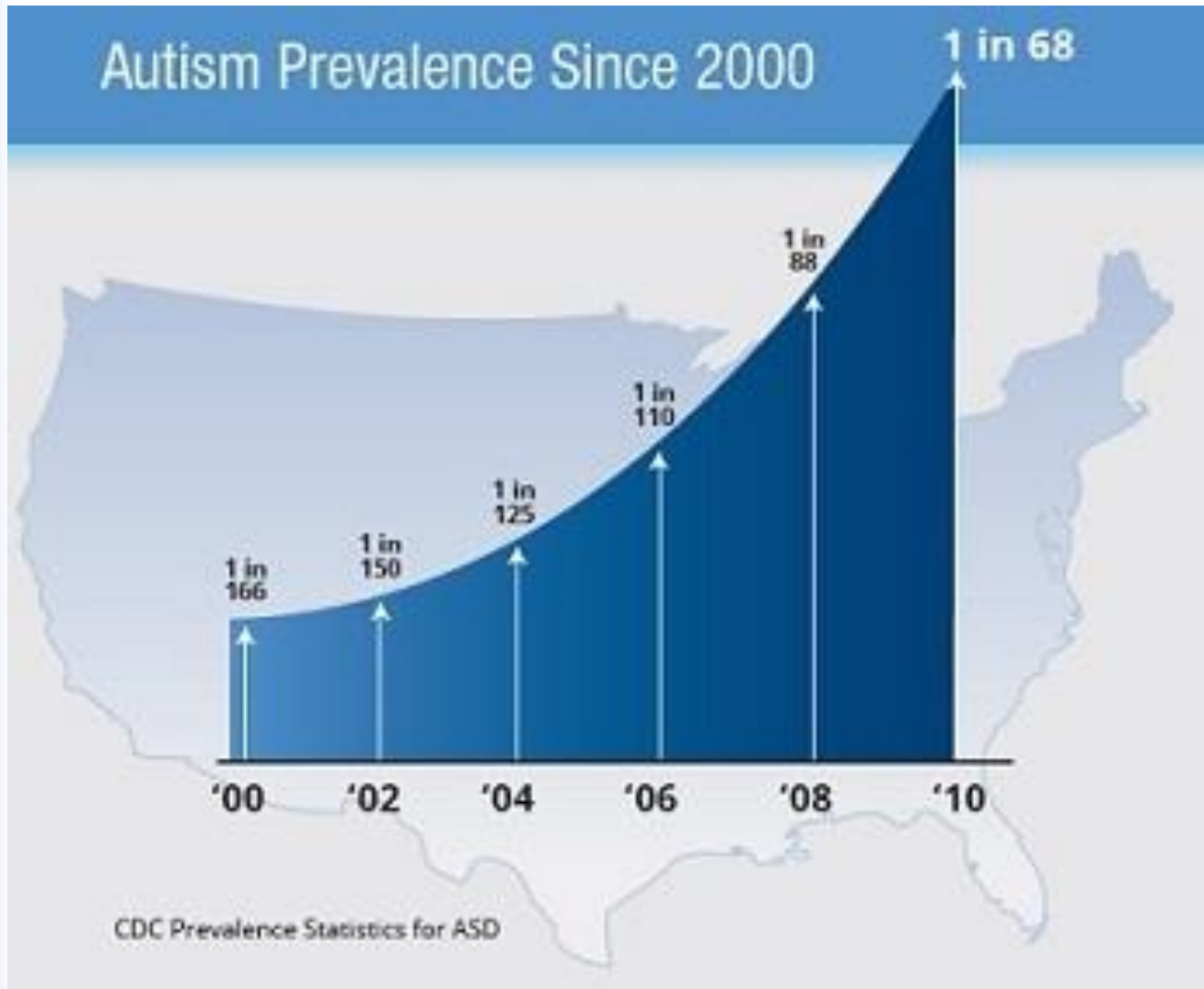
Autism Speaks is enhancing lives today and accelerating a spectrum of solutions for tomorrow.



Autism Speaks is dedicated to promoting solutions, across the spectrum and throughout the lifespan, for the needs of individuals with autism and their families through advocacy and support; increasing understanding and acceptance of autism spectrum disorder; and advancing research into causes and better interventions for autism spectrum disorder and related conditions.



Facts and Figures



- 50,000 teenagers with autism age out of school each year.
- There are currently approximately 2.5 million adults with autism living in the U.S.

The disconnect

Young adults on the autism spectrum in their early 20s

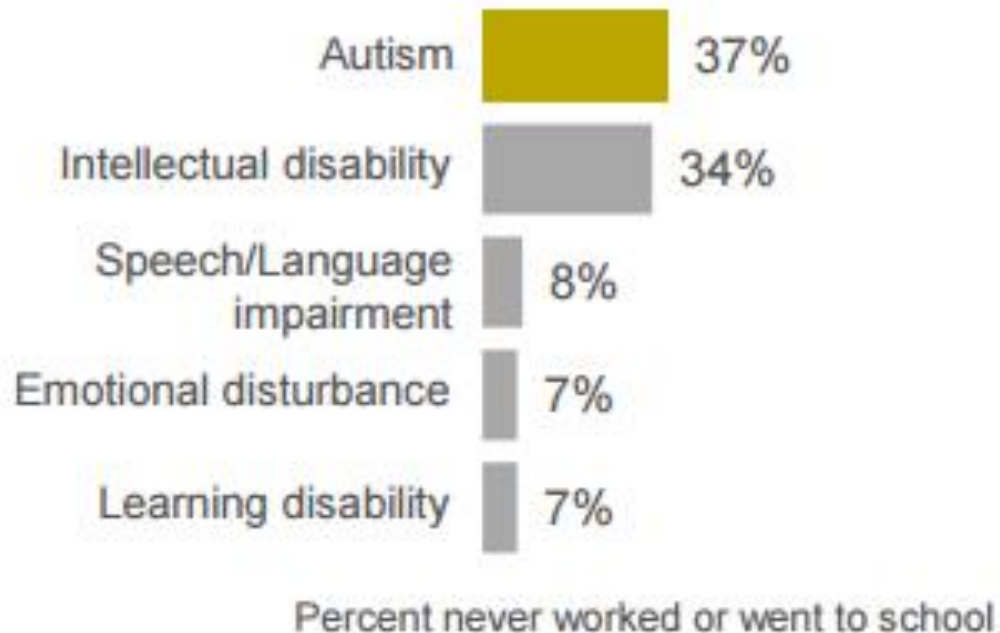


38%

of young adults on the autism spectrum are disconnected from work and school after high school.

The disconnect

More young adults with **autism were disconnected from both work and education than their peers with other disabilities.**



Source: National Longitudinal Transition Study-2

of
that
38%



25%

receive no services that could help connect them to work, further education, or their community.

Transition



- One of the goals of federal law (IDEA) is for students with disabilities to be prepared for employment and independent living.
- We are not doing a very good job of this. The vast majority of adults with autism are unemployed and still living with their parents.

Employment – Big Picture

- Adults with autism are employed at an alarmingly low rate. Global estimates of unemployment and underemployment range as high as 80-90%.
- Their employment is traditionally below their capabilities.
- This has not significantly changed for decades.

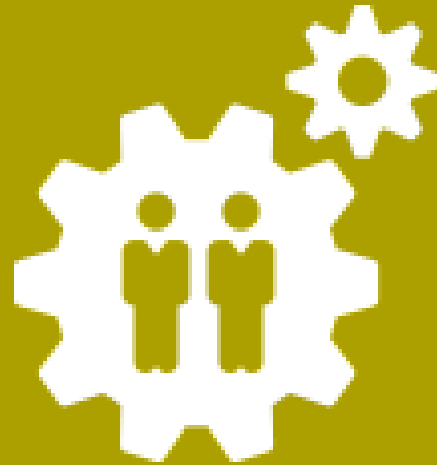


Transition:

Key Predictors of Success

- **Individualization**
- **Work-based learning** in the community during HS (including paid work)
 - Placement in a community-based internship or work experience during the high school years must be a top priority for all students with autism, at whatever level they are capable of handling. The rate of employment during adulthood is **more than twice as high** for those who worked for pay during high school versus those who did not.
- Family **support**, and high parental **expectations**
- **Interagency collaboration** (i.e. with a state vocational rehabilitation agency)
- Recent trends also emphasize the importance of transition goals related to **community integration** in all aspects of adult life, including employment, residential and day habilitation services.

Transition



Key Predictor of Success:
Paid employment & work experience in
high school

Work-Based Learning

- Provides the opportunity for students with disabilities to learn through work.
- Can include youth apprenticeships, paid and unpaid work experience, cooperative education, job shadowing, business and industry mentoring, simulated work tasks at school or through vocational student organizations, school-based enterprises, and community service.
- Student is required to spend some time in the classroom when participating in a work-based learning program.

Project SEARCH



Project | SEARCH



- An international, business-led model.
- Young adults with developmental disabilities experience total immersion in the workplace as interns.
- At least 6 hours per day for one year. Typically during final year of school (transition).

Workforce Innovation & Opportunity Act (WIOA)

- Not new (reauthorization of the Workforce Investment Act of 1998), but there are key changes:
- VR will play an **earlier role** in the transition process for some special education students.
 - 15% of public VR funds must be set aside for this.
 - Goal: help students identify a **career path** and build the skills needed for that path.
 - Job exploration counseling, work-based learning experiences, counseling on postsecondary ed opportunities, workplace readiness training, self-advocacy training, etc.

WIOA

- Greater coordination across agencies; aims to ensure that everyone who is disabled and wishes to receive vocational services can be served.
 - Pre-employment transition activities must be coordinated between VR, special ed, state agencies, and the local workforce development system.
- Specifies that competitive, integrated employment is the preferred outcome, along with pay above minimum wage.

Career & Technical Education (CTE)

- Autism Speaks is advocating for the passage of the *Strengthening Career and Technical Education for the 21st Century Act*.
- Career & Technical Education is an educational model that aligns secondary and postsecondary education to **labor market demand**. And it provides students with the technical, academic and employability knowledge and skills they need.
- Has been shown to be effective with at-risk youth, incarcerated students, and some students with disabilities. We want to make sure **youth with autism** are included!

Why is it important to employ individuals with autism?

- It's good for business! This is not about charity.
- Large and small companies already have employees and **employers** with autism, and more are coming.
- Maximizing corporate diversity means including individuals with disabilities.
- Businesses across the United States have begun to realize that hiring talented candidates with disabilities including autism is not only the right thing to do; it makes good business sense while demonstrating high ROI and aids in 503 compliance.

What are the challenges for many adults with ASD?

- Traditional interviews
- **“Soft skills”** such as socializing - These are the unwritten rules of the workplace that will lead to termination. Some of these rules may vary from workplace to workplace. This is a category that is difficult for workers with autism.
 - i.e. Not asking a supervisor 6 times when it will be time to return from break.
- **Employers have limited knowledge of autism, accommodations and assistive technology. We can all help!**

Focus on the Strengths

- Strong visual skills
- Good memory of details
- Great ability to focus
- Special interests
- Above average intelligence
- Prefer to “stick to the rules”
- Honesty
- Problem-solving ability
- **Many more!**



Benefits of Hiring People with Disabilities:

Diversity & Inclusion:

REASON #1

Return on Investment:

- turn social issues into business opportunities
- leading to lower costs, higher revenues and increased profits
- capitalize on the ROI of employing people with disabilities

REASON #2

Marketing:

- customers with disabilities and their families, friends and associates represent a trillion dollar market segment
- they, like other market segments, purchase products and services from companies that best meet their needs
- a large number of Americans also say they prefer to patronize businesses that hire people with disabilities

REASON #3

Innovation:

- employees with disabilities bring unique experiences and understanding that transform a workplace and enhance products and services
- as part of your team, employees with disabilities help build your business and can lead your company into the future



What sort of supports do workers with ASDs need?

- Natural supports – strategies that workers and managers use on a regular basis with all of their colleagues in the workplace, regardless of whether or not they have a disability.
- Technology – smart phones, iPod Touch, tablets
- Mentors
- Wait time (use silence)
- Written instructions
- Visual supports
- Accommodations
- Job coaches

3. Design

Process Step:	3.01
	Conducting QA
	Action
Name	Description
3.1 Run Query	1. Go to the desktop on your computer
	2. Double click on the desktop folder called "Frequency 540 Forms1"
	3. Click on Enable Content
	4. A pop up will appear asking Do you want to make this a trusted document? Select No
	5. Go to the Query section in the Left Hand Navigation
	6. Double click on Form Query
	7. Close Query
3.2 QA Set up	1. Go to the Forms section in the Left Hand Navigation
	2. Right click on US Cellular Form
	3. Select Open
	4. Go to the back of this binder and pull out the paper example that matches your record number from the bottom of the Access database
	5. Return to the Access form
	6. Find the URL box and left click.
	7. Return to the access form and left click on the URL box again. Opening a second window to the link.



Success Stories: IT Small and Large



SPECIALISTERNE

Passion for details



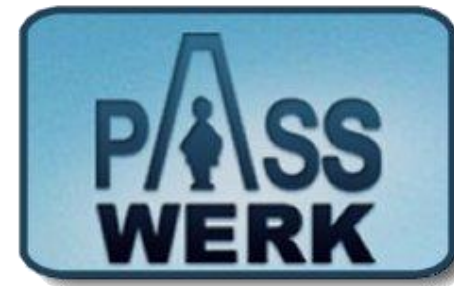
METICULON

precise ▾ exceptional ▾ diligent

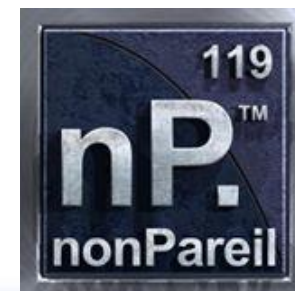
auticon
Qualität auf den **Punkt**



AutonomyWorks



 **AUTISM SPEAKS®**



Success Stories: Corporations



Success Stories – the Rest of the Story

Client-facing, customer service, retail, hospitality, research, law, art... there is no limit to what people with ASDs are capable of.



Success Stories – the Rest of the Story



What Autism Speaks is Doing

- Employment Tool Kit(s)
 - For individuals
 - For employers
 - For parents and supporters
- Executive Report on Corporate Disability & Inclusion Policies
- Small Business Accelerator
- Shop a Little, Help a Lot!





ADVICE

See The Future Of Inclusion

- A utism &
- D isability
- V isual
- I ntegration
- C ompany
- E xperience

Program Partners:



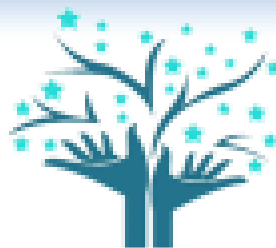
POSES
FAMILY
FOUNDATION

IMAGINE. COLLABORATE. TRANSFORM.

NEW YORK
COLLABORATES
for **AUTISM**

NYCA sees the possibilities & creates the path





ADVICE

See The Future Of Inclusion

2016

CINTAS[®]

READY FOR THE WORKDAY[®]

STAPLES[®]

amazon

2017



Quest
Diagnostics[™]

TBA

TBD

TBD

THE **SPECTRUM** CAREERS

- A trailblazing collaboration between Autism Speaks and Rangam Consultants Inc. to promote inclusive employment of the autism community.
- At www.TheSpectrumCareers.com, our mission is to connect employers with qualified individuals with autism and other disabilities.
- Think Monster.com or CareerBuilder.com, but **designed specifically for job seekers with autism.**



THE SPECTRUM CAREERS



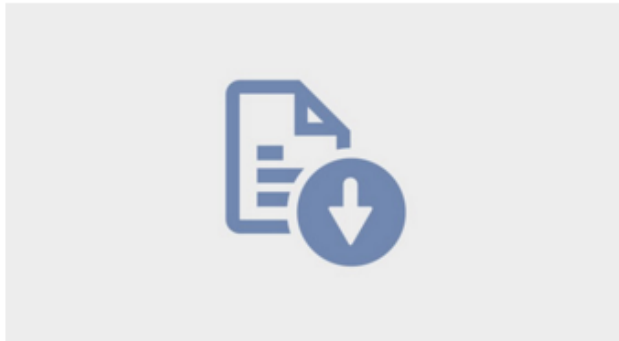
View Posted Job

Job Information

Job Title : Director of Major Gifts
 Job Type : Full-time
 Available Position(s) : 1

Duration : 12 months
 Job Announced on : 9/25/2015
 Job Closed by : 2/29/2016

Job Description



Support Autism Speaks' mission by raising funds that will drive the overall growth of the pool of major donor prospects, including individual, corporate and foundation giving, while understanding the organization's mission, strategic direction, and aligning with each donor's philanthropy.

Other Details



Job Location

Address : 1 E 33rd Street
 4th Floor
 City : New York
 State : New York
 Country : United States of America
 Zip Code : 10016

Shift

Job Timing : From - 9:00 AM To - 5:00 PM
 Hours per week : 40

Interview Dates

Start Date : 6/8/2015
 End Date : 10/30/2015

Rate

Bill Rate : 0 USD
 Pay Rate : 0 USD - Yearly

THE **S P E C T R U M** CAREERS

- Autism Speaks and TheSpectrumCareers are collaborating with **DirectEmployers Association** to help connect job seekers with autism, businesses, and employment service providers.
- DirectEmployers is an association that provides HR, compliance and recruiting solutions (with an emphasis on **diversity & inclusion**) to over **800 employer partners**.
- As of this week, we will be able to make available to the autism community the **1.8 million job opportunities** from DirectEmployers' member companies (and others).



DirectEmployers

Apprenticeships

- Ex: AHIMA Foundation: apprenticeships are the future of Health Information Management (HIM).
- **Earn while you learn.** Learn by doing.
- Can be a great option for teens with learning and attention issues who aren't headed for college or trade school.
- Apprenticeships are available in a wide range of fields that require manual, mechanical or technical skills. These include healthcare, construction, law enforcement and food services.

Other Stepping Stones

- Vocational / Technical / Trade Schools
- Cooperative Education Programs
 - All combine some career and technical education with hands-on training with academic skills.
 - These often provide workplace experiences such as internships and mentorships.
- Life Skills Programs
- Volunteer Opportunities
- Chores



Have more questions or need assistance?
Please contact the Autism Response Team for
information, resources and tools.

TOLL FREE: 888-AUTISM2 (288-4762)

EN ESPAÑOL: 888-772-9050

Email: FAMILYSERVICES@AUTISMSPEAKS.ORG

OUTREACH@AUTISMSPEAKS.ORG

WWW.AUTISMSPEAKS.ORG