Ad Hoc Employment Work Group: Focus on Excellence in Transition and Employment

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Steps to Unlocking the Secrets to Employment

1. Baseline information: Identify pockets of excellence throughout the state
2. Develop a statewide action plan
3. Develop products with a universal use
4. Collaborate at the State and local level
5. Expand statewide website
6. Address Cost Effectiveness
1. Identify Pockets of Excellence

- Identifying baseline information
  - Meeting in Northern California—October 12, 2011
  - Meeting in Southern California—November 11, 2011
- Identifying what is important
  - Preparation for employment
  - Acquisition of a job
  - Keeping a job
- What is working throughout the state
2. Develop an Action Plan

We developed five priorities:

1. ASD Roadmap
2. Senate Select Committee on ASD Website
3. Collaborate across agencies to ensure Employment, Retention and Promotional Opportunities
4. Secure Employment Opportunities – Develop business partners
5. Employment Related Family Supports
CONSENSED ACTION PLAN

PURPOSE: Promote Employment Outcomes for Individuals with ASD

PRIORITY #1  ASD ROADMAP

Goal #1.1: Develop an ASD Roadmap/Resource Guide to assist program operators as well as individuals

Objectives:
1.1a Identify specific contents for the ASD Roadmap Resource Guide including sections and supporting components
1.1b Identify, develop & approve materials that will be included in the Roadmap Resource Guide including best practices in ASD programming.
1.1c Distribute the ASD Roadmap Resource Guide to interested stakeholders

PRIORITY #2  SENATE SELECT COMMITTEE ON ASD WEBSITE

Goal #2.1: Expand the CA State Senate Autism & Related Disorders Website to include employment related resources for individuals with ASD, families and other stakeholders.

Objectives:
2.1a Identify website segments including information from each of the 12 CA Regional ASD Task Force group
2.1b Post contact information from each of the 12 CA Regional ASD Task Force groups
2.1c Collect events, resources, and additional information from the Regional Task Force Groups for posting on the CA State Autism Web Site

Goal #2.2: Expand the CA State Senate Autism & Related Disorders Website to include employment related resources for individuals with ASD, families and other stakeholders at the local level through companion task force sites.

Objective:
2.2a Determine recommendations for ASD related information to be placed on companion regional task force websites.

PRIORITY #3  EMPLOYMENT, RETENTION AND PROMOTIONAL OPPORTUNITIES

Goal #3.1: Collaborate across agencies to ensure employment opportunities and job retention for individuals with ASD.

Objective:
3.1a Identify strategies across multiple service agencies that will provide the ongoing employment preparation, placement and retention of adults with ASD

Goal #3.2: Identify essential resources & services needed in employment & independent living skills to promote self-sufficiency

Objective:

3.2a Identify local, state & federal resources in employment development and self-determination skills to promote self-sufficiency in individuals with ASD

PRIORITY #4  Secure Employment Opportunities

Goal #4.1: Identify business partner supports to promote work training, employment and job retention of transition age youth and young adults with ASD

Objectives:

4.1a Collect best practice employment strategies from programs throughout CA with a focus on employment development, placement, job retention and promotional opportunities for transition age youth, 16 – 26 with ASD.

Objective:

4.1b Develop a specific Business Partner Support Tool Kit to increase employment preparation opportunities for individuals with ASD.

PRIORITY #5  EMPLOYMENT-RELATED FAMILY SUPPORTS

Goal #5.1: Identify family support strategies to ensure integrated employment related outcomes

Objective:

5.1a Promote family access to resources and information specific to employment development, placement, job retention and promotional opportunities.
3. Develop Products with a Universal Use

- Glossary of Terms, Phrases & Acronyms
- Family Survey/Questionnaire
- Business Information Pamphlet
- Senate Select Committee on ASD and related disorders Website
- Employment White Paper
- Networking throughout the state
The California Senate Select Committee on Autism & Related Disorders
AN ASSESSMENT OF ASD EMPLOYMENT/TRAINING PROGRAMS

FAMILY SURVEY/QUESTIONNAIRE

This document provides a method for individuals with ASD, families, and other stakeholders to evaluate ASD employment programs in their community. Specific best practice programming elements are identified to support job preparation, integrated & competitive employment and promotional opportunities as well as post-secondary education and/or training. The need for supports and services is individualized for each person so all elements may not apply to a given individual. [3/12]

Please indicate program model, name and other identification information. Then proceed to the following list of suggested questions that you as a consumer and/or family member might ask vocational training program staff or college/university personnel when visiting or calling for information. Review questions ahead of time and determine those that are applicable and note specific issues that may affect the individual with ASD and/or you. Use page margins to take notes.

Program Name: __________________________

(✓) PROGRAM/MODEL

- Adult Education
- College/University
- Vocational Training Agency
- School/Program
- Supported Employment Model
- Other

Customized Employment Model
- Business Partnership Model
- Microenterprise/Self-Employment
- Day Activity Program
- Sheltered Work Shop

Address: ________________________________

Web Site Address: _______________________

Contact Person: _________________________

e-mail: ________________________________

Phone Number: _________________________

The following is a list of suggested questions that you as a consumer and/or family member might ask vocational training program staff or college/university personnel when visiting or calling for information. Review questions ahead of time and note specific issues that may affect you/your son or daughter. Use page margins to take notes.

General Questions:

When reviewing programs it is important to keep in mind that there are eligibility requirements that must be met prior to enrollment. The following questions and charts were developed primarily to address general services and supports for individuals with ASD.

1. What are the eligibility requirements to participate in your program?

- Verifiable Disability
- Receiving SSA Benefits
- Low Income
- Regional Center Eligible
- Department of Rehabilitation Eligible
- Other:

2. What kinds of services and supports are provided by your agency/program?
Workforce Development for Your Company:
Return on Investments...
Businesses employing people with disabilities see lower training costs, higher revenue and increased profits. Consider joining a team of satisfied employers and business partners who have provided workforce preparation opportunities, including internships and employment, for individuals with ASD.

If you are interested in how individuals with autism can help your business, please call or e-mail the following contact.

Ann Sebek
Job Developer
5605 Barranca Parkway, Irvine, CA 92604
Phone (949) 938-8640 • Fax (949) 938-8659
Cell (949) 548-8590 • Email: asebek@irsd.org

You will be contacted within 24 hours.

An Employer/Business Partner Kit with a variety of resources has been developed and can be found at www.faninfo.org.
Why Provide Workplace Learning Opportunities for Youth and Young Adults with Autism?

Workplace learning opportunities including paid and nonpaid internships provide businesses an opportunity to train and observe pre-screened youth and young adults within a defined time frame. Liability insurance is covered by school, university or other workforce preparation agency. Additionally, it provides a try-out system for potential new employees. This is a great way to see if someone is a good fit for your organization. Additionally, there are many compelling and cost effective reasons to hire individuals with ASD.

POSSIBLE JOB/TRAINING OPTIONS:

- Accounting
- Agricultural Work
- Banking
- Book Keeping
- Computer Programming
- Data Entry
- Engine Repair
- Fitness Center
- Food Services
- Hospital Services
- Inventory Stocking & Control
- Landscaping
- Library Services
- Mall Room Services
- Medical Billing
- Pet Care Services
- Property Maintenance
- Quality Control
- Recycling
- Web Design

WHAT IS AUTISM?

Autism, as defined by the Autism Society Of America (ASA), is a complex developmental disability that typically appears during the first three years of life and is the result of a neurological disorder that affects the normal functioning of the brain, impacting development in the areas of social interaction and communication skills. Individuals with autism typically show difficulties in verbal, non-verbal communication, and social interactions. The term Autism Spectrum Disorder (ASD) is used because there are great variations from person to person depending on the person's abilities and talents as well as, specific impairment.

WORKPLACE BENEFITS:

May include:

- Prescreened applicants
- On-Site Support / Job Coaching
- Paid Internships
- Assistance with Hiring
- Incentives and Tax Credits
- ADA Implementation / Reasonable Accommodations
- Insurance Liability Coverage provided for non-paid Internships
- Utilizing Natural Workplace Supports
- Increasing the Efficiency of All Employees, by Utilizing Universal Design
- Reduced turnover rate

ADVANTAGES OF HIRING INDIVIDUALS WITH AUTISM: Employment Strengths...

- Demonstrates strong work ethic
- Shows excellent attention to detail
- Demonstrates increased productivity rates
- Comes to work on time
- Adheres to specific work schedule and duties
- Willing to respond to employer supervision and feedback
- Works well with routines and predictable schedules
- Works well with complex and systematic jobs

WEBSITE/PODCAST RESOURCES:

- Job Accommodation Network (JAN) Searchable Online Accommodation Resource [http://askjan.org/sor]
- Employer Assistance and Resource Network Employer reference Desk [http://askearn.org]
Organizations cannot afford to provide all services needed by people with disabilities.

- Enhanced funding streams
- Identification & improvement in systems issues
- Data Collection & Evaluation
- Technical assistance
4. Collaboration Strategies: Local Interagency Teams

• Outcome focused
• Identify, create and maintain services & supports.
• Flexible in including new team members
• Multi-agency service delivery system
5. Website information is critical for individuals with ASD, their families, business partners and all other stakeholders. Working together we can ensure the most up to date and relevant information.
6. Cost Effectiveness – Partnerships are Essential

- Increases your organization's ability to access funding and/or services (Grants)
- Helps to eliminate duplication of services
- Provides an opportunity for you to become familiar with the organizational priorities and requirements of partner agencies
- Promotes an improved service delivery system in your community

Collaboration helps to promote comprehensive services for students/clients/consumers
There is still much to do but as we work at the statewide level, we are also communicating at the program level where transition and employment occur.

If you would have ideas or programs to share, please contact us!