



# Adults with Autism: From Post Secondary into the Workplace

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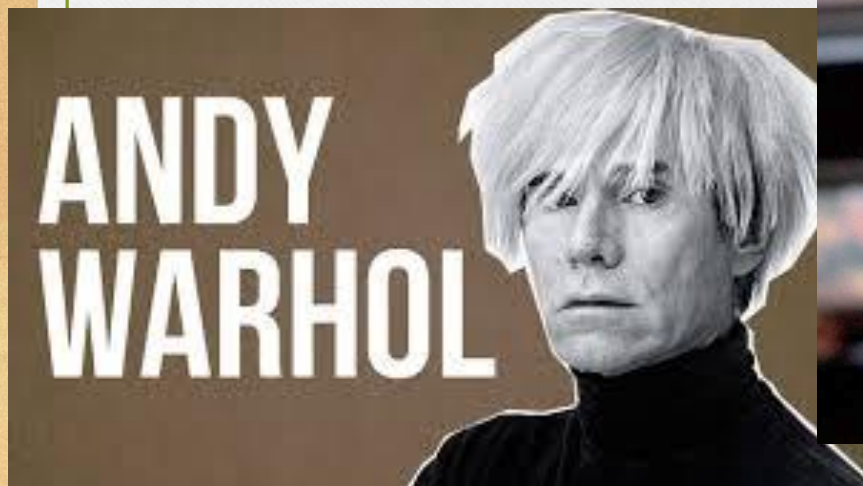
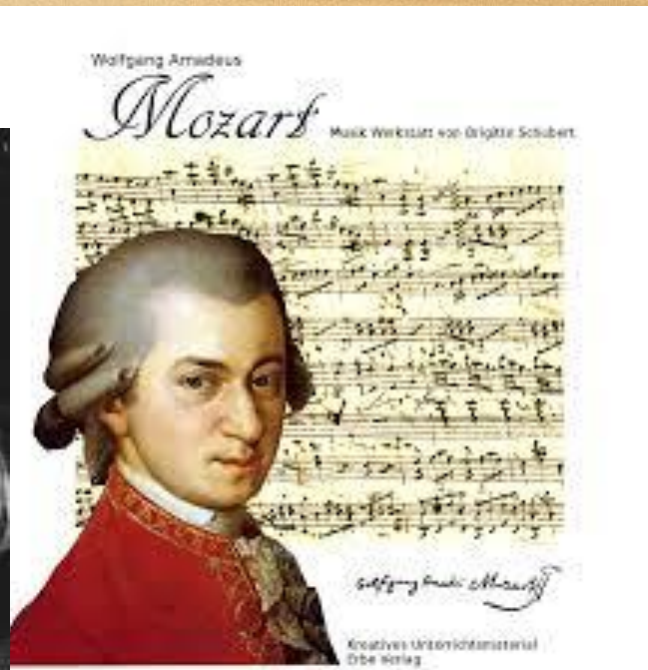
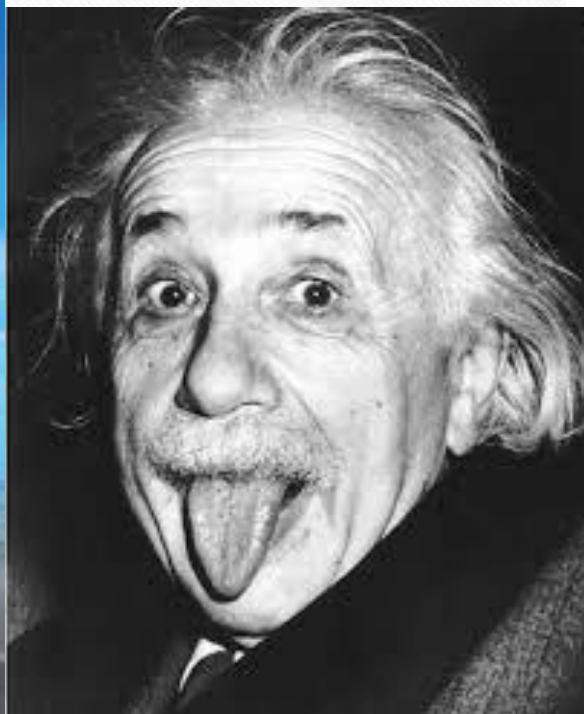
**Cannexus 18** – January 2018

# What do you know about ASD?

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# What is it really?

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## No Definitive Test

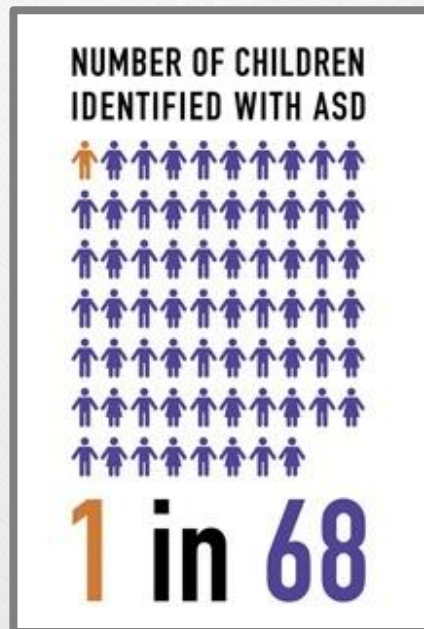


**“If you know *one* person with autism,  
you know *one* person with autism.”**



# ASD Population Characteristics

- 1 in 68 children has been identified with ASD



- 5 times more common among boys than girls
  - 1 in 42 boys and 1 in 189 girls

# Associated Characteristics

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- Abnormalities of mood;
- Uneven profile of skill development;
- Strong preference for routine
- Unusual fears or anxieties.





# Autism and Employment

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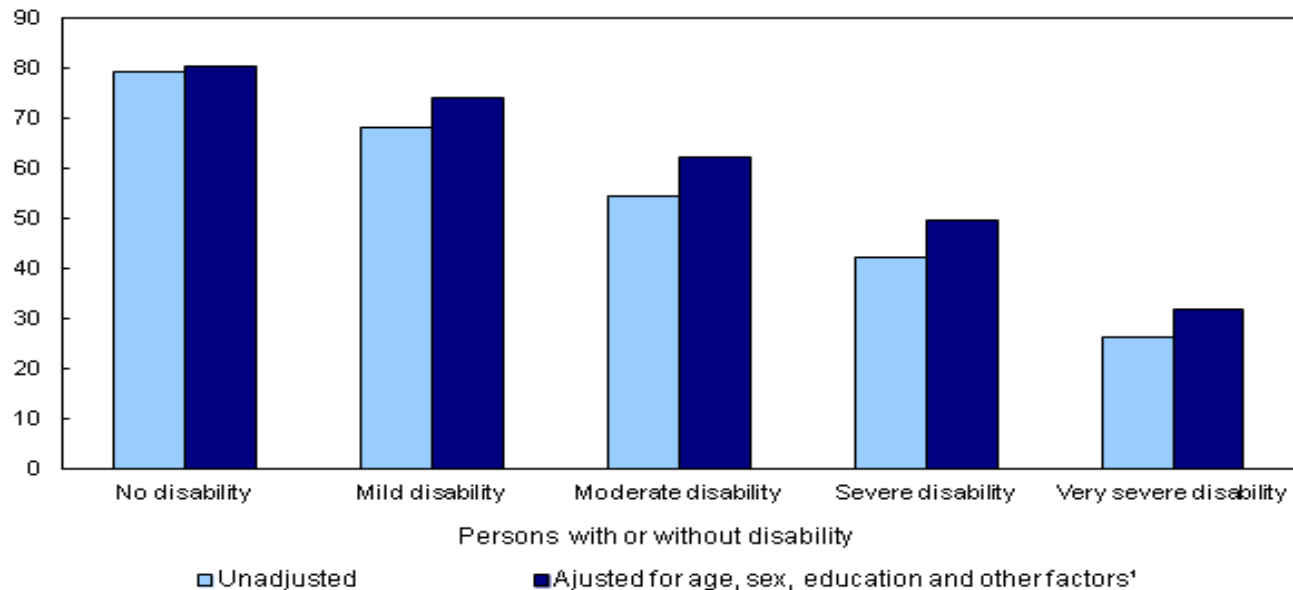


# Employment and Disability

**Chart 1**

**Employment rate of persons with or without a disability, unadjusted and adjusted, 2011**

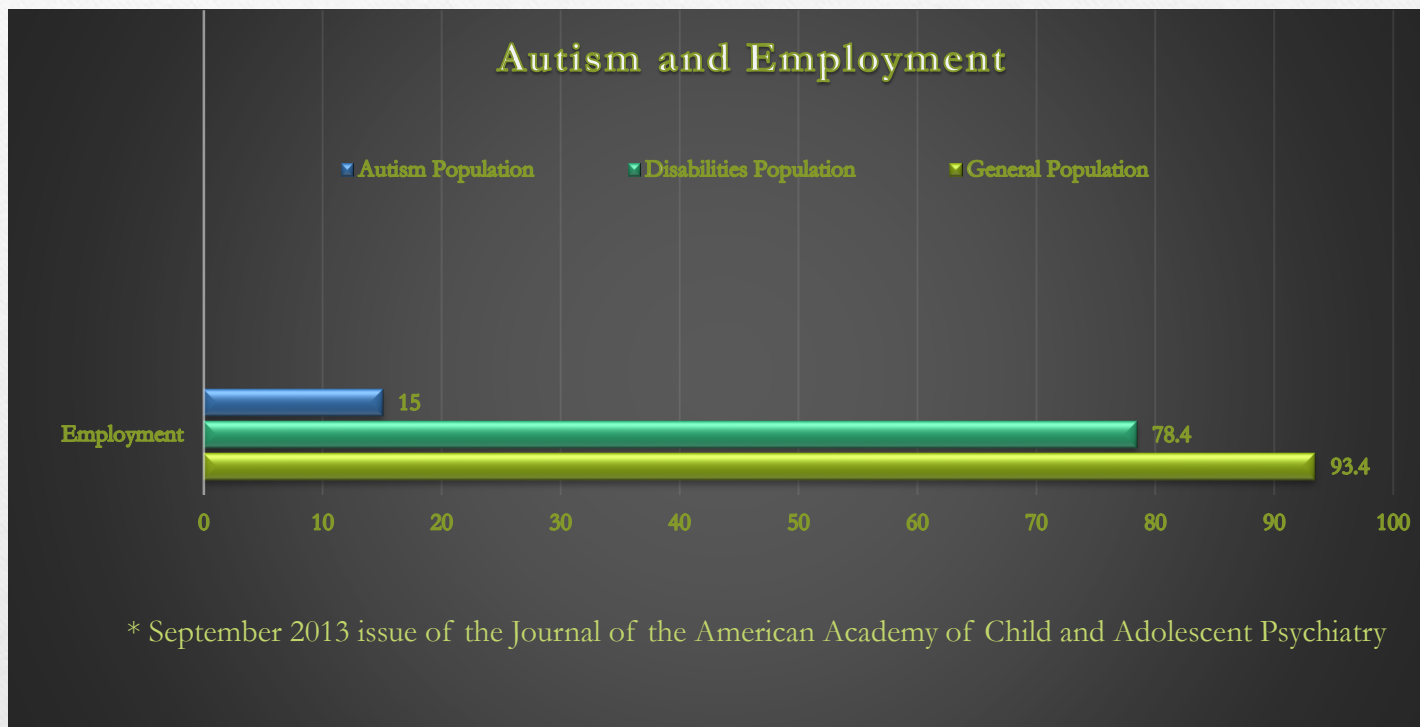
percentage



1. Results were obtained from a logistic regression that included the following factors: severity of disability, sex, age group, level of education, Aboriginal self-identification, province of residence and living arrangements.

**Source:** Statistics Canada, Canadian Survey on Disability, 2012.

# Employment and Autism





# What's so different about ASD?

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# Workplace barriers

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# Workplace Cultural Shift

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*“If you were a fruit, what would you be and why?”*

# Challenges fitting in

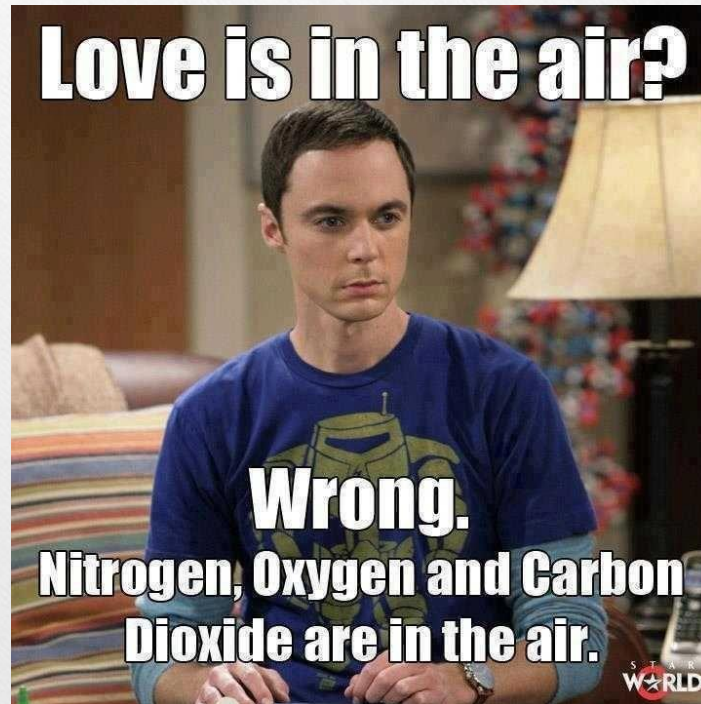
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# Challenges Communicating Effectively

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- > Submitted on Friday, May 19, 2017 - 1:52pm Submitted by anonymous user: [108.173.183.138] Submitted values are:
  - >
  - >
  - > I turned down a job's program before, I know, but I need help with something related to autism, Executive Dysfunction. It's honestly the root cause of many of my mental health problems and...I'm getting desperate.
  - >
  - > I don't need help with social skills, I'm more or less borderline normal in that regard. But this...it makes me spin my wheels without going anywhere. I don't care what it takes, therapy or medication. I just need for the future to be clear for me. I need my present to build up to a future worth having.
  - >
  - > P.S: Hire someone to answer your phone. Heck, I'll take that job.
  - >
  - >



# Behaviour Challenges



# Case Study Activity

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7 minutes

## **Employment**

Come up with 3 accommodations that are going to improve his work

## **Post-Secondary**

What are three ways we can help this student with his career planning?



# Post-secondary Students with ASD

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# Need for Post-secondary Resources

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- As the number of students with ASD keeps rising, so does the need for student services that acknowledge the needs of these students
- Minimal research has focused on their career development needs (Briel & Getzel, 2014; Mynatt, Gibbons, & Hughes, 2014).



# Best Practices for working with Students on the Autism Spectrum

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- Assist students with transition planning and skill development as soon as possible
- Provide career information that is clear and precise
- Provide experiential learning opportunities
- Assist with goal setting, problem solving, decision making
- Aid students with time management and stress management
- Help students develop a disclosure plan or self-efficacy script
- Assist them to understand what kinds of accommodation they could request
- Use caution when interpreting career interest inventories

Assist students with transition  
planning and skill development as  
soon as possible

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Provide information that is clear and  
precise

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# Provide experiential learning opportunities

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Assist with goal setting, problem  
solving, decision-making

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Success

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

Setting Goals

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

Planning

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

# Aid students with time management and stress management

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# Help students develop a disclosure plan or self-efficacy script

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Assist them to understand  
accommodations they could request

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# Use caution when interpreting career interest inventories

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# Future Directions

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- Earlier Intervention
  - HS Employability Assessment
- Support for Post-Secondary Students
  - Support groups, capacity building



# Conclusions

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- What's working now?
- ASD Specific Employability Skills Programs
- Hiring Incentives for Employers
- Support for Employers



# References

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