

Challenges and Supports for Managing Vocational Issues for Individuals with Autism

Challenge	Support/Strategies
<p>Vocational</p> <ul style="list-style-type: none"> • Finding employment that matches ability, talent and interests of consumer. • The right match is critical to job success 	<p>Career development and transition services in high school to identify interests and abilities and exploration of job clusters that match ability and interests. Participation in internships, vocational training to learn expectations of workplace.</p> <p>Job placement services and partnerships with the business community to market benefits for employers in hiring person with ASD.</p> <p>Part time or flexible work hours.</p> <p>Arrange for supported employment situation with job coach and develop natural supports with coworkers and supervisor.</p>
<p>Communication with employer/coworker</p> <ul style="list-style-type: none"> • More time to learn job, rules • Difficulty with change in routines • Who to go to with questions, help 	<p>Clear verbal description of job duties, rules, breaks, expectations ahead of time. Use concrete language.</p> <p>Detailed written description of same.</p> <p>Check for comprehension, encourage questions.</p> <p>A combination of speak, write and show reinforces learning of new tasks.</p> <p>Give notice ahead if change in duties or schedule takes place.</p> <p>Provide consistent, structured work environment.</p> <p>On the job practice, role plays with job coach.</p> <p>Job coach does one minute situation specific education with workers about why the behavior is occurring to foster understanding.</p> <p>General disability awareness training for workers and supervisor.</p> <p>Develop natural supports with other workers to clarify communication.</p>
<p>Social Skills</p> <ul style="list-style-type: none"> • Understanding cues, workplace culture, non verbal body language, others' feelings. • Make irrelevant comments or focus on own special interest to exclusion of other topics. 	<p>Train to recognize emotions of workers with pictures, especially when annoyed, angry.</p> <p>Use social stories and power cards.</p> <p>Job coach acts as social interpreter and develops natural supports with coworkers to do same.</p> <p>Develop and teach how to use adaptive behavior scales.</p> <p>Develop natural supports with other workers to act as interpreters.</p> <p>Change attitude of employers and co worker about situation based on education</p>

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	about autism.
Development of Self Determination Skills <ul style="list-style-type: none"> • Difficulties with choice making, goal setting and career planning • Low self esteem • Ongoing need for situation specific social skill development and support. 	Person centered planning, Circles of Support Goal setting and choice making practice Job club/social skills regular group meetings. Use of email support groups, web sites Direct instruction in classes with practice role play and rehearsal for difficult situations. Use of graphic organizers in future planning, goal setting and self awareness activities. Provide feedback on performance and recognition/reward for good work performance.
Behavior may be the key to many of the above challenges	Functional Behavior Assessment, Positive Behavior Supports.