HELP! I NEED TO GET MY CHILD A JOB: PATHWAYS TO COMPETITIVE EMPLOYMENT FOR YOUTH WITH AUTISM & OTHER DEVELOPMENTAL DISABILITIES

MISSISSIPPI’S STATEWIDE AUTISM TRAINING INITIATIVE CREATING YOUR OWN PATH SUCCESSFUL TRANSITIONS FOR PERSONS WITH AUTISM CONFERENCE

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WHAT HAPPENS TO CUTE LITTLE KIDS WITH AUTISM & OTHER DEVELOPMENTAL DISABILITIES?
“E-MAIL IS NOTHING MORE THAN A FAD...”
–PAUL WEHMAN, 1993

They all become adults!!
(Shreek!)

Then...What do we do?
Build a Bridge....
Make a Plan!

PATHWAYS TO EMPLOYMENT

How do we get there?

SEAMLESS TRANSITION TO EMPLOYMENT
What is Person Centered Planning?

Self Advocacy and the Need for Employment Before Exiting School
HTTPS://WWW.YOUTUBE.COM/WATCH?V=VJ-M_7IDPPA

WHAT EVIDENCE BASED MODELS ARE THERE?

What Works?
- Internships- Proj SEARCH, Marriott Bridges, Aspire, Microsoft
- Supported Employment
- Customized Employment
- College—Supported Education

INTERNSHIPS:
PROJECT SEARCH
SAMPLE JOBS

- Specialty Equipment (Isolettes)
- Pediatric Dental Clinic
- Clinical Sterilization
- ES Technician I
P.J.: CORONARY CARE UNIT

Duties:
- Stock drawers and cabinets in patient rooms
- Take out the laundry baskets
- Prepare rooms for the next patient
- Remove the needle boxes when they are full
- Make flow charts for each patient
- Stock lab trays
- Check refrigerator temperatures

MEANINGFUL COMPETITIVE EMPLOYMENT

- Zero Reject
- Employment specialist works directly with clients and employers at job site
- Integrated Work Setting
- Employees are hired, supervised and paid by the business

DOES SUPPORTED EMPLOYMENT WORK?

- In Wehman et al. (In preparation, 2014) 74 persons with ASD were referred for SE and 55 placed successfully.
- 77% were male.
- Average wage was $9.22 per hour.
- 23.5 hours of work per week.
- 91% retention rate at 36 months.


DOES SE WORK WITH TRANSITION AGE ID/DD YOUTH?
Effect of Supported Employment on Vocational Rehabilitation Outcomes of Transition-Age Youth with Intellectual and Developmental Disabilities: A Case Control Study

- Examine the effect of supported employment on outcomes of transition-age youth with IDD in public vocational rehabilitation system
- Data extracted from Rehabilitation Services Administration Case Service Report (RSA-911) for fiscal year 2009
  - 23,298 youth with IDD between 16 and 25 years old
- Supported employment increased employment rates across all six homogenous subgroups
- Effect especially strong for particular individuals
  - Special security beneficiaries
  - Special education students
  - High school graduates with intellectual disabilities or autism
- Supported employment effectively enhances vocational rehabilitation outcomes of young adults


MEET ROBERT

EMPLOYER

Walmart

Save money. Live better.
VOCATIONAL CHALLENGES
- No previous work experience
- Echolalia
- Impulsive behavior
- Jerky body movements
- Loud vocalizations
- Screams
- Easily distracted
- Overly attentive to food; likes to eat

VOCATIONAL STRENGTHS
- Supportive Family
- Transportation
- Desire to work
- Neat
- Knows how to get what he wants
- Reads & writes letters & numbers
- Communicates using phrases
- Great physical abilities

ELECTRONICS DEPARTMENT TASKS
- Restocking & organizing DVD & CD displays
- Removing displays from sales floor
- "Zoning" products on shelves
- Cleaning area
CUSTOMIZED EMPLOYMENT (CE)

- Competitive work in integrated work settings
- Employee of a business (or the business owner)
- Minimum wages or higher
- Negotiated job duties that match the interests, skills, and support needs of the individual with a disability
- Creates a job of choice for the individual
- Meets the needs of the business / mutually benefiting both the individual and the employer
ALISSA HOW TO CUSTOMIZE A JOB: JESSICA

Stocking blanket warmers and pods

Changing sharps boxes

Stocking the OR pods and checking and stocking fluids
THE SUPPORTED EDUCATION MODEL

Going to College: A great way to grow up

WHY ATTEND COLLEGE?

“I would like to participate in this program because I think it will help me get a better job. It will give me something else to do besides watching TV and maybe I can make some friends.”
OVERVIEW OF SUPPORTED EDUCATION PROGRAM VCU ACE-IT IN COLLEGE

- 5-year demonstration grant through US Department of Education
- Inclusive, on-campus, college experience for students with intellectual disabilities
- Students began attending VCU the Fall of 2011
- Currently 13 students are involved in the program
- Students receive support through education coaches and employment coaches through job coaches
- Outcome of ACE-IT in College is competitive employment in student’s interest area based on courses and experiences at VCU

THE ACE-IT IN COLLEGE PROCESS

1. Apply
2. Interview
3. Accepted Students Participate in Pre-semester Activities
4. Take Classes
5. Explore Employment
6. Outcome: Competitive Employment in Student’s Interest Area Based on Courses and Experiences at VCU

Students receive a VCU School of Education Certificate upon completion

REFERENCES

A PDF VERSION OF TODAY’S KEYNOTE IS AVAILABLE AT MISSISSIPPI’S STATEWIDE AUTISM TRAINING INITIATIVE’S CONFERENCE WEBSITE

www.brc.ms.gov/Pages/AutismConference.aspx/Keynote.pdf