

Living with Autism in Adulthood: Employment Opportunities

NLM Family Foundation

**Brandeis University
Waltham, MA**

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Living with Autism in Adulthood

- ❖ **Trends and Data (Facts to Consider)**
- ❖ **Current Options (Business as Usual)**
- ❖ **New Approaches (A Different Way)**
- ❖ **What can you do?**

Supply and Demand in Future Years

(NE Fed Reserve 2010)

- 2010 those entering the workforce were 10% greater than those leaving
- 2020 those entering the workforce will be 15% less than those leaving
- The workforce will be more diverse and have more older workers in 2015
- 37.4% of total employment will be low skilled workers
- From 2009 thru 2018 a growth rate of 11.9% in low skilled jobs (health, food, personal care, construction and production)

Population Trends and Data

(Facts to Consider)

- *January 1, 2012: 10,000 persons turned 65 (Baby Boomers on the move)**
- *This will continue for the next 19 years**
- *In 2030 18% of the Nation will be over 65 (up from 13% in 2012)**
- *The workforce is aging**

Employment Services Trends and Data

(Facts to Consider)

- * 12% increase in the number of persons with autism entering Vocational Rehabilitation (FY 09-10)**
- * Employment placement through VR is low (27.2% placement)**
- * Job placement by CRPs has remained flat since 1999 (20.1% into employment)**

Current Employment Options

(Business as Usual)

- ❖ **Remain in school until 18 or 22**
- ❖ **Enter Adult service system (CRPs)**
- ❖ **Enter the Vocational Rehabilitation System**
- ❖ **Enter a waiting list for services**

New Pathways to Employment

(A Different Way)

- ❖ **Revising the Transition process**
- ❖ **Postsecondary education**
- ❖ **Apprenticeships and internships**
- ❖ **National Service (a place to start)**
- ❖ **Technology in the Job Search
(Real Time LMI)**

Reshaping the Final Four+

- ❖ **Jobs and duties in school (Middle School)**
- ❖ **Work experiences in school (High School)**
- ❖ **Taking classes in an Institution of Higher Education (concurrent enrollment)**
- ❖ **National Service (one year City Year or voluntary activity)**
- ❖ **Apprenticeship and internships through One Stop (Summer, after school or for a year)**
- ❖ **Job placement (when ready)**

Postsecondary Education

- ❖ **Taking courses in 2 and 4 year Institutions of Higher Education**
 - **Courses of interest (both matriculated and non-matriculated),**
 - **Relating with peers in age appropriate setting,**
 - **Interactions socially available in cafeteria etc.,**
 - **Programs can be fully inclusive, combined or segregated**

National Service

Open up options for persons with disabilities to do National Service at all levels (Edward M. Kennedy Act)

- **AmeriCorps**

- ◆ **One year team experience**
- ◆ **Volunteer stipend of \$5,800**
- ◆ **Educational stipend of about \$5,800**

Technology in the Job Search ***(Real Time LMI)***

- ❖ **There are 3.8 million jobs advertised on-line every day in the US.**
- ❖ **Technology can tell us the knowledge, skills and abilities (KSA) needed.**
- ❖ **We can identify these jobs by zip code.**
- ❖ **We know all of the employers in a local area.**
- ❖ **We know the types of jobs these employers fill.**
- ❖ **Can we sort interests into job skills?**

Some Changes that are Happening

- ❖ **Employers are stepping up (Walgreens....)**
- ❖ **Federal Initiatives in hiring are in place (100,000 Persons with disabilities hired).**
- ❖ **Companies with federal contracts will need to hire (7% of workforce PWD)**
- ❖ **The new Leader of the NGA will advocate this year for employment for persons with disabilities.**
- ❖ **This is an international concern**
- ❖ **Employers are embracing Universal Design Solutions**

What Can I do now?

- ❖ **Have expectations about work for persons with autism.**
- ❖ **Ask (at times demand) different approaches to transition.**
- ❖ **Talk to families about the future for their child with autism.**
- ❖ **Find out about national service internships, postsecondary options.**
- ❖ **Ask, expect, question and challenge about future options and a future life in the community**

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