Living with Autism in Adulthood: Employment Opportunities

NLM Family Foundation

Brandeis University
Waltham, MA

July 18, 2012
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
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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