Learning, Working, Living
In the Community

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Penn Autism Network’s Fourth Annual Conference:
“Promoting Advocacy and Community Integration for Individuals With Autism Spectrum Disorder”
*Friday, March 20, 2009*

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**Middle School**

- Functional academics
- Job sampling
- Navigating the school environment
- Community based instruction
High School

• Time to get serious! 4-7 years left of entitled services
• Need to ensure academics are functional and applicable
• Early on in the high school years: job sampling
• Move on to job matching and training
• Community based instruction is critical to success
• Whenever possible, secure a job and transition to:
  – Post-21 service provider
  – Family

Community Based Instruction

• Teaching functional, life skills within the real-world environment
Community Based Instruction

- IEP-goal driven
- Occurs in community settings
- Generalization
- Appropriate for all students on the autism spectrum

Community Based Instruction

- Low student-to-teacher ratio
- Frequent opportunities
- Focus on functional life skills
Community Based Instruction

- Navigating the environment:
  - Parking lots
  - Crossing the street
- Social skills
  - Greetings
  - Personal space

Community Based Instruction

- Using public transportation
- Eating out
- Purchasing
Challenges to Community Based Instruction

- Scheduling
- Transportation
- Costs
- Staffing

Types of Employment

<table>
<thead>
<tr>
<th>SECURED EMPLOYMENT</th>
<th>SUPPORTED EMPLOYMENT</th>
<th>COMPETITIVE EMPLOYMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Segregated</td>
<td>Community integration</td>
<td>Fully integrated into ‘general work force’</td>
</tr>
<tr>
<td>Focus on group learning</td>
<td>Ongoing job support</td>
<td>Requires specialized skills</td>
</tr>
<tr>
<td>Builds basic skills</td>
<td>Wages &amp; benefits</td>
<td>Faded supports</td>
</tr>
<tr>
<td>Unpaid / Minimal Pay Training</td>
<td>Place first, then train</td>
<td>Natural supports / Natural Consequences</td>
</tr>
<tr>
<td>Train first, then provide work</td>
<td>Flexible, wide ranging supports</td>
<td>Choice making</td>
</tr>
<tr>
<td>Behavioral Supports</td>
<td>Choice Making</td>
<td>Offers employment supports as needed</td>
</tr>
<tr>
<td></td>
<td>‘Safety net’</td>
<td></td>
</tr>
</tbody>
</table>
Qualities of a Flexible Employment System

*An established continuum of services*

– Ability to move within the system
– Focus on functional skill training
– Provides a “safety net” for every individual
– Provides broad-based staff training
– Provide an appropriate level of individual support

Assessing the Market

• Economy
• What’s hot, What’s not
• New businesses
• Kinds of jobs needed
• Can they be modified
• Business mindset
• Do your homework
Impact on Employment Choices

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Impact on Employment Choices</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impaired ability to communicate</td>
<td>Jobs with few communication requirements. Job coach assistance and training communication skills</td>
</tr>
<tr>
<td>Difficulty handling change</td>
<td>Jobs that present few daily changes. Supervision and behavioral interventions available to support participant.</td>
</tr>
<tr>
<td>Rituals and compulsions</td>
<td>Jobs that are repetitive. Job requiring attention to detail.</td>
</tr>
<tr>
<td>Sensory issues</td>
<td>Jobs that limit sensory stimulation</td>
</tr>
</tbody>
</table>
| Visual motor and motor impairments| Job which require less accuracy
|                                  | Jobs which allow for free movement                                                                |
| Behavioral challenges            | Jobs which allow for implementation of behavioral interventions                                    |

Marketing Characteristics as Employment Strengths

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Employment Strengths</th>
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</thead>
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<tr>
<td>Nonverbal</td>
<td>Won’t disrupt fellow co-workers with idle chit chat.</td>
</tr>
<tr>
<td>Social Skills</td>
<td>Stays focused on work. Doesn’t waste time.</td>
</tr>
<tr>
<td>Sensory Characteristics</td>
<td>Likes working alone in quiet office.</td>
</tr>
<tr>
<td>Difficulty Handling Change</td>
<td>Comes to work on time. Takes breaks at right time.</td>
</tr>
<tr>
<td>Rituals &amp; Compulsions</td>
<td>Excellent attention to detail.</td>
</tr>
</tbody>
</table>
Networking
Building Relationships

- Parents
- Staff
- Chambers of Commerce / Rotaries
- Business Fairs & Trade Shows
- Colleges & Trade Schools
- Business Advisory Councils

A Business Model

- Changing the “help us” perspective to a “we can help you” perspective
- Providing both job coach and client necessary training
- Understanding the “culture” of the perspective employer
- Marketing
- “Customer Service” attitude
Business Advisory Council

The BAC is a group of local employers and leaders from business and industry, who promote employment opportunities for people with disabilities. The group works in partnership with entities that provide direct assistance to people with disabilities and serves as a link between these organizations, workers with disabilities, and the workplace.

Components of a BAC

- Marketing
- Advisement
- Networking
- Community Awareness
- Education
- Fund Raising
- Supports
Skill Acquisition
Social Skills

Socially Acceptable
• Good hygiene
• Appropriate eating skills
• Social courtesies
• Awareness of others
• Waiting skills

Sociability
• Initiating interactions
• Maintaining interactions
• Social problem solving

Skill Acquisition
Communication

• Requesting wants and needs
• Indicating dislike, refusal
• Asking for help
• Gaining adult attention
• Teaching spontaneity
Skill Acquisition
Activities of Daily Living

• Self-care
• Domestics
• Finance

Skill Acquisition
Leisure Skills

• Listening to music
• Using computer
• Art
• Word searches
• Puzzles
Residential Models

- Campus housing
- Group homes
- Supervised apartments
- Supported living
- Independent living

Participation In the Community

- Purchase of services and goods:
  - Shopping
  - Medical visits
Recreation and Leisure

- Movies
- Bowling
- Library
- Fitness gyms
- Museums
- Local fairs
- Concerts

Community Give-Back

- Adopt-A- …
- Community clean-up
- Volunteerism
- Good will gestures:
  - Holiday cookies for neighbors
  - Thanksgiving dinner for nursing home residents