

WORK OPTIONS FOR STUDENTS WITH AUTISM SPECTRUM DISORDERS

ERNST VANBERGEIJK, PH.D., M.S.W.
ASSOCIATE DEAN & EXECUTIVE DIRECTOR
NEW YORK INSTITUTE OF TECHNOLOGY
VOCATIONAL INDEPENDENCE PROGRAM

WHAT IS THE CURRENT NATIONAL UNEMPLOYMENT RATE?

- Approximately 9.5% (U.S. Dept. Labor)
- By the end of the year this figure is projected to reach 10%
 - This is the highest unemployment rate in 26 years
- If we include under employment then an additional 17% of Americans who are looking for full time employment cannot find it.
- Some economists are saying that the economic recovery will not take place until at least 2015
- 10% of Americans will receive food stamps in the near future
- 1 out of 4 children will live in poverty

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WHAT IS THE UNEMPLOYMENT RATE FOR PEOPLE WITH DISABILITIES?

- On the optimistic side = 44% (Source: ABC News)
- According to the U.S Department of Labor, Bureau of Labor Statistics, approximately 65% of people with disabilities are unemployed
 - This is for all disabilities
- There are no systematically collected data for individuals on the autism spectrum.
- Anecdotal evidence suggests that the unemployment rate for individuals with ASDs may be around 90%

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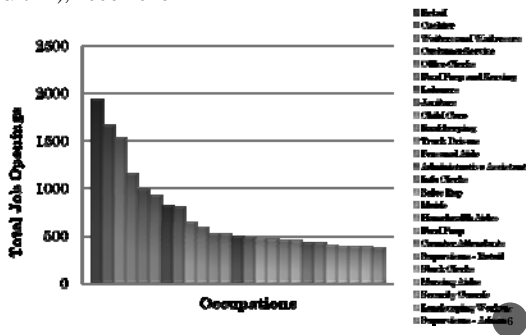
SURGE IN THE ASD POPULATION

- o CDC 1 out of 150 children has an ASD
- o Early intervention & the application of empirically based treatment has led to better outcomes
- o Students with this diagnosis are coming of age
- o The growing AS population entering colleges and the work force bring unique challenges

WHY IS THIS A NEW ISSUE TODAY?

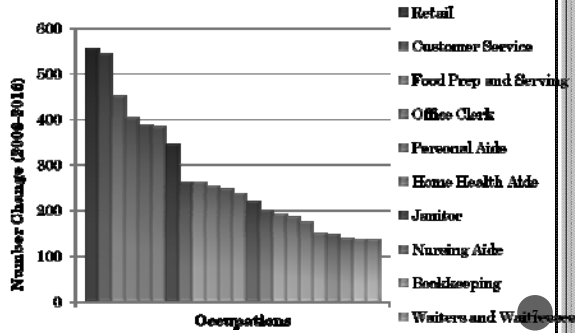
- o Changes in labor economy
- o Movement to a knowledge based economy has increased the educational requirements of entry level work
- o Education Matters!

OCCUPATIONS WITH LARGEST NUMBER OF TOTAL JOB OPENINGS (NOT REQUIRING COLLEGE DEGREE), 2006-2016



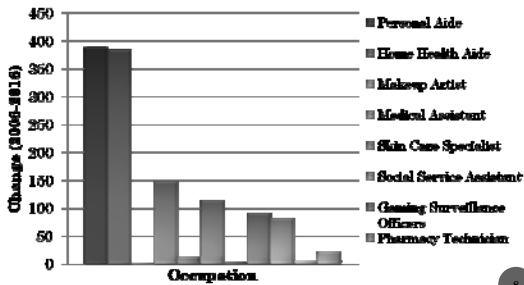
United States Bureau of Labor Statistics, *Employment projections to 2016*. Retrieved from

OCCUPATIONS WITH LARGEST EMPLOYMENT GROWTH (NOT REQUIRING COLLEGE DEGREE), 2006-2016



United States Bureau of Labor Statistics. *Employment projections: 2006-16*. Retrieved from

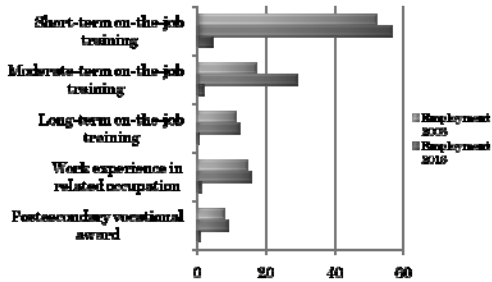
FASTEST GROWING OCCUPATIONS (NOT REQUIRING COLLEGE DEGREE), 2006-2016



United States Bureau of Labor Statistics. *Employment projections: 2006-16*. Retrieved from <http://www.bls.gov/news.release/pdf/empst.pdf>

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EMPLOYMENT AND TOTAL JOB OPENINGS BY POST SECONDARY EDUCATION AND TRAINING CATEGORY (IN THOUSANDS)



United States Bureau of Labor Statistics. *Employment projections: 2006-16*. Retrieved from <http://www.bls.gov/news.release/pdf/empst.pdf>

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WHAT DOES IT ALL MEAN?



- o A surge of young people who need a different path to access work, relationships, and independence
- o All young people need to be as educated as possible to access the range of occupational choices
- o Without a college degree, jobs in the service sector are most available

TOP 50 EMPLOYERS OF 2009 READERS CHOICE AWARDS OF CAREER & DISABLED MAGAZINE

- | | |
|---------------------|------------------------|
| 1. General Electric | 13. Northrop Grumman |
| 2. John Deere | 14. Darden Restaurants |
| 3. Caterpillar | 15. General Motors |
| 4. 3M | 16. IBM |
| 5. Raytheon | 17. Ernst & Young |
| 6. Lockheed Martin | 18. Kaiser Permanente |
| 7. Boeing | 19. The Hartford |
| 8. DuPont | 20. CVS/Pharmacy |
| 9. Procter & Gamble | 21. Verizon |
| 10. BAE Systems | 22. Wells Fargo Bank |
| 11. AT&T | 23. WellPoint |
| 12. Microsoft | 24. Hewlett-Packard |
| | 25. Wal-Mart Stores |

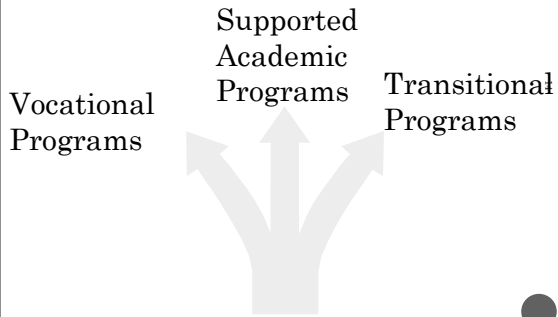
TOP 50 EMPLOYERS OF 2009 READERS CHOICE AWARDS OF CAREER & DISABLED MAGAZINE...CONTINUED

- | | |
|----------------------------|----------------------------------|
| 26. Pitney-Bowes | 39. AIG |
| 27. 7-Eleven, Inc. | 40. Amgen |
| 28. SunLife Financial | 41. State Street Corporation |
| 29. Hyatt Hotels & Resorts | 42. Affiliated Computer Services |
| 30. Xerox | 43. Honeywell |
| 31. Toyota | 44. The Aerospace Corporation |
| 32. Sears Holdings | 45. American Honda |
| 33. Novell | 46. Time Warner |
| 34. Boehringer Ingelheim | 47. T-Mobile |
| 35. Nissan | 48. Medtronic |
| 36. Cisco Systems | 49. InterContinental Hotel Group |
| 37. Sprint | 50. Sun Microsystems |
| 38. Arrow Electronics | |

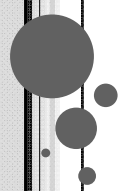
WALGREENS EXAMPLE

- o Anderson, SC Distribution Center
- o 700 employees
- o 40% of the works force has some sort of disability
- o This distribution center became the most efficient center in the system by over 20%
- o Walgreens opened a distribution center in Windsor, CT which started shipping January 19, 2009.
- o They exceeded their expectations by employing over 33% of the workforce with some sort of disability

THE CHOICES



VOCATIONAL PROGRAMS



- Vocational Rehabilitation: to help individuals with disabilities to access work
- Day treatment, habilitation programs and supported work programs

**SUPPORTED WORK PROGRAMS
OF VOCATIONAL
REHABILITATION**

- "Competitive work in integrated work setting...consistent with the strengths, resources, priorities, concerns, abilities, capabilities, and informed choices of the individual"
(Rehabilitation Act Amendments, 1998).
- The goal: help the individual to integrate into normal adult functioning in terms of work and relationships

BUT ARE THEY EFFECTIVE? YES

- The characteristics of the effective programs are:
 - Work site is committed to employing individuals with a disability
 - Providing support to stay employed in terms of problem solving and advocacy
 - Helping the individual to disclose their disability to an employer
 - Psychiatric services are integrated with the vocational service

**SUPPORTED ACADEMIC
PROGRAMS**

- The ADA and integrating into institutions of higher education
- A wide range of remedial and supportive services

**TWO GENERAL APPROACHES OF
ACADEMICALLY SUPPORTED
PROGRAMS**

1. Modify behaviors and/or skills of the student by
- Providing therapy and counseling for feelings of helplessness, isolation, and/or for social skill deficits
 - Teaching organizational and study skills
 - Providing targeted disability-specific assistance (e.g., providing a curriculum in reading and comprehension, computational math skills, etc).

**TWO GENERAL APPROACHES OF ACADEMICALLY
SUPPORTED PROGRAMS**

2. Alter the learning environment by:
- Providing assistive technologies and programs (e.g., recorded textbooks, proofreading programs, utilizing note-takers),
 - Allowing flexibility in aspects of a course or programs of study (e.g., changes to testing procedures)
 - Providing tutoring and special mentoring.

**WHICH APPROACH IS MOST
EFFECTIVE IN WHAT
SITUATION?**

- We have lots of practice wisdom but no data!

COLLEGE IS MORE THAN CLASSES

- Social experiences
- Living experiences
- Learning experiences



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TRANSITIONAL PROGRAMS

- Combine vocational and academically supported program models.
- Focus on job specific social skills, independent living skills, and academic skills
- Tend to be more individually tailored
- Longer than a 4 year degree program.

MOST PROGRAMS INCLUDE 4 COMPONENTS

- Supported employment & work skills training
- Adult life skills training (e.g., financial management, grocery shopping, laundry, and home maintenance)
- Social and personal relationships counseling and training
- Encouraged social involvement in the community

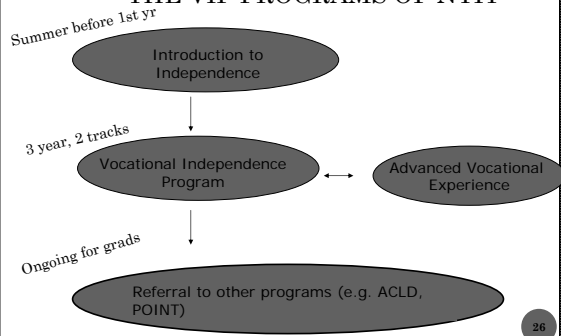
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BEST PRACTICES OF TRANSITIONAL PROGRAMS

- Using group modality
- Involving the family
- Developing community partnerships
- Taking a long term approach: the importance of follow-up
- On-going evaluation

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THE VIP PROGRAMS OF NYIT



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INTRODUCTION TO INDEPENDENCE

- Conducted 1 or 2 summers before 1st VIP fall semester. Ages 16-21
- 7 week summer experience
- Held in the same dormitories as the student will live in come fall
- 4 days a week- ½ of the day is spent in vocational placement
- Fridays dedicated to travel training
- Stipends paid. \$ used to teach budgeting. Students pay for social activities/trips
- Emphasis on socialization

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VOCATIONAL INDEPENDENCE PROGRAM

- Two Track- 3 Year Program. Ages 18-25+
 - Track I Vocational & Independent Living Skills focus
 - Track II students take some courses at NYIT for credit
- Addresses academic, vocational, & independent living skills
- Individualized attention 2:1 student/staff ratio
- Department of Labor Funding
- Traditional curriculum format: freshperson, sophomore, & junior
- Certificate of completion
- Optional 4th year individually tailored



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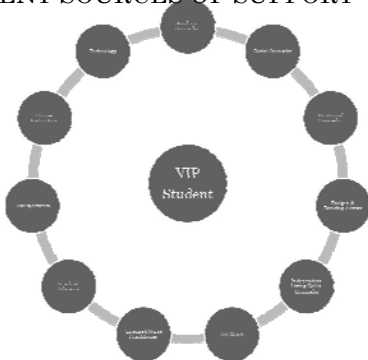
WHO ARE THE VIP STUDENTS?

- They are young adults ages 16-25 years of age with significant learning disabilities or higher functioning individuals on the autism spectrum
- They must have a desire to learn how to work and have the potential to live independently



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STUDENT SOURCES OF SUPPORT



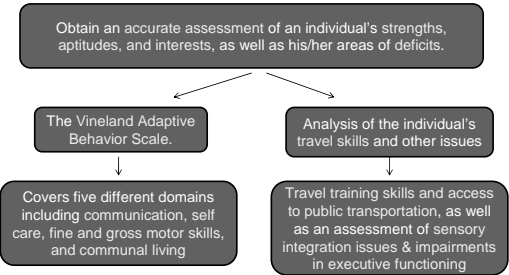
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WHAT MAKES VIP UNIQUE?

- Chartered by the Board of Regents of the State University of New York to confer degrees & certificates
- Credentialed by Middle States Commission on Higher Education
- Planned activities every weekend
- Professional Transportation System
- Travel training to NYC
- International travel options
- 6 vocational areas
- BOCES option
- 4th Year option
- Research

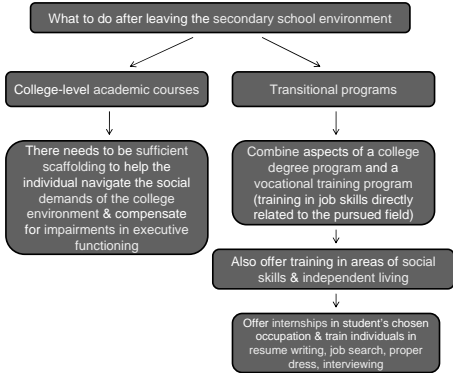
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STEP ONE



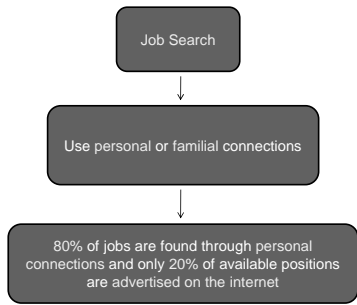
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STEP TWO



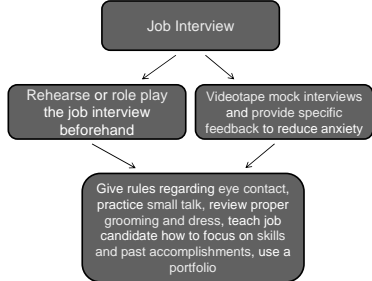
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STEP THREE



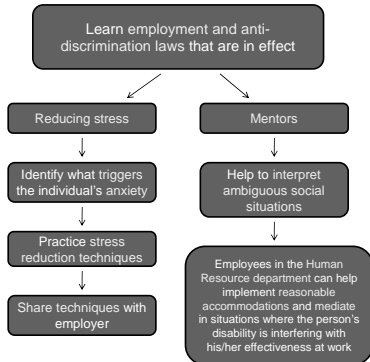
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STEP FOUR

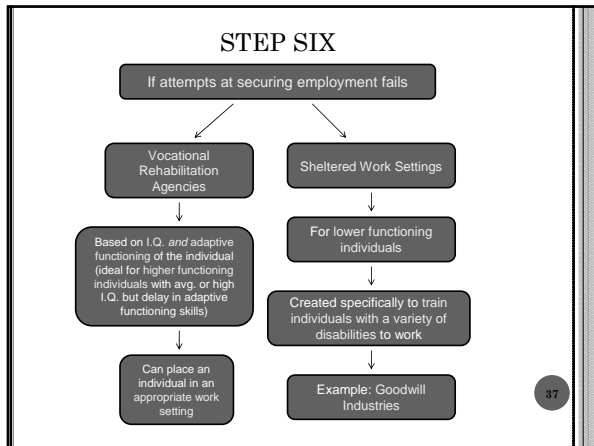


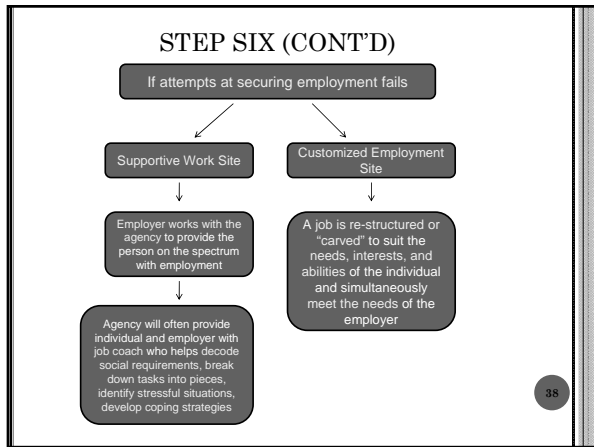
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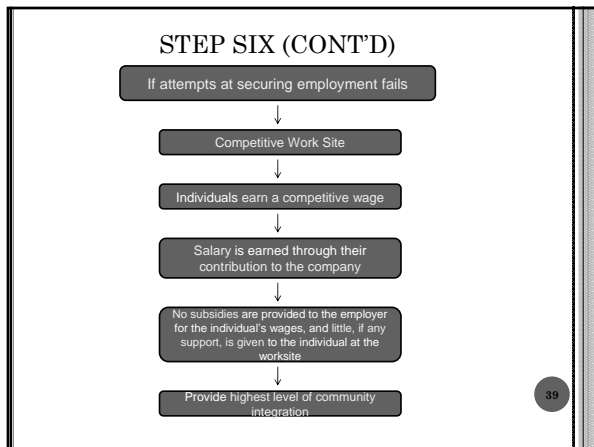
STEP FIVE



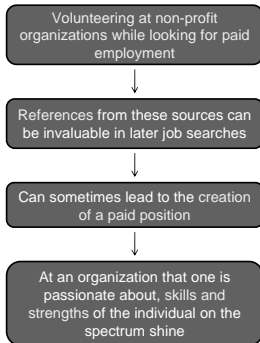
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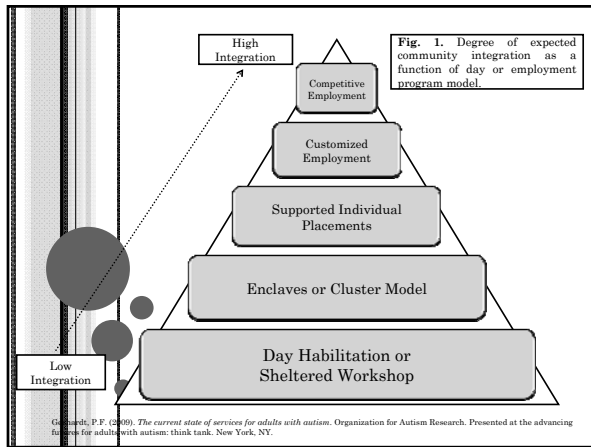






VOLUNTEERING





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www.dshabillity.com

FOR FURTHER INFORMATION:

Ernst VanBergeijk, Ph.D., M.S.W.
Executive Director & Associate Dean
New York Institute of Technology
Vocational Independence Program
300 Carleton Avenue
Central Islip, NY 11722-9029
631-348-3354
evanberg@nyit.edu
www.nyit.edu/vip