

Best Practices for ASD/HFA Adults Transitioning to the World of Work

Putting the Pieces Together



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46%

- Of individuals with a Bachelors Degree or Higher
- Unemployed

75%

- Underemployed

2x

- More likely to be unemployed

CHALLENGES for EMPLOYEES

Lack of Information

- Americans w/Disabilities Act
- Available Assistance

Social Pressure

- Fear of losing job
- Stigma or Stereotype (Label)

Compensatory Skills

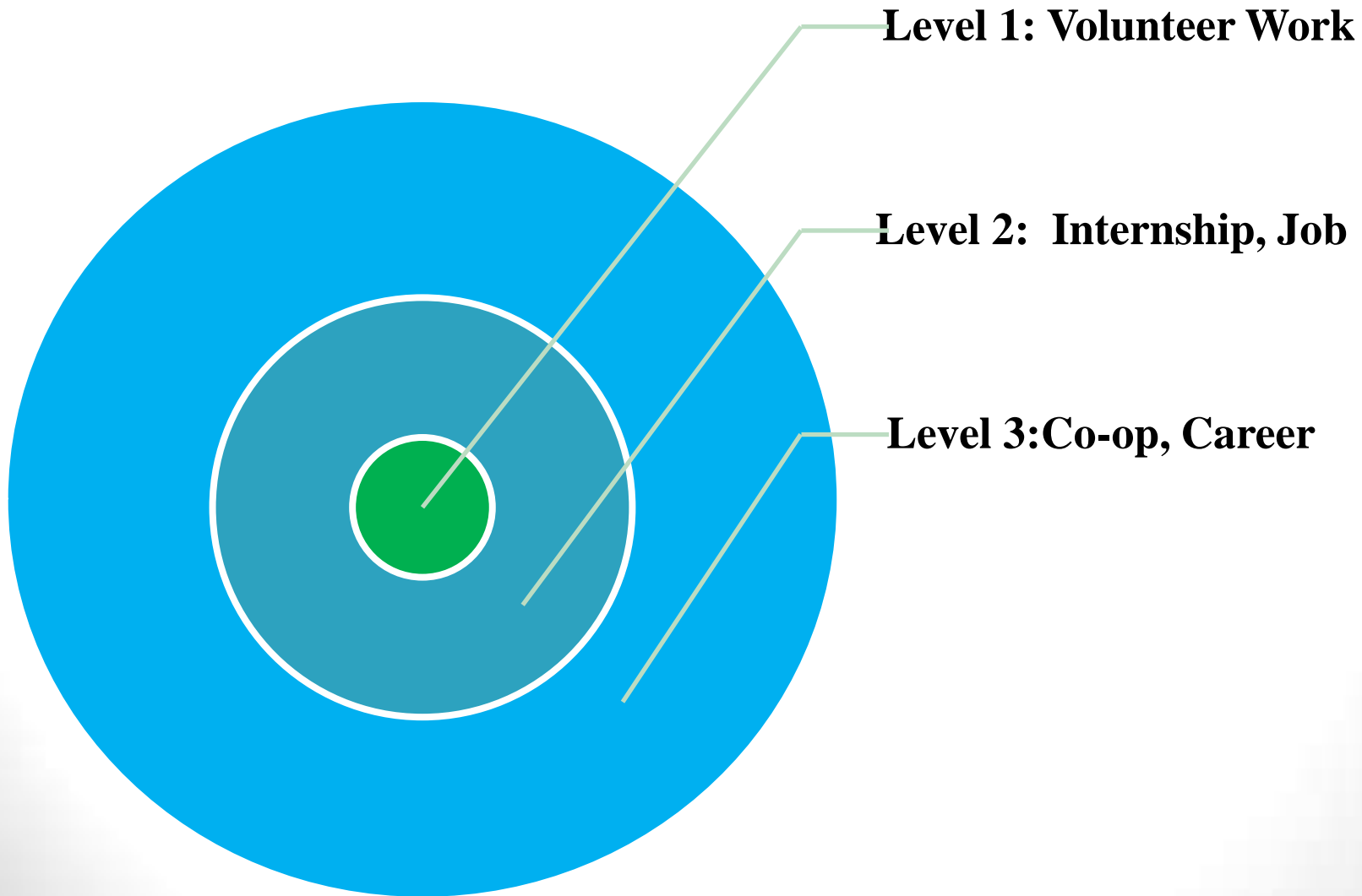
- Underdeveloped
- No 'goodness of fit'

STRATEGIES FOR SUCCESS

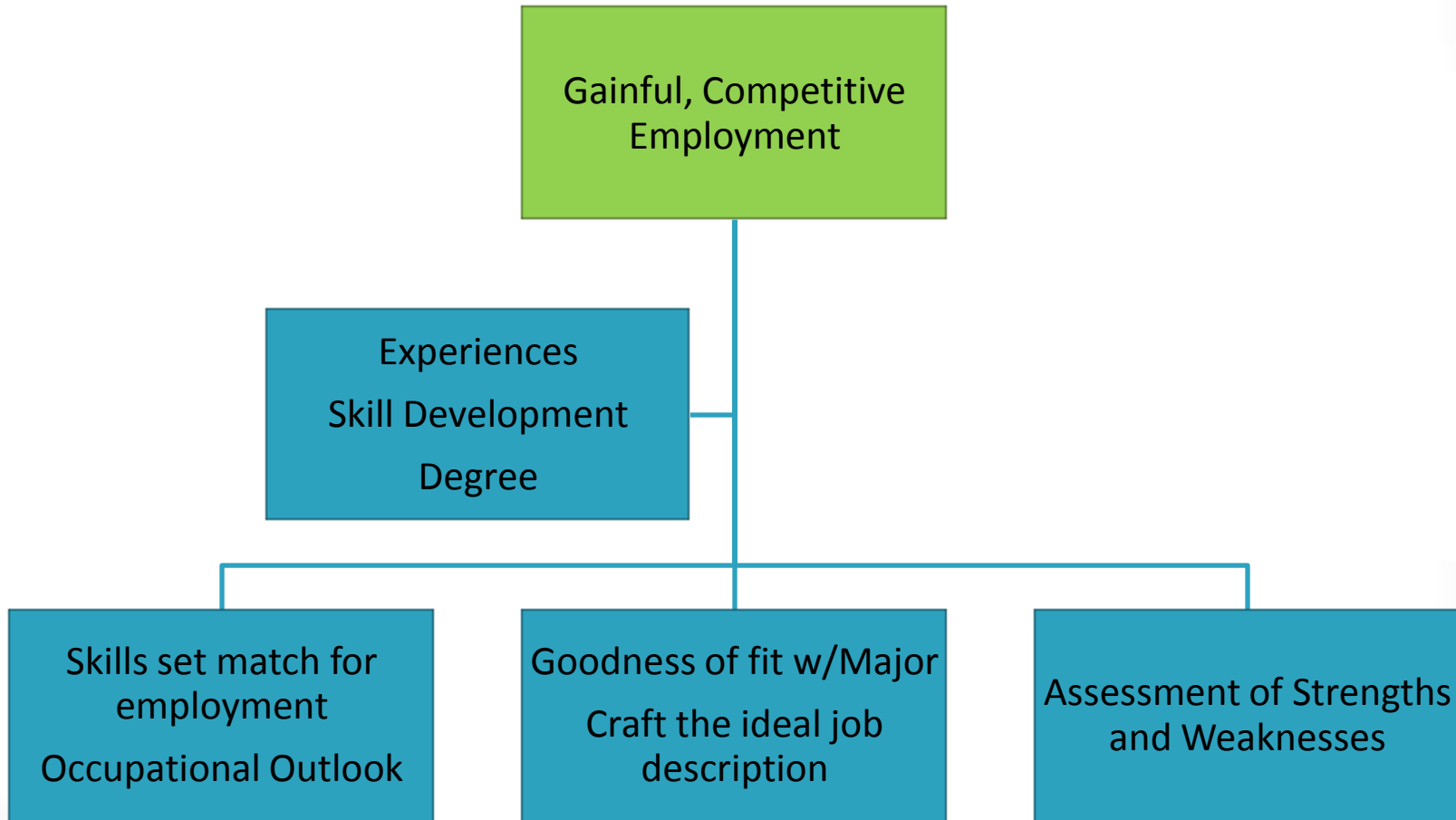


Adelman & Vogel, 1990; Gerber 1988

BUILDING EXPERIENCES



GOODNESS OF FIT



Overall Job Match



94%

Thinking Style

Learning Index	1	2	3	4	5	6	7	8	9	10
Verbal Skill	1	2	3	4	5	6	7	8	9	10
Verbal Reasoning	1	2	3	4	5	6	7	8	9	10
Numerical Ability	1	2	3	4	5	6	7	8	9	10
Numeric Reasoning	1	2	3	4	5	6	7	8	9	10

Job Match Percentage
95%

Behavioral Traits

Energy Level	1	2	3	4	5	6	7	8	9	10
Assertiveness	1	2	3	4	5	6	7	8	9	10
Sociability	1	2	3	4	5	6	7	8	9	10
Manageability	1	2	3	4	5	6	7	8	9	10
Attitude	1	2	3	4	5	6	7	8	9	10
Decisiveness	1	2	3	4	5	6	7	8	9	10
Accommodating	1	2	3	4	5	6	7	8	9	10
Independence	1	2	3	4	5	6	7	8	9	10
Objective Judgment	1	2	3	4	5	6	7	8	9	10

Job Match Percentage
95%

Distortion – 8

Occupational Interests

Interests Ranking

Top three interests for this position

Enterprising								8		
People Service						6				
Creative										10

Lowest three interests for this position

Financial/Administrative					5					
Technical				4						
Mechanical				4						

Job Match Percentage
91%

The Job Matching process for Interests is concerned with top three interests of a Job Match Pattern and how a candidate's top three interests match. The three top interests for this Pattern are indicated and ranked from top to bottom.

INTEGRATING SERVICES IN A COLLEGE SETTING



DISABILITY RESOURCES



Advocate



Mediate



Initiate

CAREER SERVICES



DS/Career Joint Workshops-Go to the source!



Cross Training Student Employees DS/CS



Resume/review, Mock Interviews, Advice on Disclosure

COUNSELING SERVICES



Identification

- Evaluations
- Re-Evaluations in New environment

Illumination

- What is Asperger's?
- How does this impact me and others?

Intervention/Invention

- Group
- Individual
- Life Coaching

NATIONAL PROGRAMS

ENTRYPOINT

- American Association for the Advancement of Science (AAAS)
- Competitive Pay \$24/hr
- 10-week summer intern
- Top Companies: NASA, Boeing
- 3.0 GPA
- <http://ehrweb.aaas.org/entrypoint/>

WORKFORCE

- Government agency internships
- Paid internship
- Interview on campus
- Graduate students included
- 2.0
- <https://wrp.gov/AboutPre.do>

SPECIALIZED COMPANIES

SPECIALISTERNE



Passion for details

ASPIRITECH

ASTEP

Asperger Syndrome Training & Employment Partnership

**STEM FORCE
TECHNOLOGY**

ASPIRITECH

ACCESS

Tell us about yourself? Why do you want this position?

- **Issues? Potential Responses?**

Reading Between the Lines

- **What are they *REALLY* asking?**

Job Descriptions Misleading

- **Strong communication skills, great leadership...buzz words that are not necessarily vital to the job**

ACCOMMODATIONS ON-THE-JOB

Clear Communication

Email Communication vs. Face-to-Face

Modified Interview Process

Flexible Work Hours

Lighting/Workspace Adjustments

Mentor/Coach

To Disclose or Not to Disclose?

PRO's

**Highlight the pro's of
Asperger's**

**Protection under the
ADA-AA**

**An opportunity to
establish needs/
accommodations**

CON's

**False presumptions
about the syndrome**

**Fear regarding costs for
accommodations**

**Fear about psychiatric
co-morbid disorders**

Questions?...
Comments?...

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Thank You!!