

AUTISM CAREER PATHWAYS PROJECT

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OUR MISSION

- To create customizable hiring resources for small to medium-sized businesses for a successful career placement, support and integration for neurodivergent individuals
- To create an online video training resource library for various types of workplaces
- To empower businesses to successfully create an all in-house neurodivergent hiring process

CAREER ASSESSMENT TOOL

- Tool and scoring method designed with input from neurodivergent individuals
- Designed to highlight each ND candidate as ***a person*** with unique set of strengths, interests, aptitudes, current skills and areas of needs
- Outcome in the form of a captioned short video and written summary for ND candidate, family and businesses
- The goal is to represent the candidate's personality and strengths in lieu of a standard verbal interview

ACTIVITY-BASED CAREER ASSESSMENT

- Phase 1: Self-regulation
- Phase 2: Executive Functioning Skills (creative problem solving, making choices, following instructions, learning through a process and evaluation abilities)
- Phase 3: Social Communication (co-creating, mentoring, reporting progress and connecting with a partner)

ASSESSMENT MODULES

Assessments take about 1 to 1.5 hours and conducted in a professional setting

- Module 1: Minimal support level (8 activities)
- Module 2: Medium to complex support level (6 activities)

CANDIDATE PREPARATIONS

- Parent and candidate questionnaires (video, audio or written format)
- Allowed to bring any means to self-regulate (fidget toys or phone)
- Allowed to start with a prepared or rehearsed first activity

CASE STUDIES

RYAN AND ALEX

RYAN 20 YEARS OLD

- San Jose State University Student
- Jazz Music major
- Career aspirations: To be part of band as a professional guitarist
- To open a music school



ALEX 28 YEARS OLD

- Proud owner of Big Al's Best Toffee Company
- Food connoisseur and artist
- Community volunteer



SUPPORTING CURRICULA

Based on career assessment video and written summary, we identify a set of *strength-based* goals for:

1. ND candidate
2. Family/caregivers
3. Employment specialists and businesses

EMPLOYMENT SPECIALIST TRAINING MODULES

Lessons:

Phase 1: “Redefining Autism as a Neurotype”

Phase 2: Developing trust and connection with a client

Phase 3: Best practices for a “Discovery” session

Phase 4: Building a relationship with a business

Phase 5: Job carving for a client

Phase 6: Client integration

Phase 7: Exploring work accommodations

Phase 8: Goal setting and ongoing support for the workplace

FAMILY TRAINING TRAINING

MODULES

Lessons:

Phase 1: “Rethinking Autism”

Phase 2: Building a better relationship “Undoing bad habits”

Phase 3: Developing apprenticeship at home

Phase 4: Interest exploration

Phase 5: Building foundations for collaboration in various activities

Phase 6: Nurturing independent decision-makings

Phase 7: Transferring responsibilities to ND family member

Phase 8: Setting career goals

QUESTIONS?

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