

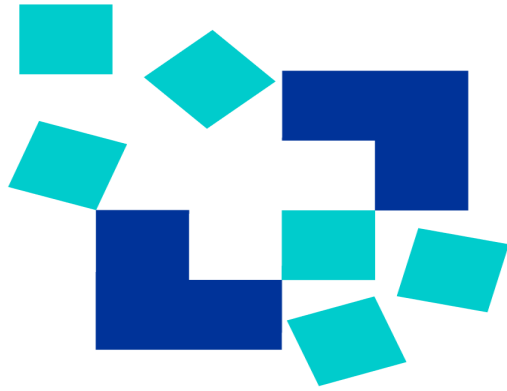
Welcome:

Creating a Culture of Workplace Inclusion

October 14, 2022

Our time together:

- Understand the role of vocational rehabilitation in transition and employment
- Recognize how the legal profession protects employers in hiring
- Define pre-employment transition services
- Audience participation



Iowa
**Vocational
Rehabilitation**
Services

Disability Awareness and Accommodations

Finding solutions. Generating success.



Vocational Rehabilitation- State VR programs provide VR services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in competitive integrated employment or supported employment and achieve economic self-sufficiency.

- While VR programs have some variation, each state offers:
 - Pre-Employment Transition Services (Pre-ETS)
 - VR services designed to assist individuals with disabilities achieve competitive integrated employment or supported employment
 - Services to businesses/employers to assist with the recruitment and retention of individuals with disabilities



Vocational Rehabilitation Services

- Based on your IPE, you will receive the unique services needed to achieve your employment goal.
- Examples of VR services can include:
 - counseling and guidance
 - education (junior college, college or graduate)
 - training (occupational, apprenticeships, remedial/literacy training, job readiness, on-the-job training, disability-related skills training, job seeking skills)
 - referrals for mental or physical treatment/restoration
 - supported employment
 - rehabilitation technology
 - self-employment services,
 - customized employment/job carving and/or on-the-job supports.



The Three-Legged Stool

VR agencies cannot guarantee anyone a job and they are usually most successful if they have a variety of partnerships with other state agencies, businesses, non-profits and service providers. For self-advocates and parents, it is important to understand the role VR plays in your state's disability services ecosystem.

VR agencies leverage relationships with:



Education

Labor/ Workforce

Health/ Human Services



Other Partnerships

- Business Partnerships
- Service Providers
- Advocacy Organizations
- Ex: Autism Speaks
 - Successful employment outcomes
 - Direct link to autistic community and research
 - Staff Training (Autism Friendly Designation)



Pre-Employment Transition Services (Pre-ETS)

- Job exploration counseling
- Work-based learning experiences
- Counseling on opportunities for enrollment in comprehensive transition or postsecondary education programs at institutions of higher education;
- Workplace readiness training to develop social skills and independent living;
- Instruction in self-advocacy



Pre-Employment Transition Services (Pre-ETS)

- VR programs share responsibility for Pre-ETS with local school districts
- Each state must reserve 15% of the VR grant for Pre-ETS
- Potentially eligible vs fully eligible:
 - All students with a disability are eligible to receive Pre-ETS
 - Students can, but are not required, to apply for full VR services
- High quality Pre-ETS will be tailored to the needs and goals of the student being served



Pre-ETS in Iowa

- IVRS focuses heavily on education:
 - because it works
 - investment during transition pays dividends for a lifetime
- Focused on partnerships with local school districts
 - Shared responsibility
 - Best support for ultimate employment outcomes
- Third-Part Cooperative Agreements
 - Shared funding agreements
 - Integrated into the education environment
 - Moving in the same direction
 - Programs clearly delineate how IVRS and the local school district will serve each student
- Benefits of close education partnership
 - Streamlined access to student records
 - Counselor participation in IEP and related planning
 - Example: DMPS vs rest of the state



Autism Law Summit 2022

Recruiting, Hiring, Retaining,
and Promoting People with
Disabilities

Matthew R. Korn, Partner, mkorn@fisherphillips.com, (803)-740-7652

Agenda

- Section One: The Legal Framework – The Americans with Disabilities Act of 1990
- Section Two: Best Practices for Providing Reasonable Accommodations
- Section Three: Best Practices for Recruiting Candidates with Disabilities
- Section Four: Best Practices on Respecting, Retaining, and Promoting Employees with Disabilities

Section One: The Legal Framework

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- The Americans with Disabilities Act of 1990
- Which employers are subject to the requirements of the ADA?
- Defining disability under the ADA
- Physical/mental illnesses covered under the ADA
- Defining employment discrimination under the ADA

Section Two: Best Practices for Providing Reasonable Accommodations

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- What is a reasonable accommodation?
- When must an employer provide a reasonable accommodation under the ADA?
- Requesting reasonable accommodations
- Common reasonable accommodation requests
- How much will it cost to provide a reasonable accommodation?
- Best practices on developing accommodations processes and procedures

Section Three: Best Practices for Recruiting Candidates with Disabilities

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- Steps businesses can take to ensure people with disabilities are included in a company's overall recruitment efforts
- Strategies to recruit young people with disabilities
- Best practices employers can implement to provide equal access to employment opportunities for applicants with disabilities
- Best practices for interviewing applicants with disabilities
- Questions to ask and questions to avoid during interviews regarding an individual's disabilities

Section Four: Best Practices on Respecting, Retaining, and Promoting Employees with Disabilities

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- Diversity, equity, and inclusion initiatives
- What employers can do to develop retention programs for employees with disabilities
- Tailored on-boarding programs
- How employers can provide employees with disabilities equal access to career development programs
- How disability awareness and etiquette training can help employee retention
- How workplace mentoring programs and employee resource groups can improve employment outcomes
- How return to work programs can be more inclusive of employees with disabilities
- How workplace flexibility programs can help employers retain employees with disabilities



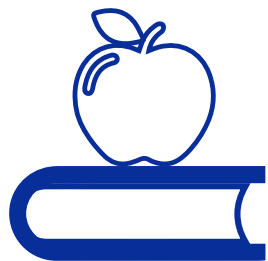
Workplace

Inclusion Now™

people • communities • employers



Improving the transition to adulthood



An estimated

70K teens

Transition out of school
Based services each year



Nearly

**1/2 of 25
year olds**

with autism never held a paying
job, although many are willing
and ready to work

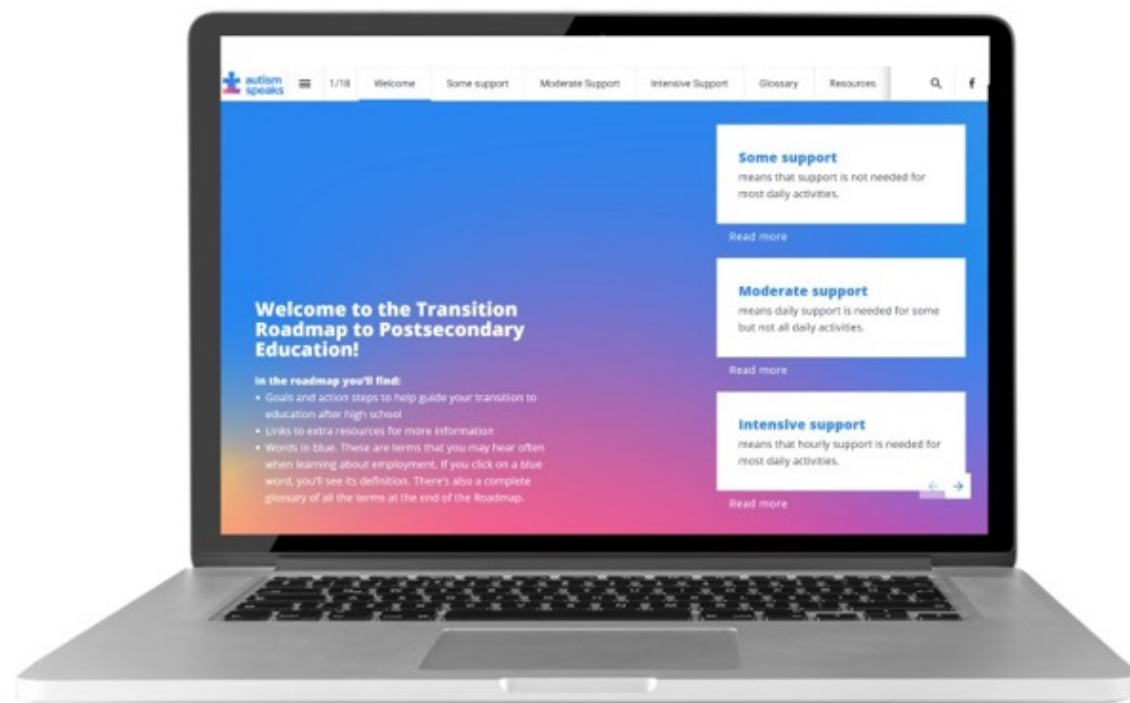


**80% of adults
with autism**

continue to live with their
aging parents



Transition roadmaps

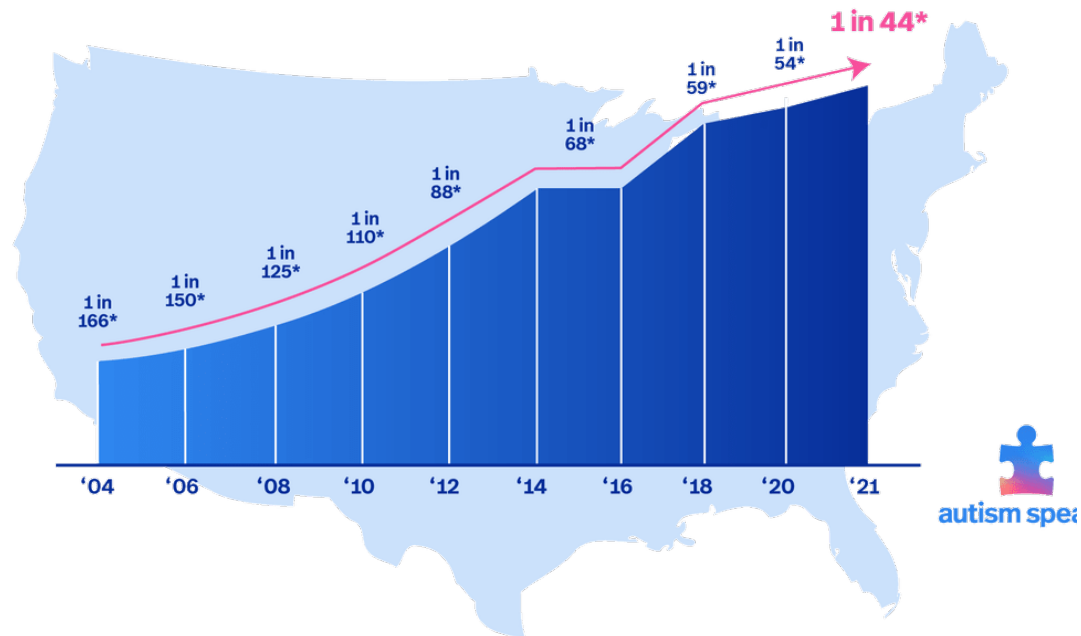


- Postsecondary education
- Housing and residential supports
- Meaningful employment

Employment...The big picture

Did you know...

Estimated Autism Prevalence 2021



The Centers for Disease Control and Prevention (CDC) prevalence estimates are for 8-year-old children and reflect data 4 years prior to the report date (e.g. 2021 figures are from 2018)



Did you know
nearly 1/2 of 25-year olds
with autism have never
held a paying job

although many are willing and able to work.

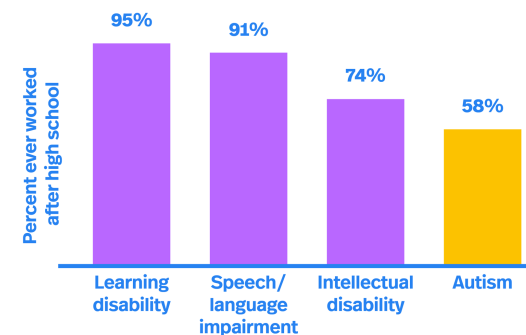


Employment: the big picture

Most autistic adults are
**unemployed or
underemployed, with
estimates ranging
from 50%-75%**
in the U.S.

More than half of young adults with autism remain unemployed and unenrolled in higher education in the two years after high school.

**They have much
lower rates of
employment than
young adults with
other disabilities**



*Shattuck PT, Narendorf, SC, Copper B, et al. Postsecondary education and employment among youth with an autism spectrum disorder. Pediatrics 2012 June 129(6) <http://pediatrics.aapublications.org/content/129/6/1042>

*National Longitudinal Transition Study-2 (NLTS2)

Language: Person-first or Identity-first?

- “An autistic” vs “Autistic person” vs “Person with autism”
- Many self-advocates prefer identity-first language (autistic)
- There is no right or wrong. Be careful not to dismiss this as a minor or silly difference. It can be very important to the person.
- Follow the person’s lead. Use their preferred language. **Don’t be afraid to ask!**
- Other terms you may hear: Aspie, Aspergian, Autist, Spectrumite, Neurodiverse, Neurominority.



Focus on Strengths



Attention to detail

- Thoroughness
- Accuracy



Methodical approach

- Analytical
- Spotting patterns, repetition



Visual skills

- Visual learning and recall
- Detail-focussed



Deep focus

- Concentration
- Freedom from distraction



Novel approaches

- Unique thought processes
- Innovative solutions



Expertise

- In-depth knowledge
- High level of skills



Observational skills

- Listen, look, learn approach
- Fact finding



Creativity

- Distinctive imagination
- Expression of ideas



Accepting of difference

- Less likely to judge others
- May question norms



Absorb and retain facts

- Excellent long term memory
- Superior recall



Tenacity and resilience

- Determination
- Challenge opinions



Integrity

- Honesty, loyalty
- Commitment



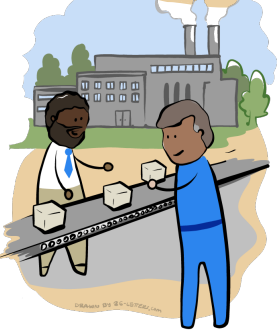
People

People with autism and related challenges are ready and willing to work – and they have the skills and talents for a range of industries and roles. WIN **equips students, job seekers and employees with information, resources and support** to find meaningful work and navigate the workplace.



Communities

WIN is **founded on the idea that by working together as a community, we can make the greatest impact** in transforming employment for people with autism and related challenges. WIN works with community partners to **support autistic people in finding, applying, getting and maintaining a job.**



Employers

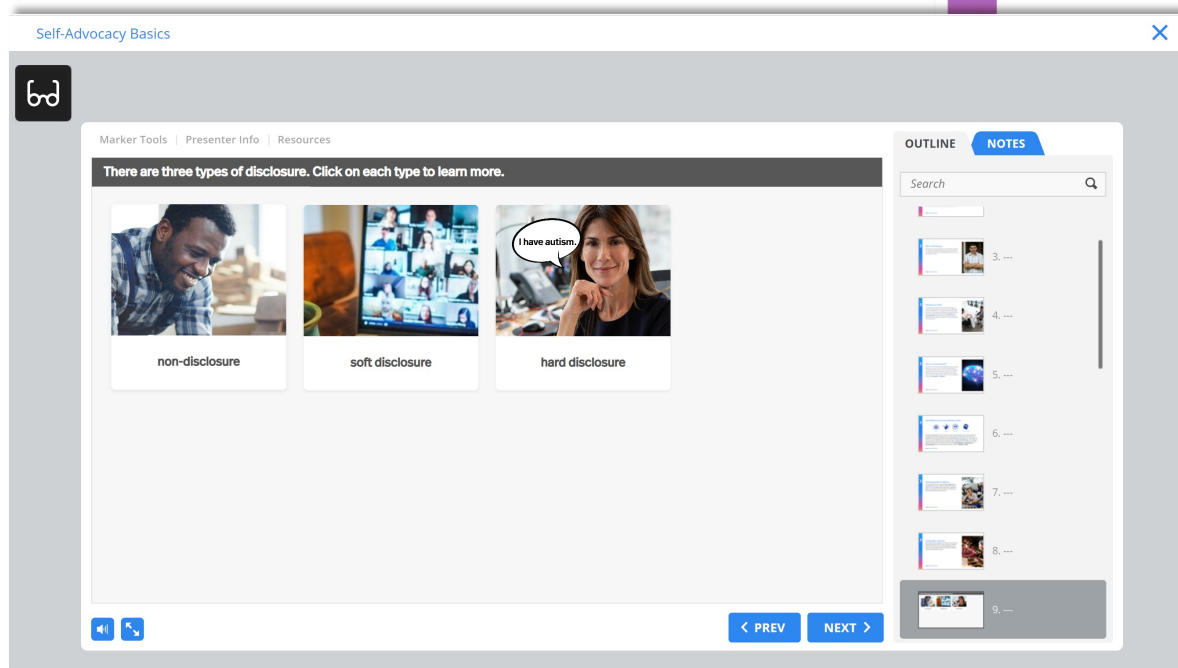
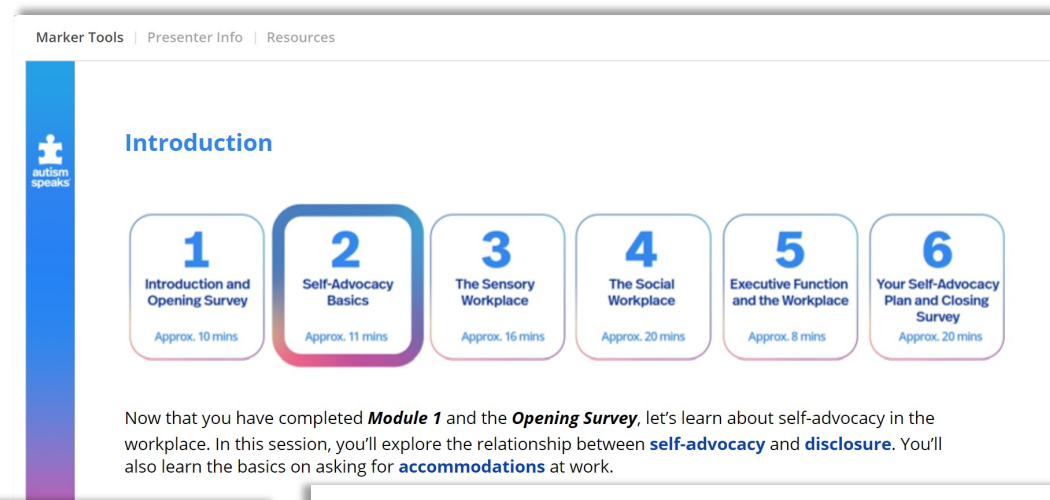
National data shows that **most autistic adults are unemployed or underemployed**, despite having the skill sets and expertise to excel in the workplace. **WIN helps businesses committed to inclusion to transform this** through consultation, training, programs and opportunities to access this untapped talent pool.



Digital Training: Navigating Your Differences at Work

Six modules equip learners with:

- Tools for self-advocacy at work
- Guided scans of the workplace for potential challenges
- Supports for advocating for individual needs with your employer



autism speaks Navigating Your Differences in the Workplace

Sensory Scan

Directions: Focus on how each of your senses respond in your exterior, interior and workstation environments. Note if it is affecting your ability to be safe, comfortable and productive at work. If it is, think of two to three solutions to these challenges. These can be steps you can take yourself or requests you might need to make to your supervisor or company. You may choose to complete this Sensory Scan on your own, or with the help of a trusted person or job coach.

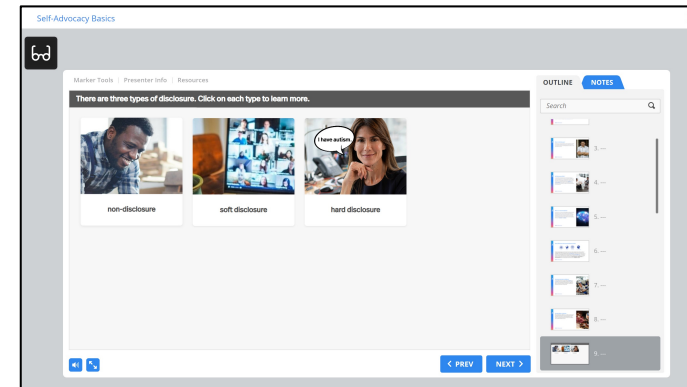
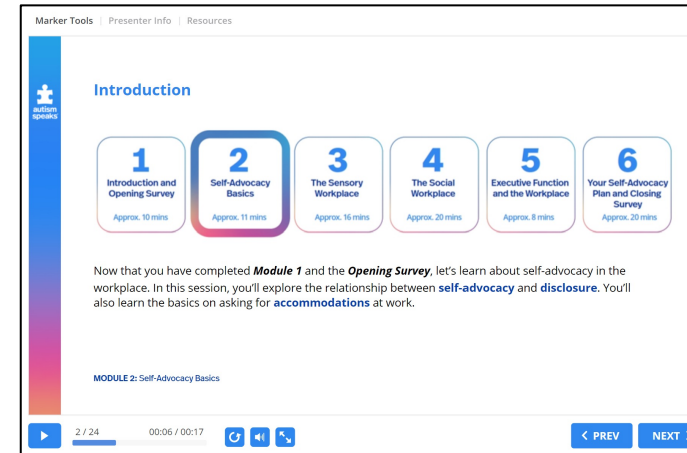
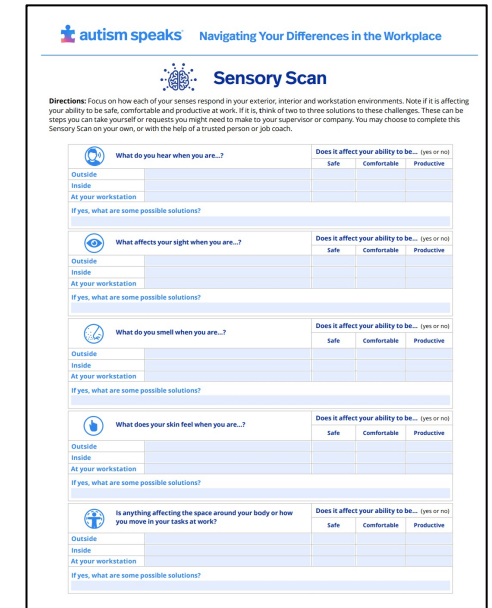
What do you hear when you are...?		Does it affect your ability to be... (yes or no)		
		Safe	Comfortable	Productive
Outside				
Inside				
At your workstation				
If yes, what are some possible solutions?				

What affects your sight when you are...?		Does it affect your ability to be... (yes or no)		
		Safe	Comfortable	Productive
Outside				
Inside				
At your workstation				
If yes, what are some possible solutions?				

What do you smell when you are...?		Does it affect your ability to be... (yes or no)		
		Safe	Comfortable	Productive
Outside				
Inside				
At your workstation				
If yes, what are some possible solutions?				

Digital trainings:

- Navigating Your Differences at Work
- Understanding Co-Workers with Autism and Related Challenges
- Welcoming Employees with Autism and Related Challenges
- Supporting Job Seekers and Employees with Autism and Related Challenges
- Preparing Learners with Autism and Related Challenges for Meaningful Employment Using Universal Design

Who are we working with?



Autism-Friendly Designation



The Autism-Friendly Designation program, **co-developed by people with autism** and provided by Autism Speaks, helps foster organizational understanding and acceptance of autistic people, their family members and those who support them.

Guided by best-in-class principles in customer experience, our digital training and resources are built upon national level competencies in direct support to people with disabilities to help your organization create more inclusive customer experiences.



One year ago, Autism Speaks, Best Buddies, Special Olympics and the Entertainment Industry Foundation (EIF) joined forces to create ***Delivering Jobs***, an inclusion campaign dedicated to creating pathways to **one million** employment and leadership opportunities for people with autism, intellectual and/or developmental differences by 2025.

- Nearly **1B impressions** garnered through radio and TV announcements that have a combined media value of over **\$70M!**
- The Society of Human Resource Managers (**SHRM**) joined, reaching out to its **300,000+ HR professionals**.
- Recruited Ambassadors **Holly Robinson Peete, Ricky Rubio** and **McKenzie Coan**.
- **\$1.325M raised** by Autism Speaks for the initiative to date.





AUTISM RESPONSE TEAM

Wherever you are, our team is here for you



The Autism Response Team (ART) is an information line for the autism community

Our team members are specially trained to provide personalized information and resources to people with autism and their families.

ART has provided more than 460,000 people with direct assistance by email, phone and chat, including requests from individuals with autism and their families, as well as caregivers, teachers, professionals and community members.

The Autism Response Team can help you learn more about:

- Where to get a diagnosis
 - Schools and special education
 - Advocacy and support
 - Adult services - including post-secondary programs and employment
 - Inclusion and community activities
- and much more!



How to contact the Autism Response Team

Monday through Friday

9 a.m. to 5 p.m. in all time zones

By phone: Your call will be routed to the team member for your region. We also have a dedicated Spanish language toll-free number.

1-888-AUTISM2 (1-888-288-4762)

En español: 1-888-772-9050

By email: Reach us at help@autismspeaks.org

Monday through Friday

9 a.m. to 7 p.m. ET

By live chat: Connect at autismspeaks.org

