

EMPLOYMENT AND ASD: PREPARING FOR THE WORLD OF WORK

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“MY CHILD WITH AUTISM IS THE LAST HIRED
AND THE FIRST FIRED”

- ANONYMOUS PARENT OF A YOUNG ADULT
WITH ASD

4.2 %

U.S. NATIONAL
UNEMPLOYMENT RATE

OCTOBER 2017

U.S. DOL BUREAU OF
LABOR STATISTICS

10.5 %

U.S. NATIONAL
UNEMPLOYMENT RATE –
Disabilities 2016

U.S. DOL BUREAU OF
LABOR STATISTICS

WHAT IS THE EMPLOYMENT RATE FOR PEOPLE WITH AN ASD?

- We don't really know for sure
- Why not?
- No epidemiological data collected from the population
- How the government collects defines terms and collects data

Employment Trends

- The general direction towards which the labor market is moving

Employment

Current Employment Statistics- employment is an estimate of the number of nonfarm, payroll jobs in the U.S. economy. Employment is the total number of persons on establishment payrolls employed full- or part-time who received pay (whether they worked or not) for any part of the pay period that includes the 12th day of the month.

Employment

Data exclude proprietors, self-employed, unpaid family or volunteer workers, farm workers, and household workers. Persons on layoff the entire pay period, on leave without pay, on strike for the entire period, or who have a pending job but have not yet reported for work are not counted as employed. Government employment covers only civilian employees; it excludes uniformed members of the armed services.

Why are the definitions important?

- Help mask or under-report the issue of employment
 - Does not include:
 - self employed
 - farm workers
 - military
 - institutionalized, congregate care or incarcerated
- *Those who have given up looking for work*

8 out of 10

Persons with a disability
not in the labor force

U.S. DOL BUREAU OF
LABOR STATISTICS, 2017b

What are ASD specific data?

- 25% of individuals with ASD employed (Holwerda, 2012 as cited in Walsh, 2014)
- 49% in sample of 169 high functioning individuals had paid employment (Barneveld, 2014 as cited in Walsh, 2014)
- Shattuck (2012) found 34.7% attended college & 55.1% had paid employment with 6 years after high school. His team also found that over 50% did not participate in employment 2 years after high school

ASD specific data...continued

- Roux (2013) 53.4% of young adults ever worked outside the home for pay since leaving high school
 - lowest rate among disability groups
- Young adults with an ASD earned an average of \$8.10 per hour, significantly lower than average wages for young adults in the comparison groups, and held jobs that clustered within fewer occupational types

ASD Specific Data Standifer (2012) NTLS -2

- Proportion of young adults with ASDs employed comparable to young adults with deaf-blindness or multiple disabilities
- ASD - Earned 86% as young people with all other disabilities
- ½ ASD young people worked less than 20 hours a week – 4X rate of all other disabilities
- Ave. # hours of work per week 36% < (23.3 hours vs. 35.8)
- Proportion ASD working full time 1/3 of all other disabilities (26% vs.71%)

Education Matters



- Participation in any type of postsecondary education (vocational education, college certificate program or even one college course) significantly enhances the ability of individuals with disabilities to secure meaningful employment (Getzel & Wehman, 2005)
- Students with disabilities who earn a B.A. degree obtain subsequent employment at almost the same rate as their neurotypical peers (HEATH Resource Center, 1998; OSER, 2000).

Education and Lifetime Earnings

Educational attainment

- None to 8th grade.
- 9th to 12th grade.
- High school graduate.
- Some college.
- Associate's degree .
- Bachelor's degree.
- Master's degree.
- Professional degree.
- Doctorate degree.

Synthetic work-life earnings

936,000
1,099,000
1,371,000
1,632,000
1,813,000
2,422,000
2,834,000
4,159,000
3,525,000

Source: Work-Life Earnings by Field of Degree and Occupation for People With a Bachelor's Degree: 2011
By Tiffany Julian. Issued October 2012. *American Community Survey Briefs*



The Choices

Vocational
Programs

Supported
Academic
Programs

Comprehensive
Transition &
Post-secondary
programs



How Can I Find These Programs?

Vocational Programs

State offices of Vocational
Rehabilitative Services

Supported Academic Programs

College Disability
Offices

Comprehensive Transition & Postsecondary programs

<https://studentaid.ed.gov/sa/eligibility/intellectual-disabilities>



Think College!

<https://thinkcollege.net/>

Heath Center National Youth
Transition Center

<https://www.heath.gwu.edu/>

ASD Specific Data - What works?

- Received career counseling high school, contacted postsecondary vocational training programs or potential employers were significant factors in employment (Chiang, Cheung, Li, & Tsai, 2012)
- Those that disclosed diagnosis were 3X more likely to be employed & higher educational levels predict employment (Ohl, et al., 2017)

ASD Specific Data - What works?

- Pillay & Brown (2017) 4 predictors of employment:
 - Supported work place
 - ASD Traits & Behavioral
 - Functional Independence
 - Family Advocacy
- Miligore et al. (2012)
 - Odds greater for employment if job placement services from VR
 - Only 48% ASD youth received such services
 - Post-secondary college services best predictor of better earning. (Only 10% of VR dataset)

What works – Severe Disabilities?

- Carter, Austin, & Trainor (2011)
 - Paid community based employment while in high school – strongly correlated
 - Being male
 - More independence in self-care
 - Higher social skills
 - More household responsibilities during adolescence
 - Higher parent expectations for future work
- All associated with increased odds of employment after high school

Do These Programs Work?

- Wehman et al. (2013)
 - Randomly assigned students with ASD to a vocational training vs. business as usual
 - Results: 87.5% of the vocational group were employed 6 months after the training vs. 6.25% of the control group
- Moore & Schelling (2015)
 - 9 out of 10 students with ID who graduated from a post-secondary program were employed within 2 years of the study
 - Only 1/2 high school grads with ID employed

Importance of ADLs

- Diamant (2015)
 - Neither I.Q. or academic ability were better predictors of employment and independent living than
 - The ability to successfully and consistently complete activities of daily living

Where are the bright spots in our economy?

The bright spots:

- Service sector: 21.6% of people with disabilities work here as compared to 17.6% non-disabled
 - Production, transportation, and material moving occupations
- Government employment – 14% vs 13.6%
- Self-employment – 10.6% vs. 6.2%

Source: U.S. DoL, 2017B

Health professionals and nursing among top 6 out of 8 projected growth professions.

(Source: https://www.bls.gov/emp/ep_table_103.htm.)

Occupation	Growth Rate 2014-2024	2016 Median Pay
<u>Wind turbine service technicians</u>	108%	\$52,260 per year
<u>Occupational therapy assistants</u>	43%	\$59,010 per year
<u>Physical therapist assistants</u>	41%	\$56,610 per year
<u>Physical therapist aides</u>	39%	\$25,680 per year
<u>Home health aides</u>	38%	\$22,600 per year
<u>Commercial divers</u>	37%	\$49,090 per year
<u>Nurse practitioners</u>	35%	\$100,910 per year
<u>Physical therapists</u>	34%	\$85,400 per year
<u>Statisticians</u>	34%	\$80,500 per year
<u>Ambulance drivers and attendants, except emergency medical technicians</u>	33%	\$23,850 per year
<u>Occupational therapy aides</u>	31%	\$28,330 per year
<u>Physician assistants</u>	30%	\$101,480 per year
<u>Operations research analysts</u>	30%	\$79,200 per year
<u>Personal financial advisors</u>	30%	\$90,530 per year
<u>Cartographers and photogrammetrists</u>	29%	\$62,750 per year
<u>Genetic counselors</u>	29%	\$74,120 per year
<u>Interpreters and translators</u>	29%	\$46,120 per year
<u>Audiologists</u>	29%	\$75,980 per year
<u>Hearing aid specialists</u>	27%	\$50,250 per year

Fastest Growing Occupations 2014 -2024

Green Goods & Services Industry

- Energy from renewable sources
 - Energy Efficiency
 - Pollution reduction and removal, greenhouse gas reduction, and recycling and reuse
 - Natural resource conservation
 - Environmental compliance, education and training, and public awareness. (Source: VanBergeijk, 2014)
-

Green Goods & Services Industry

- Accounts for 2.6% of total employment in the United States which translated into 3.4 million jobs in 2011
- E-waste = 2% landfill volume, but 70% toxic waste
 - 80-85% of electronics are thrown away

Source: VanBergeijk, 2014

How do I find these jobs?

Occupational Outlook Handbook - U.S. Department of Labor
Bureau of Labor Statistics

<https://www.bls.gov/ooh/occupation-finder.htm>

What are characteristics of effective supportive work sites ?

- 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



Threshold Program Open House

Monday, November 6, 2017

Threshold@lesley.edu

Call: 617.349.8181

See Also:

Comprehensive Transition and Post-secondary (CTP) programs
Federal Student Aid

<https://studentaid.ed.gov/sa/eligibility/intellectual-disabilities>

Free and Appropriate Public Education (FAPE)
Free Application for Federal Student Aid (FAFSA)

<https://fafsa.ed.gov/>

Occupational Outlook Handbook (OOH)

<https://www.bls.gov/ooh/>

Workforce Innovation Opportunity Act (WIOA)
Individuals with Disabilities Education Act (IDEA)
Individuals with Disabilities Education Improvement Act (IDEIA)
of 2004

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