EMPLOYMENT AND ASD:
PREPARING FOR THE WORLD OF WORK

ERNST VANBERGEIJK, PH.D., M.S.W.

LESLEY UNIVERSITY
THRESHOLD PROGRAM
“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

EMPLOYMENT AND ASD
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.
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%)

EMPLOYMENT AND ASD
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

<table>
<thead>
<tr>
<th>Educational attainment</th>
<th>Synthetic work-life earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>None to 8th grade.</td>
<td>936,000</td>
</tr>
<tr>
<td>9th to 12th grade.</td>
<td>1,099,000</td>
</tr>
<tr>
<td>High school graduate.</td>
<td>1,371,000</td>
</tr>
<tr>
<td>Some college.</td>
<td>1,632,000</td>
</tr>
<tr>
<td>Associate’s degree.</td>
<td>1,813,000</td>
</tr>
<tr>
<td>Bachelor’s degree.</td>
<td>2,422,000</td>
</tr>
<tr>
<td>Master’s degree.</td>
<td>2,834,000</td>
</tr>
<tr>
<td>Professional degree.</td>
<td>4,159,000</td>
</tr>
<tr>
<td>Doctorate degree.</td>
<td>3,525,000</td>
</tr>
</tbody>
</table>

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

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

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

Fastest Growing Occupations 2014 -2024

Source: [https://www.bls.gov/ooh/fastest-growing.htm](https://www.bls.gov/ooh/fastest-growing.htm)
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?


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

Lesley University

Employment and ASDs
See Also:

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


Julian, T. (October 2012). Work-Life Earnings by Field of Degree and Occupation for People With a Bachelor’s Degree: 2011 American Community Survey Briefs


The Workforce Innovation and Opportunity Act (WIOA) (H.R. 803).


For Further Information:

Ernst VanBergeijk. Ph.D., M.S.W.  
Director  
Lesley University  
Threshold Program  
29 Everett Street  
Cambridge, MA 02138  
617-349-8188  
evanberg@lesley.edu  
lesley.edu/threshold-program