

# The Help Group Summit

*October 26, 2013*

*“Because every child deserves a great future!”*

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## Let's Get to Work: Best Practices in Employment Training for Young People

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# ***Employment for Students & Young Adults with ASD***

## **Lou Vismara: A Parent's Perspective**

- *Young adults ~ intensive supports*
- *Steps to independence*
- *Calif. Legislation: Current & Future Opportunities*

## **Pam Clark: An Educator's Perspective**

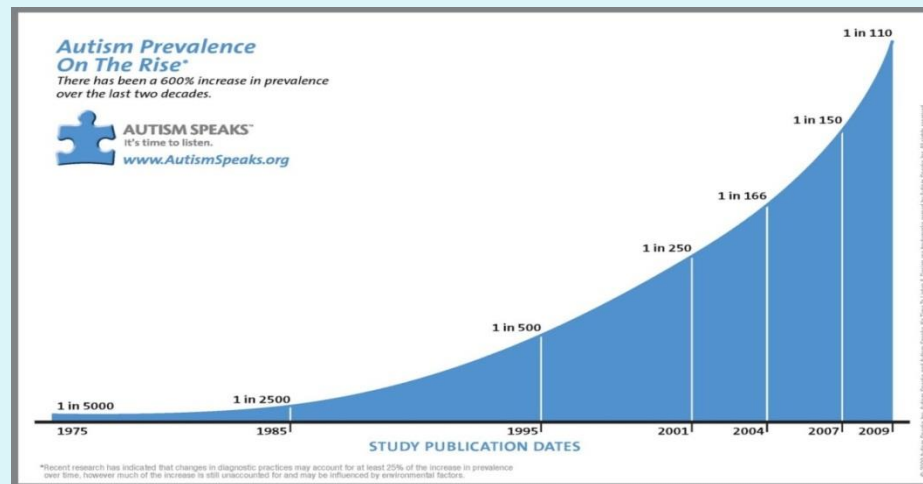
- *Best practices in career preparation*
- *Evaluation & assessment of current best practices*
- *Bridgeport Vocational Education Center*

## **Student & Job Coach**

- *Real-life experiences*

## **Discussion & Questions**

# The Autism Epidemic – A Public Health Crisis



Increase In Autism in California from 1987-2012

## NATIONAL INCIDENCE OF ASD

1970 ~ 1 in every 10,000 births

1993 ~ 1 in every 1,000 births

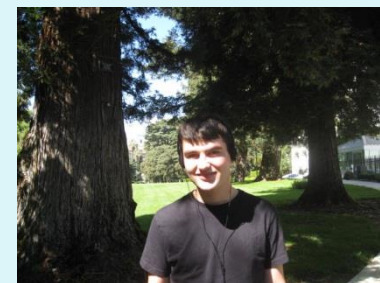
1995 ~ 1 in every 750 births

1998 ~ 1 in every 500 births

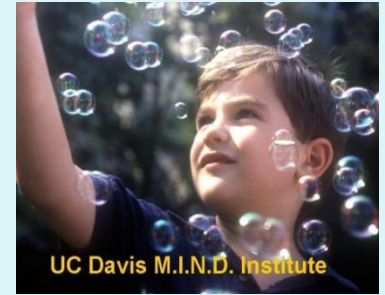
2008 ~ 1 in every 150 births (1 in 94 males)

2010 ~ 1 in every 88 births (1 in 54 males)

2013 ~ 1 in every 50 births  
(1/31 males; 1/143 females)



**QUESTION:** *What happens to kids with ASD?*



**ANSWER: THEY GROW UP !**

### **CURRENT STATUS OF YOUTHS & ADULTS WITH ASD**

Youths with ASD ~ poor education & employment

61% of adults rely on their families

40% live at home with their parents.

82% ~ isolated.

67% ~ anxiety ..... 55% ~ depression because of a lack of support.

Lack of support (60% of youths with ASD) ~ higher long-term needs

# The Tsunami of Young Adults with Autism

*Currently 6,000 adults with ASD are Regional Center (RC) consumers*

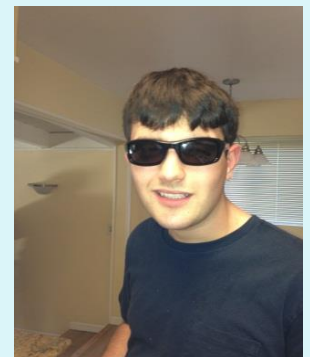
*This number will almost double in the next 5 years*

*By 2018, there will be more than 19,000 adults with ASD  
in the RC system*

*Most Regional Centers will see more than a 300% increase in the  
numbers of adults with ASD during the next decade*

*Purchase of Services: Costs related to age & diagnosis*

- children without ASD.....\$3,447*
- children with ASD.....\$6,993*
- adults without ASD.....\$15,935*
- adults with ASD.....\$36,704*



# Employment Challenges Facing Individuals with Autism

## Transitional Youths & Adults with ASD: *(Univ. of Miami Survey; 2008)*

- *67% families lack knowledge of transition programs*
- *78% no knowledge of job development agencies or professionals*
- *74% wanted to work but were unemployed*
- *Of those employed, 74% worked < 20 hours per week*
- *85% lived with parents or family members*



# Employment Challenges Facing Individuals with Autism in California

- *California ranks 34<sup>th</sup> in disability employment*
- *Regional Center (RC) consumers ~ unemployment of 84.2%*
- *Unemployment among individuals with Autism >90%*
- *Only 9,297 participants in supported employment programs*
- *Only 17,623 RC consumers have an earned income  
Annual average: \$4,824*



# The Easter Seals' *Living with Autism Study (2008)*

## Causes Of Poor Outcomes For Transitional Youths:

- *Poorly implemented transition services from school to adult life*
- *Lack of coordination between educational behavioral, mental health, & vocational rehabilitation services*
- *Lack of understanding about employment potential*
- *Lack of adequate and appropriate supports*
- *Absence of qualified staff*

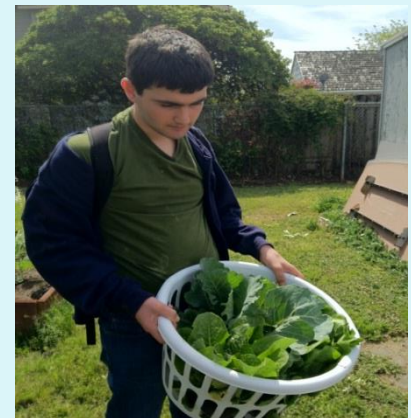




# Unlocking the Secrets to Finding & Keeping a Job

*(lessons learned from the literature and best practices)*

- *Seamless transition with supports in place for work*
- *Interagency collaboration: More bang for the buck*
- *Lifelong learning: (continuing education, postsecondary institutions)*
- *Satisfying social life*
- *Independent/supported living options*
- *Parental & familial supports*
- *Jobs & employment opportunities*
  - Choice and self-direction*
  - Flexible, individualized services & supports*
  - Appropriate benefits*
  - Innovation*
  - Workforce education & training*



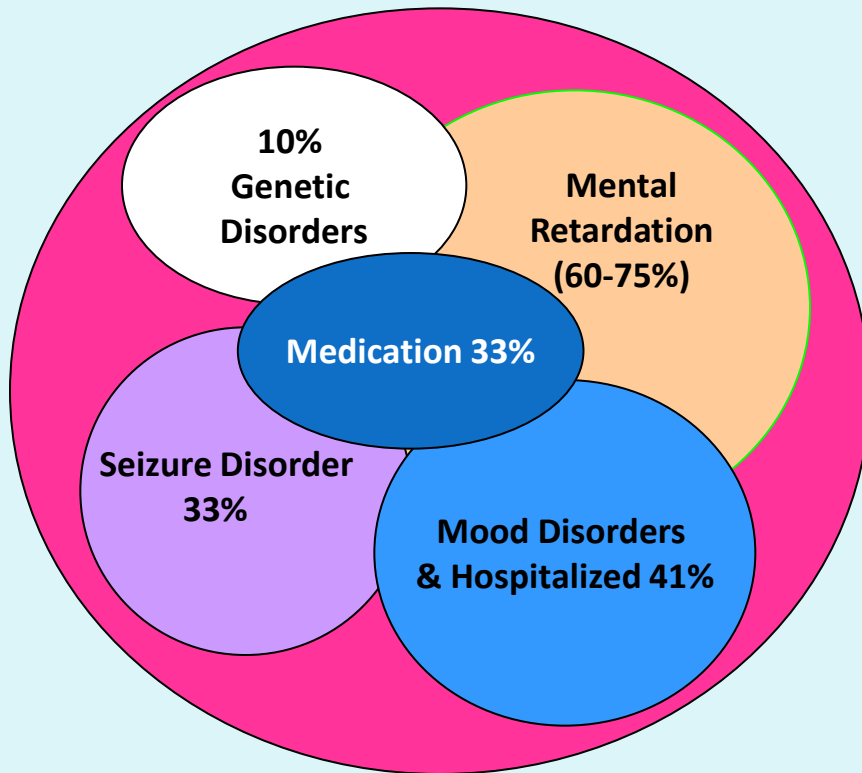
# The Challenges of Implementing Vocational Best Practices

**QUESTION:** *After knowing one person with autism, what generalizations can be made about ASD?*

**ANSWER:** ***Nothing!***  
***You just know one person with autism!***



# The Challenges of Implementing Vocational Best Practices: Co-Morbidities Associated with ASD



## Other Medical Problems

- *Genetic Abnormalities*
- *Autoimmune disorders*
- *Asthma*
- *Skin allergy or eczema*
- *Food allergy*
- *Sleep problems*
- *Headaches or migraines*
- *Diarrhea, colitis & other GI problems*
- *Ear infections*
- *Infections (PANDAS)*
- *Toxic & environmental factors*
- *Anxiety*
- *Behavioral & mental health disorders*

# Mental Health Co-Morbidities in Individuals with Autism

- 75% of ASD individuals ~ criteria for at least one other mental health disorder
- Multiple mental health disorders common ~ with ASD
  - 17% of ASD ~ two additional mental health disorders;
  - 24% exhibited three or more mental health disorders
- ADHD ~ 30% – 50% of individuals with ASD
- Anxiety disorder ~ 40% of individuals with ASD
- OCD ~ 10% – 33% of individuals with ASD
- Major Depression ~ 30% – 37% of individuals with ASD
- Suicide ideation ~ 14% of individuals with ASD

***MENTAL HEALTH PROBLEMS USUALLY NOT DIAGNOSED ~ WITH ASD***

# Please Meet Mark Vismara

*20 years of age with ASD requiring intensive behavioral supports*

*Limited expressive & receptive language*

*Prior history of severe aggression & SIB requiring residential placement (So*

*2011 returned to Sacramento*

*Current residence: own home in Sacramento; “Supported Living Services”*

*Housekeeping; cooking/meal preparation; yard work; shopping*

*Current Education: special education school for student~ develop. disabili*

*Current vocational activities: Goodwill; Capital Christian Church*

*Social activities: adaptive tricycle; swimming; bowling;  
train-related activities*



# Ten Steps to Independence for Mark Vismara: Lou's Perspective

1. Early Intervention approaches NOT effective
2. Individualized
3. Structured & Consistent
4. Limit “stressors” & demands
5. Communication
6. Desensitization
7. Back-chaining
8. Motivation
9. Persistence
10. Monitoring



**Video:** *“A Day in the Life of Mark Vismara”*

# California Legislation Enacted in 2013:

## *Current & Future Opportunities*

### **AB 1041 (Chesbro): “Employment First Policy (EFP)”**

- *Regional centers ~ IPP for transition youth or adult*
- *Regional centers ~ provide information on competitive employment services, & supports, including postsecondary education*
- *State Council on Developmental Disabilities ~ brochure & web site*

### **SB 468 (Emmerson) “Self-Determination Program”**

- *Sponsors: Disability Rights California & Autism Society of L. A.*
- *Regional center consumers ~ individual budget*
- *RC service and supports ~ consumer’s discretion*
- *Statewide Self-Determination Advisory Committee*
- *Contingent ~ federal funding approval*

# California Legislation Enacted in 2013:

## *Current & Future Opportunities*

### **AB 86 (2013-1014 “Trailer Bill”): California Career Pathways Trust**

- *Senator Darrell Steinberg initiative*
- *Focused on “linked-learning”*
- *\$250 Million appropriation in the current budget*
- *Competitive grants for high schools, community colleges, & their business partners*
- *Create career pathways in high-need & high growth economic sector*
- *Addresses pressing problems in California’s educational system:*
  - Skills gap*
  - High dropout rate*
- *Information & “request for applications” pending from CDE*



# ***Closing Concepts: Providing Choices & Employment for Individuals with ASD***

*“A vision without action is merely a dream. Action without a vision is indeed a nightmare.” (Japanese Proverb)*

*“We cannot discover new oceans unless we have the courage  
to lose sight of the shore” (Andre Gide)*

*“If it fails, admit it frankly and try another.  
But above all else, **try something**” (F.D.R.)*

***STAY INVOLVED:*** *“If we’re not at the table, then we’re on the menu!!”*



**The End**

