



Acceptance

in

Action

- Family ▪ Classroom
- Workplace ▪ Public Spaces

From Awareness to Acceptance: Creating Neuroinclusive Spaces Across the Lifespan

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Presentation Overview

- Job Skills Needed for Autistic Adults
- Creating a Workplace for Everyone
- Hiring and Accommodations
- Autistic Individuals at Work



Job Skills Needed for Autistic Individuals



Take a Moment to Think???



**What is my
teen/adult child
good at?**



**What can he/she do?
(Independently)**



**What can he/she do?
(With Help)**



Vocational Skills Checklist



Vocational Evaluation Checklist for an Individual with Autism

Student: _____ Work Setting: _____

Evaluator: _____ Date: _____

What are this student's strengths/limitations?

	Can do	Can do with help	Comments
COMMUNICATION:			
Understands verbal language			
Requests things desired/needed			
Expresses refusals			
Engages in social conversation			
Initiates communication			
Uses pictures/gestures to communicate			
Recognizes words			



Employability/Life Skills Assessment (ELSA)



Scores for each descriptor are added, provided a value that can be recorded on the Student Profile of Employability Skills. When completed, the profile yields a graphic representation of employability skills performance that will help in planning instruction.

	SELF-HELP SKILLS				WORK HABITS			TASK RELATED		WORK QUANTITY		WORK QUALITY		RELATIONS: SUPERVISOR			RELATIONS: PEERS			WORK ATTITUDES						
S C O R E	HYGIENE, GROOMING	DRESSES APPROPRIATELY	TRAVELS INDEPENDENTLY	COMMUNICATES EFFECTIVELY	ATTENDS, ON TIME	STAYS ON TASK	WORKS INDEPENDENTLY	CARES FOR TOOLS, ETC.	PRACTICES SAFETY	COMPLETES WORK	EXHIBITS STAMINA	ADAPTS TO DEMANDS	CHOICES, DECISIONS	CORRECTS MISTAKES	ACCEPTS CRITICISM	FOLLOWS DIRECTIONS	SEEKS HELP	WORKS COOPERATIVELY	SHOWS RESPECT	LANGUAGE, MANNERS	PERSONAL GOALS	SHOWS INITIATIVE	VALUES, REWARDS	PRIDE IN WORK	S C O R E	A G E
	9																								9	
	8																								8	
	7																								7	
	6																								6	
	5																								5	
	4																								4	
	3																								3	
	2																								2	
	1																								1	
0																								0		





Employability/Life Skills Assessment (ELSA)



Student/Youth Profile of Employability Skills

Self Help Skills

Hygiene, Grooming ☐
Dresses Appropriately ☐
Travels Independently ☐
Communicates Effectively ☐

Work Habits

Attends on Time ☐
Stays on Task ☐
Works Independently ☐
Task Related
Cares for Tools, Etc. ☐
Practices Safety ☐

Work Quantity

Completes Work ☐
Exhibits Stamina ☐
Adapts to Demands ☐
Work Quality
Choices / Decisions ☐
Corrects Mistakes ☐

Relations: Supervisor

Accepts Criticism ☐
Follows Directions ☐
Seeks Help ☐
Relations: Peers
Works Cooperatively ☐
Shows Respect ☐
Language / Manners ☐

Work Attitudes

Personal Goals ☐
Shows Initiative ☐
Values / Rewards ☐
Pride in Work ☐

	Self Help Skills	Work Habits	Task Related	Work Quantity	Work Quality	Relations: Supervisor	Relations: Peers	Work Attitudes
Total Score	Hygiene, Grooming	Attends on Time	Cares for Tools, Etc.	Completes Work	Choices / Decisions	Accepts Criticism	Shows Respect	Personal Goals
9	Dresses Appropriately	Stays on Task	Practices Safety	Exhibits Stamina	Corrects Mistakes	Follows Directions	Language / Manners	Shows Initiative
8	Travels Independently	Works Independently		Adapts to Demands		Seeks Help	Pride in Work	Values / Rewards
7	Communicates Effectively					Works Cooperatively		
6								
5								
4								
3								
2								
1								
0								



JOB TRAINING FOR AUTISTIC ADULTS FROM THERAPY TO WORKPLACE



SUPPORTING ELEMENTS ACROSS THE JOURNEY



GOAL: Meaningful Employment, Independence, and a Fulfilling Future
Empowering autistic adults to build skills, pursue their goals, and thrive in the workplace.



Extra Resource – Free Financial Literacy Course



National
Autistic
Society

Managing money

Estimated time required: 60 - 120 minutes

Start

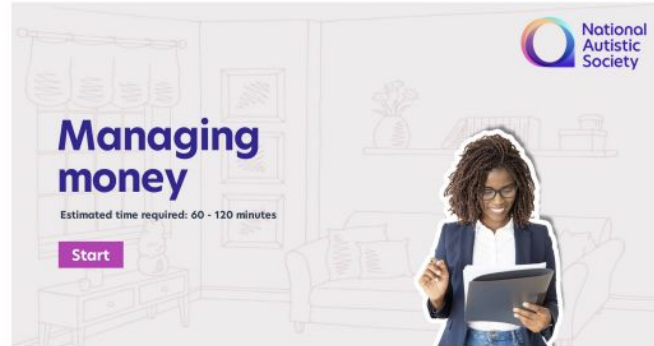


Extra Resource – Free Financial Literacy Course



Learn to:

- Counting money
- Budgeting
- Reading a paycheck stubs
- Saving funds
- Opening a checking account
- Managing cash
- Managing bills



Creating a Workplace for Everyone



Universal Design Strategies

- Flexible Work Arrangements
- Multiple Communication Modalities
- Environmental Modifications
- Accessible Rest Areas
- Sensory Needs
- Workflow Needs



Flexible Work Arrangements

- Providing flexibility in work schedules and task completion can accommodate diverse needs.
- Examples include remote work options, flexible hours, frequent breaks, and hybrid work models.

Employee Work Schedule

(Week of August 12-18, 2050)



EMPLOYEE NAME	MON	TUE	WED	THU	FRI
JOHN D.	9-5	9-5	OFF	9-5	9-5
MAYA S.	OFF	10-6	10-6	10-6	OFF
CARLOS R.	8-4	8-4	8-4	OFF	8-4

Employee Calendar Schedule

Morning (M) Afternoon (A) Night (N)
 8 AM - 4 PM 4 PM - 10 PM 10 PM - 8 AM



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 Dana Ashbrook (M)	2	3 Sherilyn Fenn (A)	4
5	6 Ashley Glawn (N) Warren Frost (M)	7	8 Andrew Gower (M) Simon Lubbers (A)	9	10 Joan Chen (M) Alicia Witt (N)	11
12	13	14 Bessie Tamblyn (M) Jan D'Arcy (A)	15	16 Don S. Davis (A) Al Strobel (N)	17	18
19	20 Annette Modill (M) Moira Kelly (A)	21	22 Lori Loughlin (N) Jodie Sweetin (A)	23	24 Stuart Martin (N) Bob Saget (A)	25
26	27 Andrew Barber (N)	28	29 Roger Laurie (N) Dana Ashbrook (M)	30		



Multiple Communication Modalities

- Use various methods to share information, such as audio, visual, text, and image-based formats.
- Incorporating assistive technologies can further enhance accessibility.



REETING AT WORK – STEP BY STEP

Visual Steps for Success



Environmental Modifications

- Ensure physical and functional accessibility through ergonomic furniture, minimizing noise and glare, and creating accessible entrances and workspaces.



Color-Coding and Labeling

- Clearly label zones, spaces, and equipment to aid navigation and reduce cognitive load.



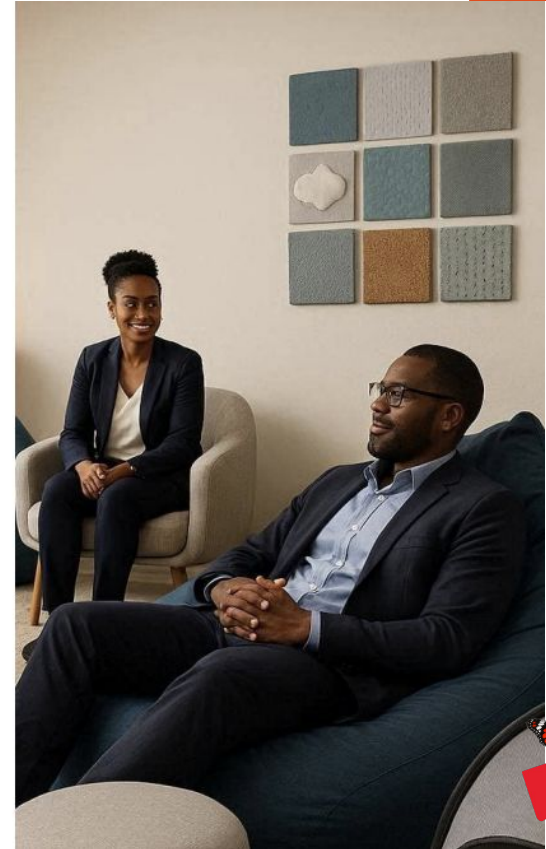
Social Support and Inclusive Decision-Making

- Foster an inclusive culture by increasing social support and involving employees in decisions that affect their work.



Accessible Rest Areas

- Provide quiet, comfortable spaces for rest and recovery to reduce physical and mental strain.



Sensory Needs

- Reasonable changes for the environment
- Allow them to control their own sensory experience
- Help them avoid or plan for strong negative sensations

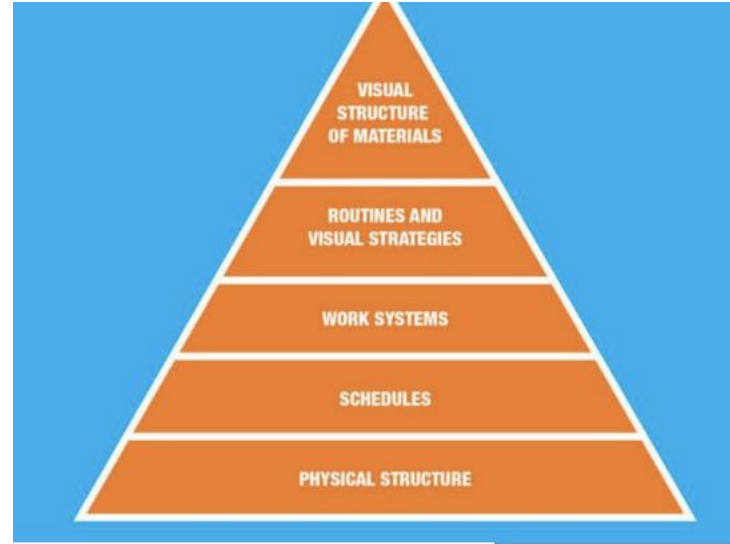


Workflow Needs/

- Adapt schedules to attention
- Allow for stimulation or simplicity, as needed
- Create tools & structure



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Hiring and Accommodations





Hiring Barriers



The job interview process includes elements that effectively limit the ability of neurodivergent individuals to present well.

Live, individual interviews may cause anxiety. Most people have some anxiety around interviews, but this may be debilitating and even verge on panic for some neurodiverse individuals.

Group interviews can be anxiety-provoking for most people but can eliminate neurodiverse applicants from the process.





Hiring Opportunities

Opportunities to improve recruitment of neurodiverse employees.

- **Focus on skills, not social norms:**

For example, for applicants who will not be communicating with external customers, communication skills may not be essential.

- **Offer a menu of interview options:**

Unless the essential job functions prohibit this kind of accommodation, employers may offer:

- Accommodations at the time of scheduling
- Written interviews
- To provide questions in advance
- A sensory-friendly and/or private area for the interview





Accommodations Examples

Difficulty with attention and concentration

- **Active seating:** can enhance focus, increase comfort, decrease restlessness/hyperactivity and boost productivity
- **Noise cancelling headsets:** effective tools to assist in focus/concentration by blocking out external noise
- **Fidgets** help with focus, comfort and sensory regulation
- **Therapeutic glasses** may help to reduce visual distractions

Social skills

- **Social skills training** such as communication training
- **Disability awareness and etiquette training** for coworkers
- **Management approaches** including use of written directives



Accommodations Examples

- **Project Management Tools:** software tools or even simple check lists can provide structure and reminders to help employees stay on track
- **Visual Timer:** helps users perceive time better by showing how much time has passed, aiding in accurate time projections and keeping them on track
- **Chunking work tasks:** helps employees break tasks down into designated blocks of time and identifying “do not disturb” times can improve productivity
- **Smart pen:** digitalizes handwritten notes and records audio



Workplace Advocacy and Support for Autistic Employees

This sheet offers a short list of recommendations for supports that a company can advocate for to better support Autistic colleagues. These best practices can benefit all employees as well.



Autistic Individuals at Work



Autistic Adults at Work



Ryan



Works every
weekday at a school
cafeteria

Kate



Works as a store
greeter on the
weekends

John



Works a rehab technician (he
is nonverbal, uses a speech
devic on a board





Potential Workplaces for Autistic African Adults

Vocational and Transition Centers



Woodfield Manor (Ghana)



Patrick Speech &
Languages (Nigeria)



REYO Centre (Ghana)

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Initiatives



Special Needs Initiative for
Growth (Nigeria)



Best Buddies Ghana

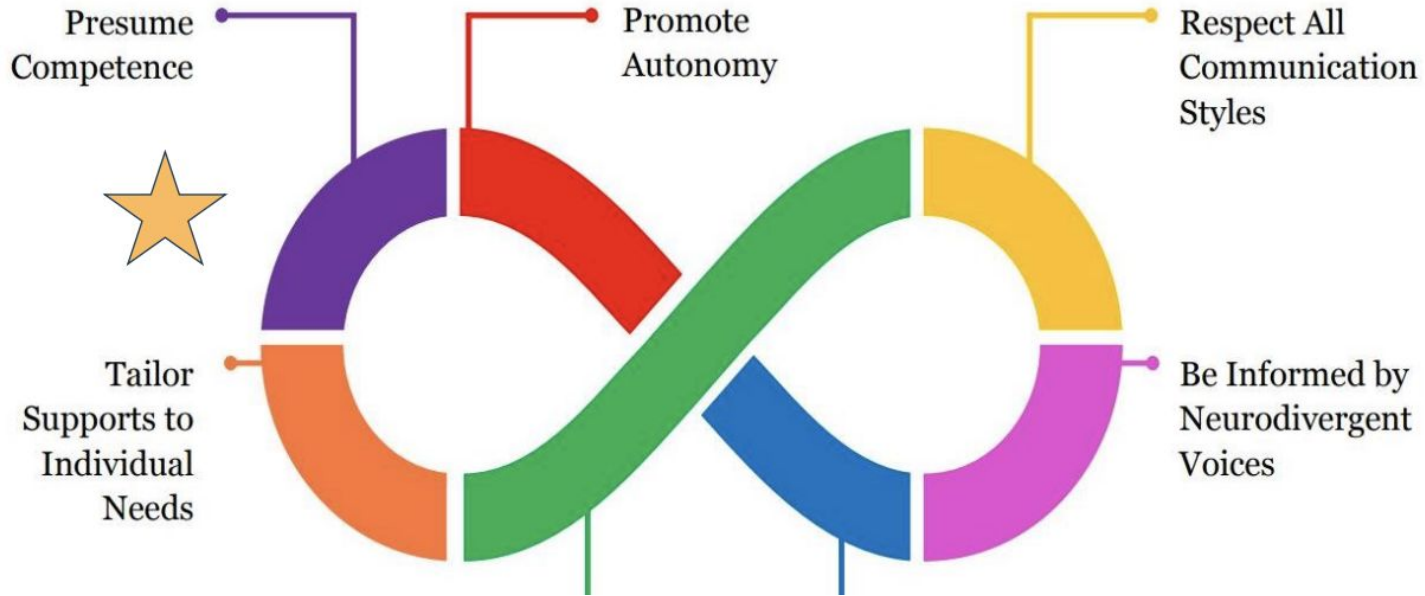


Current Workplaces for Autistic Adults Worldwide





Conclusion





The University
of North Carolina
at Chapel Hill



