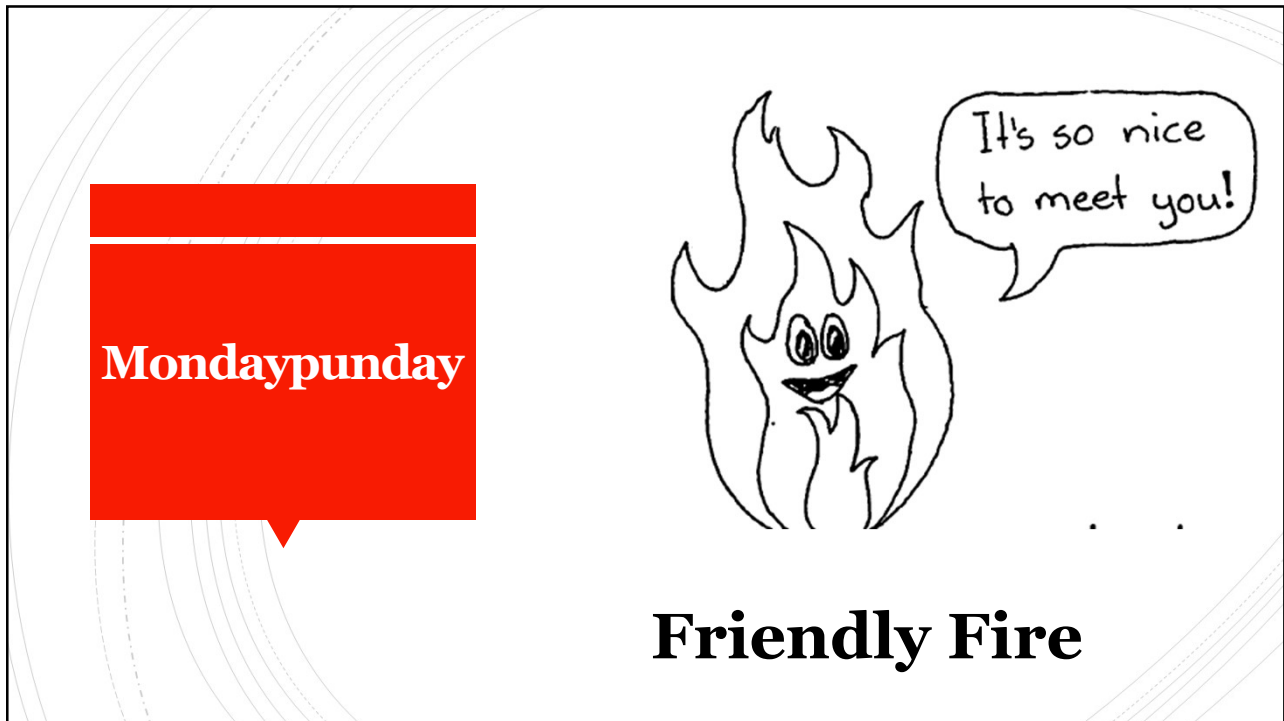




1



2

FACTS ABOUT ADULTS WITH DISABILITIES IN THE WORKPLACE

- In 2020, 17.9 percent of persons with a disability were employed.
- In 2023, 22.5% of people with a disability were employed.

Bureau of Labor and Statistics, February 2023

3

FACTS ON PEOPLE WITH AUTISM

- Nearly half of 25-year-olds with autism have never held a paying job.
- Only 55.1 percent of young adults with autism held paying job during their first six years out of high school, the lowest percentage among the disability categories.
- 9 out of 10 are either unemployed or underemployed, regardless of their IQ or education level.

Autism Speaks, 2023

4

What are Soft Skills

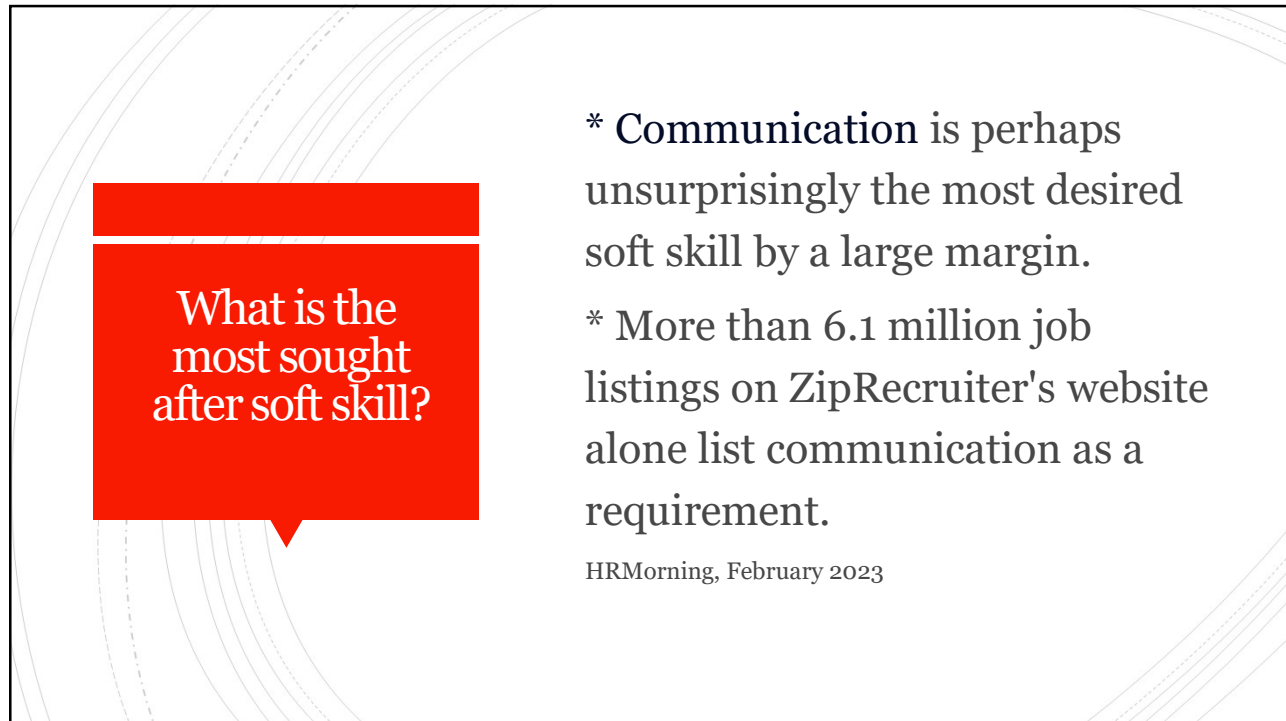
Soft skills are people skills that are important in the workplace and can be applied to any position.

5

Examples of soft skills include:

- Communication
- Teamwork
- Adaptability
- Leadership
- Time Management
- Problem Solving
- Critical Thinking
- Work Ethic

6



What is the most sought after soft skill?

- * Communication is perhaps unsurprisingly the most desired soft skill by a large margin.
- * More than 6.1 million job listings on ZipRecruiter's website alone list communication as a requirement.

HRMorning, February 2023

7



Some examples of communication skills

- Active listening
- Verbal communication
- Nonverbal communication
- Written communication
- Presentation skills


8



Soft skill value differs from industry to industry. While communication is ranked most important across many, industries such as finance, sales, and marketing also value problem-solving skills.

HRMorning, Aug 27, 2023

9



- Problem-solving involves the ability to identify alternative solutions.
- Examples of problem-solving skills:
 - Critical thinking
 - Analysis
 - Strategic thinking
 - Initiative

10

In my Experience...

Work Ethic is vital to getting the job and keeping the job.

11

READINESS FOR EMPLOYMENT MEANS...


- Being motivated to work. Show initiative
- **NOT BE PROMPT DEPENDENT!!!!**
- Understanding your strengths, needs, skills and interests
- Understanding your support needs
- Having self-determination skills
- Recognizing available supports (outside or on-site)

12




- Being on time
- Work Ethic/Attitude
- Body Language
- Energy
- Being Coachable
- Being Prepared
- Safety Skills
- Handling Conflict
- Appropriate Hygiene/Personal Appearance

13



- People who are technically competent
- Trustworthy
- Show-up
- Skilled in social interactions
- People who can add value to the business
- **People with work experiences.**


14



The most important factors to employers

Can the employee help me make money, save money and/or operate more efficiently?


15



HOW CAN PARENTS HELP?

- * **BY SUPPORTING THE INDIVIDUAL!**
Once employed, be a voice of support for the person with their employer when needed.
- * **BY NETWORKING!**
Utilize families, friends, and acquaintances to help find jobs for people with disabilities – the same way they help find jobs for people without disabilities.
- * **BY INSTILLING WORK ETHIC!**
Work ethic begins in the home – Chores are **ESSENTIAL!**

16



CHORES

Chores teach you ...

- How to work
- How to take directions
- How to take correction
- Specific skills
- Responsibility
- Time management
- To be an active member of you family
- Chores are IMPORTANT!!!

17



**AGE AND/OR
DEVELOPMENTALLY
APPROPRIATE
CHORES**



AGE APPROPRIATE Chores for Kids

*Depending on the level of the child's disability, your child will likely do chores by developmental age rather than chronological age.

Age 2-3	<ul style="list-style-type: none"> *Get self dressed *Water plants *Put dirty clothes in hamper *Put toys away 	<ul style="list-style-type: none"> *Wipe tables *Match socks *Help set the table *Throw trash away
Age 4-5	<ul style="list-style-type: none"> *Everything above and... *Feed pets *Set the table *Sort clean silverware *Clear kitchen table 	<ul style="list-style-type: none"> *Collect and sort laundry *Help put away groceries *Help prepare snacks *Dry dishes *Brush teeth
Age 6-7	<ul style="list-style-type: none"> *Everything above and... *Fold towels *Empty dishwasher *Weed garden *Rake leaves 	<ul style="list-style-type: none"> *Make bed *Carry in groceries *Sweep deck or porch *Clean up after pets *Gather trash/recycling
Age 8-9	<ul style="list-style-type: none"> *Everything above and... *Load dishwasher *Wash laundry *Dust furniture 	<ul style="list-style-type: none"> *Scramble eggs *Bake cookies *Walk dog *Clean mirrors/windows
Age 10-11	<ul style="list-style-type: none"> *Everything above and... *Take out trash *Vacuum *Sweep floors 	<ul style="list-style-type: none"> *Help with food prep *Help wash car *Prepare simple meals *Mow lawn
Age 12+	<ul style="list-style-type: none"> *Everything above and... *Mop floors *Wash/vacuum cars *Use ATM 	<ul style="list-style-type: none"> *Use a calendar *Use public transportation alone

18

**LOVE THIS
QUOTE!**

“It is not what you do for your children, but what you have taught them to do for themselves that will make them successful human beings”.

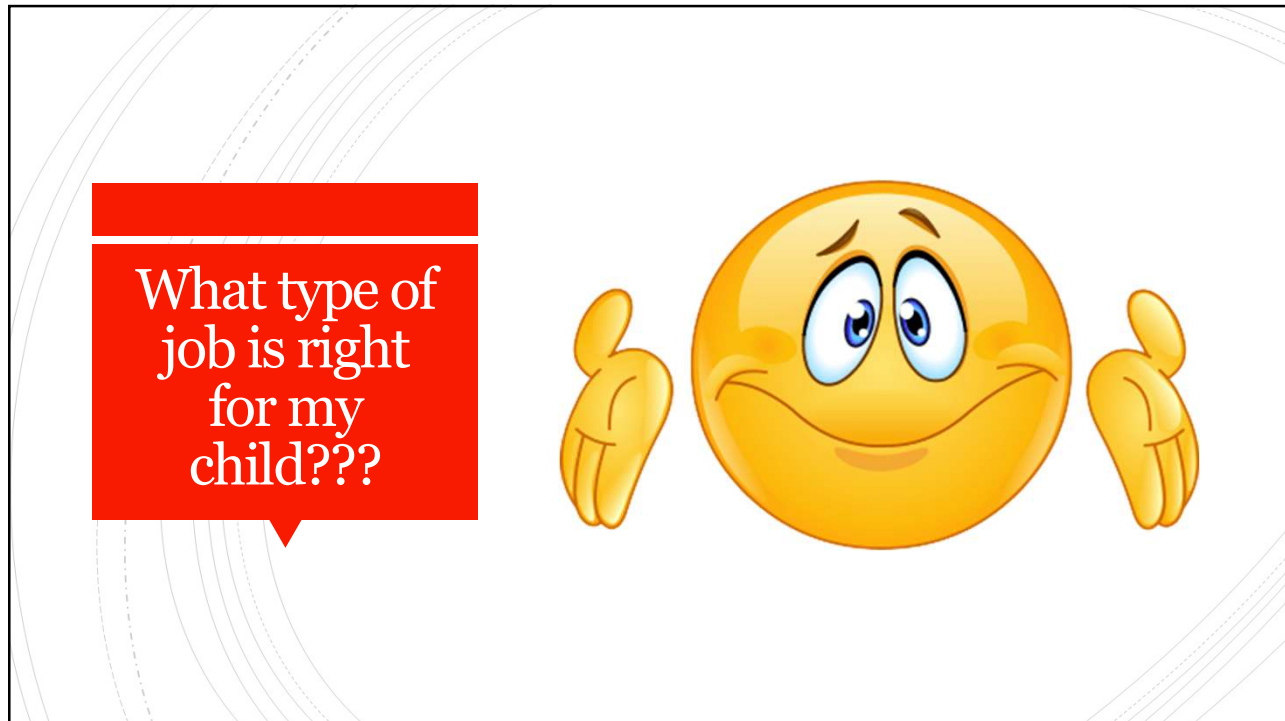
Ann Landers

19

**WHY SHOULD
PEOPLE WITH
SIGNIFICANT
DISABILITIES
WORK?**

- It's natural to work (most people do)
- As wage earners, people gain more control over their lives (less dependency on SSI)
- Being employed and becoming a taxpayer is a valued role (valued by self, family and society)
- Employment expands social networks
- Duh! For the Paycheck!!!

20



21



22

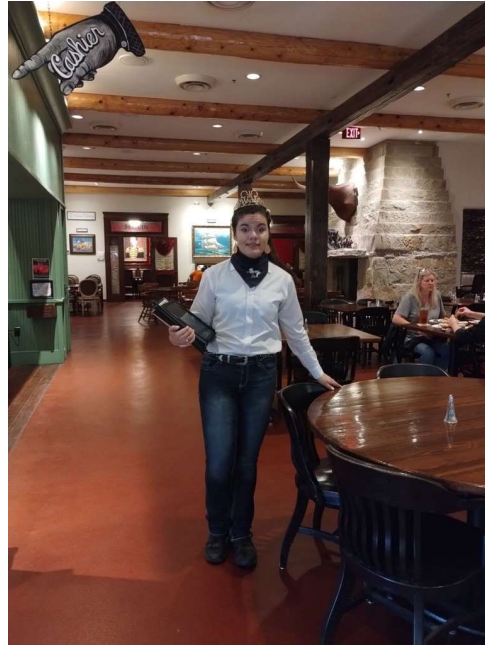


23



24

**Works as a
Seater/Greeter
at Sweetie Pie's
Ribeye's**



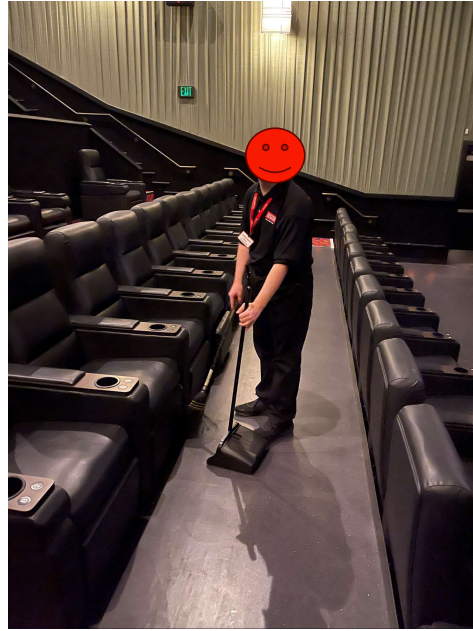
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**Works as a
Dining Room
Attendant at
Chick Fil A**



26

**Works on the
Cleaning
Crew at
Cinemark**



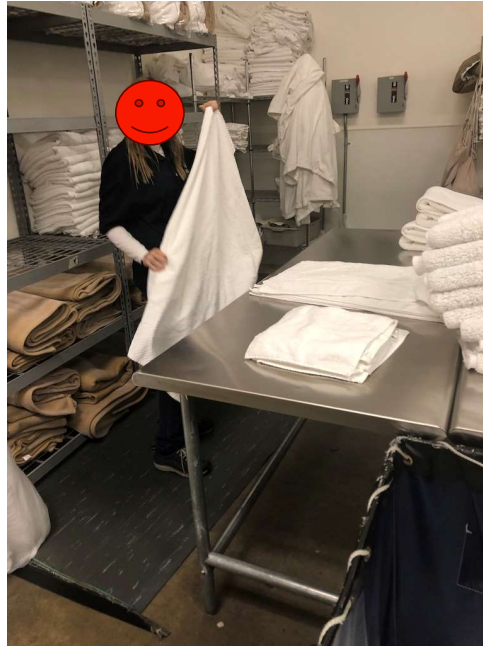
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**Works as a
Host at Top
Golf**



28

**Worked in
the Laundry
Room at the
Hilton Hotel**



29

**Worked as a
Silverware
Roller at
Cheddar's**



30



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