

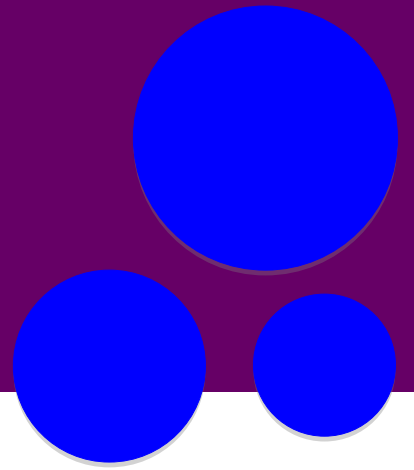
Autism: Making the Transition

A guide for parents and employers



A James Cook University Speech Pathology 4th Year Project,
Created by Amy Bird and Samantha Stafford

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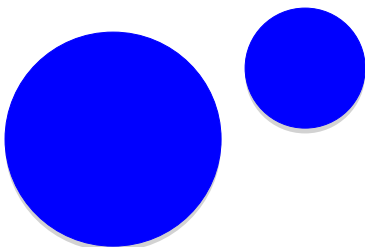
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For parents



What can my teen do after high school? ⁽¹⁾

People with Autism Spectrum Disorder have several options for transition to the community. Options depend on preferences, abilities and support needs of the person and their family. The main options are:

- Continued education
- Work
- Day activities

What can my teen do to continue studying? ^(1, 2)

Transition with further study can include education at a university or TAFE centre. Going to university is common for people with a high functioning Autism Spectrum Disorder and who enjoy educational challenges.

Neighbourhood and community centres also offer further education. Specific courses are offered to suit the persons functioning and support needs. This depends on your location and local education services. Further study is preferred if they have the right support and are studying a course that interests them.

For more information:

AccessAbility Services ⁽³⁾
James Cook University
Townsville 4811
1800 552 713
accessability.tsv@my.jcu.edu.au
http://www.jcu.edu.au/disability/JCUDEV_005383.html

Disability Services ⁽⁴⁾
Barrier Reef Institute of TAFE
Townsville 4811
0747 505 607



What if he/she wants to work? ⁽¹⁾

Working depends on the skill set, interests, work ethic and needs of the person. There are 3 types of paid employment:

- open employment
- mainstream supported wage
- disability supported employment

Open Employment (1)

Open employment is when the person is earning a regular wage without assistance in a mainstream workplace. This type of employment can be fulfilling for people with Autism Spectrum Disorder on the higher functioning end of the spectrum. Open employment is an option for people who:

- May be able to get along with others easily
- Have reasonable social abilities
- Have reasonable verbal/non-verbal communication
- Have specific skills and expertise and
- Can focus on one area of work without having to interact with others

Working with a Supported Wage (5)

Working with a supported wage is when the person is paid at a certain level while working in a mainstream workplace. Job agencies also provide support to prepare for the workplace. Depending on the employer, they may get a government payment for employing the person with Autism Spectrum Disorder. An advantage for this work is that employees work under supervised conditions and training is provided. This option is an opportunity to gain valuable skills in a supervised environment.

Voluntary Work (1)

Voluntary work is often a good option for people that are not yet ready to be employed on a full time or part time basis, yet are interested in working. Voluntary work develops skills, builds independence, increases social skills and promotes participation in the community. Voluntary work is available through many community organisations.



What work agencies are available to us?

Capabilities Employment Service (6)

Capabilities Employment Service is an employment agency and training organisation that combines post school training and programs to help people who have a disability get employed in places that meet their needs. There is no cost to access this service, due to funding by the Department of Education, Employment and Workplace Relations.

There are two ways to access Capabilities services. Ask Centrelink for a referral to the service if you are of working age and have been assessed as having the capacity to work between 8 and 30 hours per week with on-going support needs, or you can self-refer by contacting Capabilities. Capabilities will determine how best they can assist you with an interview. You may need a Job Capacity Assessment through Centrelink.

For more information: Shop 5, Hyde Park Centre, Hyde Park, 4812
Phone: (07) 47715922

Disability Employment Services (7)

Disability Employment Services (DES) provide help for people with a disability, injury or health condition who require support to find and maintain employment. There are two programs within this service: the disability management service, and the employment support service.

The assistance Disability Employment Services provide to job seekers includes: preparing for work, job search support such as resume development, interview skills training and help to look for suitable jobs, support, purchase of vocational training and other employment related assistance.

Centrelink may refer you for an Employment Services Assessment if your condition prevents you from finding or keeping a job. This assessment aims at identifying what services you may need to find a job.

For more information: <https://jobsearch.gov.au/jobseekerinfo/pages/disability.aspx>



Inclusion Works (8)

Inclusion Works is a Townsville based community organisation that helps build better communities through the inclusion of people with a disability. They link individuals with a disability into their defined "communities of interest", help build strong independent relationships within these communities, then "fade out" to enable strong community based relationships to further evolve.

Inclusion Works offer the following –

- Information on community options
- Support to people with a disability and their families
- Support to community groups, organisations and clubs
- Community education and development

For more information: inclusionworks@inclusionoz.org
Ph: 07 4721 5033
www.inclusionworks.org.au

STEPS (9)

STEPS is a not-for-profit community organisation focused on creating opportunities for people living with a disability, assisting them to overcome barriers and move towards independence within their communities. STEPS provides a number of services, including:

Pre-employment services ie. Your own personal Employment Pathway Mentor, a plan tailored to your skills and needs, job search training, skill development programs, assistance in developing a resume, interview skills and technique training.

Marketing and job search ie. approach employers on your behalf, find traineeship and apprenticeship opportunities, negotiate potential conditions of employment, arrange a job trial.

On-the-job support ie. offer job support and training, negotiate workplace issues with employers, offer advice on employment agreements and help you achieve your goals of becoming independent in the workforce.

For more information: 210 Ross River Rd, Aitkenvale, 4814
Ph: 07 4727 2600
www.steps.net.au



What if my teen doesn't want to study or work? ⁽¹⁾

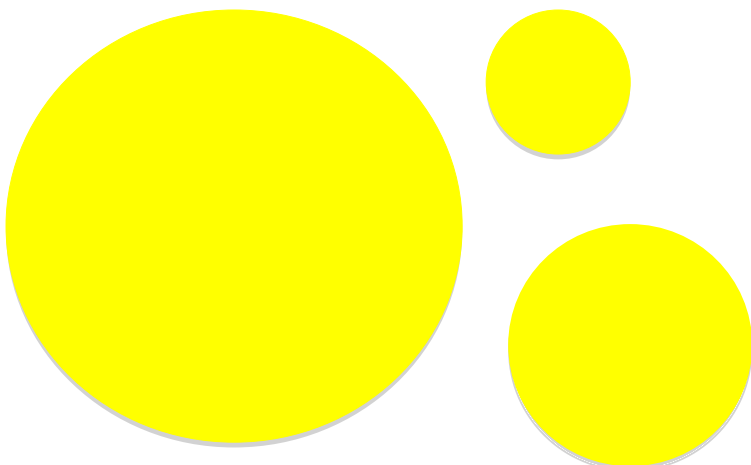
For some people, work or study is not their best option. There are disability services available in the community that provide activities to develop skills in the community. These services offer training, adult education courses, leisure, social health and classes on general wellbeing. For further information on day activity options, contact:

For more information:

Disability Services Queensland (10)
1800 177 120
<http://www.communities.qld.gov.au/disability>
disabilityinfo@disability.qld.gov.au

Disability Services Australia (11)
1300 884 372
<http://www.dsa.org.au/Page.aspx?element=41&category=19>
[supportolutions@dsa.org.au](mailto:supportsolutions@dsa.org.au)

Autism Queensland (12)
0732 730 000
<http://www.autismqld.com.au>
learning@autismqld.com.au





Can I get funding for the transition? ^(13, 14)

Funding can be accessed from Disability Services Queensland, and associations such as Autism Queensland until a person reaches a certain age. These agencies offer funding until the person is 13 years of age for assessment purposes, and age 15 for therapy services.

Centrelink offers a Disability Support Pension for people over 15 years of age. For more information on eligibility of this funding, visit the following Centrelink website: http://www.centrelink.gov.au/internet/internet.nsf/payments/dsp_eligible.htm.

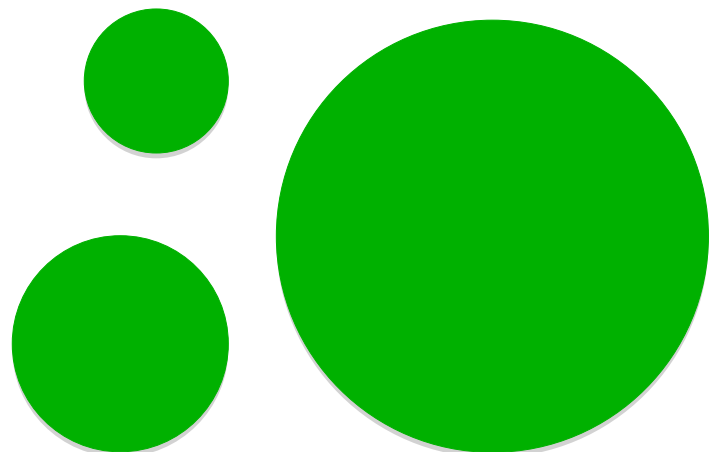
Can a carer still receive funding?⁽¹⁴⁾

Carers receive limited funding due to the age of the person with Autism Spectrum Disorder they are caring for. For this reason, it is important to advocate for teenagers with Autism Spectrum Disorder and provide promotion for this diagnosis.

For more information:

Centrelink ⁽¹⁴⁾
Disability, Services and Carers Hotline - 13 27 17
http://www.centrelink.gov.au/internet/internet.nsf/payments/dsp_eligible.htm

Disability Services Queensland ⁽¹⁰⁾
Support and Services - 1800 177 120





Where can I access support?

State Government Education Departments (1, 15)

Public education departments in each state are responsible for providing education services to all students from school entry to age 18 years. If a person is severe on the Autism spectrum, it is not unusual for students to remain in a Special Education School for a further 2 years, until age 20. A single administration body in each State services all public school students, whether they are receiving regular and/or special education services.

Disability Services Queensland (2, 16)

Disability Services Queensland are responsible for assisting people with disabilities, and their families, to obtain the support and services they need to live fulfilling lives in the community.

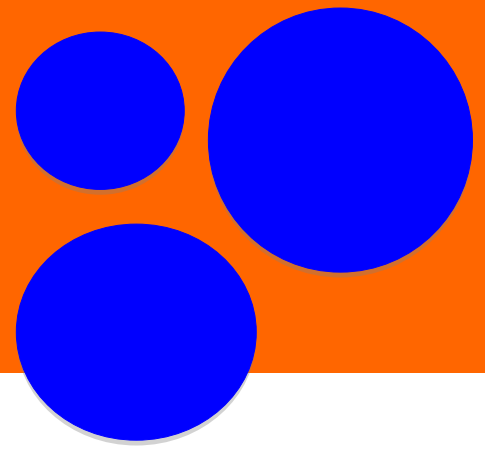
Autism Queensland Inc (17, 18)

Autism associations exist in each of the States and Territories. Associations in the smaller states focus on providing family support and information regarding diagnosis, assessment and therapy. They also focus on advocating for the person with Autism, as well as providing an education role to the broader community about Autism and its characteristics. Larger associations, in states such as Queensland, provide a larger range of services. These associations also provide a range of services for people with Autism that have completed their higher schooling. The primary focus of this service is service provision.

For more information:

North Queensland Autism Support Group (18)
0430 281 267
<http://www.nqasg.org.au>

For employers



Why should I employ someone with a disability? ⁽¹⁹⁾

There are advantages to employing someone with a disability. People with a disability bring a range of skills, abilities and qualifications to the workplace. Some advantages include:

- Fewer accidents at work
- Lower absenteeism
- Less sick leave
- Significantly lower costs
- Build staff morale, teamwork, raise awareness of workplace practices, increase customer and staff loyalty

What employment services are available? ⁽¹⁹⁾

There are 2 major Government-funded employment services available to employers who wish to recruit people with disabilities. These include:

Disability Employment Services - a national network of organisations funded by the Australian Government to help employers recruit and retain employees with a disability. A key feature is their ability to provide ongoing support in the workplace for as long as it is required. A list of Disability Employment Services in the area can be found at www.jobsearch.gov.au

Job Services Australia - These providers work closely with employers to help them find work-ready employees particularly in an industry experiencing skills in demand, and ensure job seekers are suited to their business. A list of Job Service Australia providers in the area can be found at www.jobsearch.gov.au

What is an employment assistance fund? ⁽¹⁹⁾

The Employment Assistance Fund provides funding for work-related services to help people with a disability find employment and perform their work as independently and productively as possible. The assistance is available to new and existing employees with a disability. Funding for disability awareness training and mental health first aid training is also provided. For more information visit www.jobaccess.gov.au or phone 1800 464 800.



How do I treat someone with a disability? (19, 20)

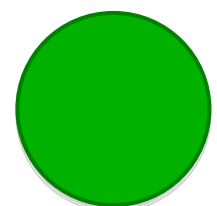
One in five people have a disability; therefore you will be sure to have contact with people with a disability in your workplace sometime or another. The most important thing to remember is to treat each person as an individual.

Basic tips (19, 20)

- Avoid asking personal questions about disability
- Be considerate of the extra time it might take to do or say something
- Be polite and patient when offering assistance and wait until your offer is accepted – be prepared for your offer to be refused
- Relax, anyone can make mistakes

Tips for communication (19, 20)

- Use a normal tone of voice when welcoming a person with a disability
- Look and speak directly to the person with a disability, not just to the people accompanying them
- When planning a meeting or event, consider what they may require and let them know ahead of time
- Don't patronise or talk down to people with a disability – treat adults as adults
- Be patient and give your undivided attention



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