



world autism month

together we stand for a world of difference™



Understanding Autism from the lens of the employee and caregiver



Agenda

- 1** **Opening by CDFA [5 mins]**
Justin Hopper
- 2** **What is Autism? [5-10 mins]**
Tracey MacDonald – Sr. Area Executive Director, CA
- 3** **Personal Story [5 – 7 mins]**
Amanada Murray
- 4** **Available Resources**
- 5** **Q & A, Closing**



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Understanding autism

What is autism?

Autism, or autism spectrum disorder (ASD), refers to a broad range of conditions characterized by challenges with:

- **Social skills**
- **Repetitive behaviors**
- **Speech and nonverbal communication**
- **Sensory processing**



THE MORE YOU UNDERSTAND
HER WORLD, THE MORE
POSSIBILITIES YOU SEE.

For Julia's family, early screening for
autism made a lifetime of difference.
Find out more at ScreenForAutism.org



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CUANTO MÁS ENTIENDAS SU
MUNDO, MÁS POSIBILIDADES
ENCONTRARÁS.

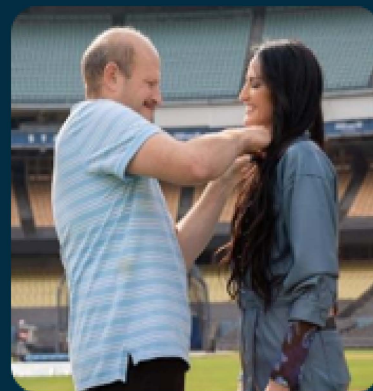
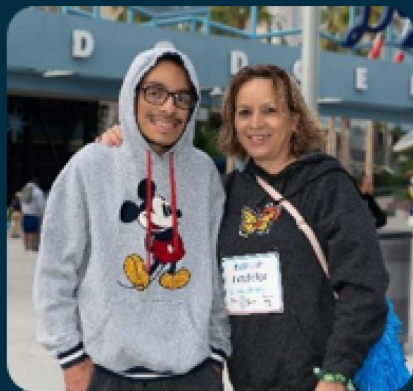
Para la familia de Julia, la detección temprana del autismo
hizo una diferencia de por vida. Conoce más sobre la
detección temprana en DeteccionDeAutismo.org.



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The concern

Autism is a global public health issue that touches every community and business. Autism affects more than 70 million people worldwide and millions more are connected to someone with autism: they are parents, grandparents, siblings, aunts, uncles, caregivers, teachers and friends. This year alone, over 70,000 people with autism will transition to adulthood.



We know that the autism community faces many challenges:

Nearly

2/3

of children with autism between the ages of 6 and 15 have been bullied

Parents are

4x

more likely to reduce work hours or leave the workforce

More than

50%

of young adults with autism remain unemployed and unenrolled in higher education in the two years after high school

Average cost of

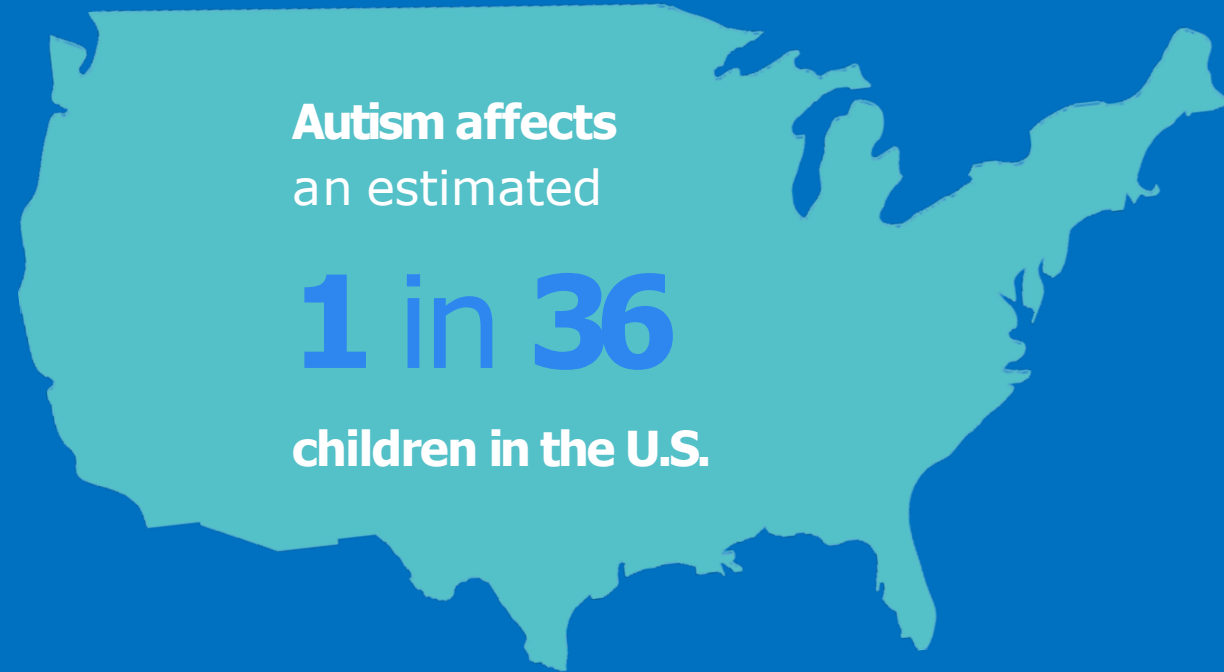
\$60K/year

through childhood, mostly due to special services and lost wages related to increased demands on one or both parents.

**It doesn't have to be this way.
Together, we can do more.**

How prevalent is autism?

- Autism affects an estimated **1 in 36 children and 1 in 45 adults** in the U.S.
- The United Nations estimates that **70 million people** are affected worldwide
- An estimated **70,000 teens annually** transition out of high school and lose access to many critical school-based services



How should I interact with a person with autism?



- **Always** presume intelligence and competence.
- Address the person with autism — directly
- Be supportive
- Respect each persons individuality
- Recognize that all behavior is communication
- Be aware of sensory needs
- Offer praise and encouragement
- Keep learning, we are here to help!





autism
speaks®

IS IT AUTISM?

If you have a concern about how your child is communicating, interacting or behaving,

Here is a list of some **“red flags”** that may suggest a risk for a developmental delay or possible neurodevelopmental disorder such as autism:

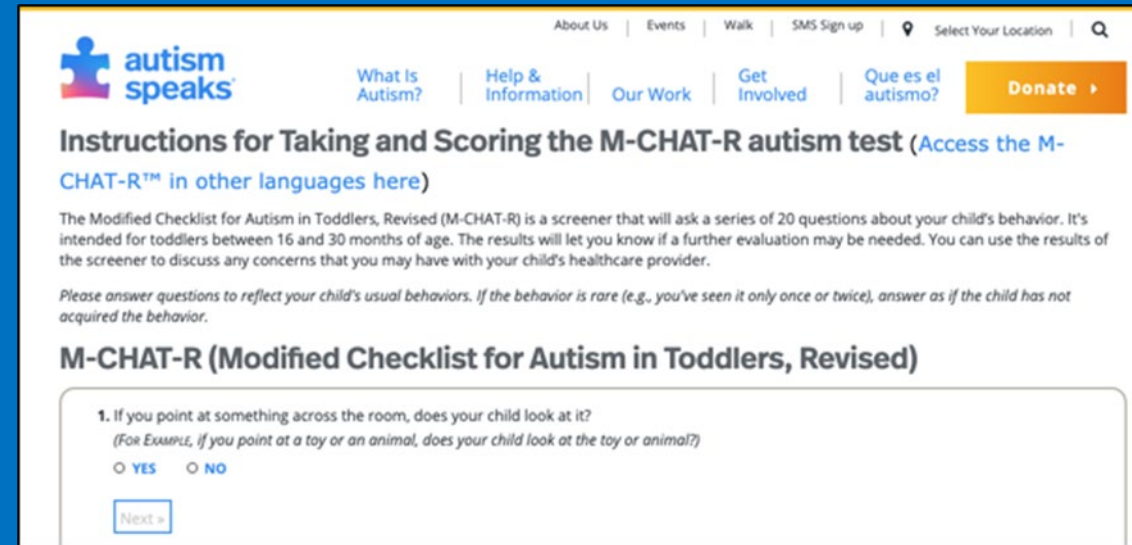
- No big smiles or other warm, joyful expressions by six months or thereafter
- No back-and-forth sharing of sounds, smiles or other facial expressions by nine months
- No babbling by 12 months
- No back-and-forth gestures such as pointing, showing, reaching or waving by 12 months
- No words by 16 months
- No meaningful two-word phrases (not including imitating or repeating) by 24 months
- Any loss of speech, babbling or social skills at any age
- No response to name by 12 months

Find developmental milestone checklists for your child’s age at <https://www.cdc.gov/ncbddd/actearly/milestones/milestones-in-action.html>

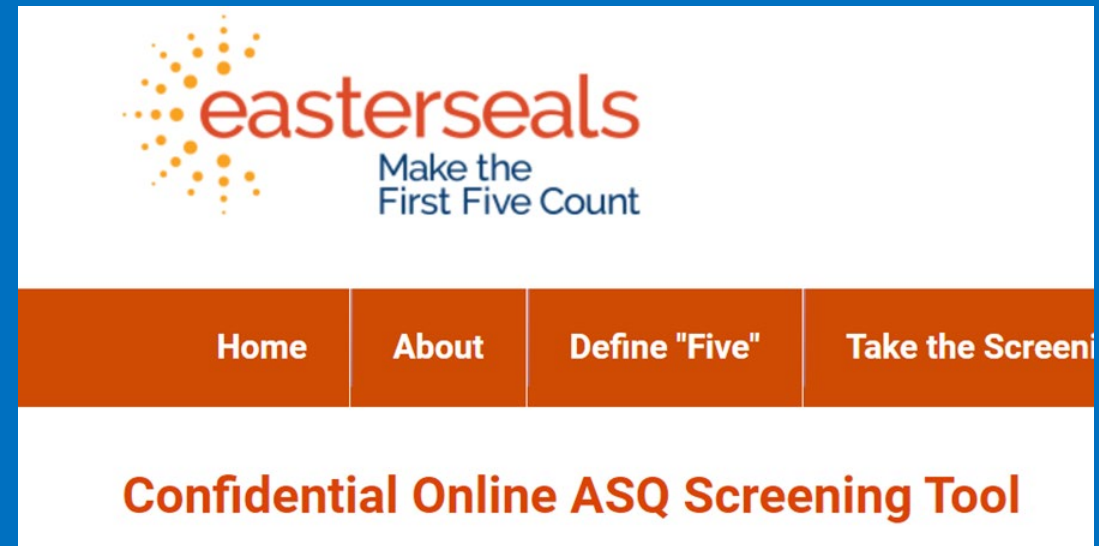
Here are four things you can do right now if you have a concern:

1. Don't wait.
2. Be prepared for your conversation with your health care provider – take notes!
3. Take the M-CHAT
4. Start the intervention process right away – there are activities you can do at home
5. Contact the Autism Speaks Autism Response Team for assistance.

Call: 1-888-288-4762 (In Spanish: 1-888-772-9050)



The screenshot shows the top portion of the Autism Speaks website. The header includes the "autism speaks" logo, navigation links for "What is Autism?", "Help & Information", "Our Work", "Get Involved", and "Que es el autismo?", and a "Donate" button. The main heading is "Instructions for Taking and Scoring the M-CHAT-R autism test (Access the M-CHAT-R™ in other languages here)". Below this, there is a paragraph explaining that the M-CHAT-R is a screener for toddlers aged 16 to 30 months. A "Next" button is visible at the bottom of the screenshot.



The screenshot shows the Easterseals website. The logo features a cluster of orange dots to the left of the word "easterseals" in a red, lowercase font. Below the logo is the tagline "Make the First Five Count" in a blue, sans-serif font. A navigation bar at the bottom has four orange buttons with white text: "Home", "About", "Define 'Five'", and "Take the Screeni". Below the navigation bar, the text "Confidential Online ASQ Screening Tool" is displayed in a large, bold, orange font.

Access Early Interventions services

The following piece is “time critical” as Early Intervention services through the public education or health system are only available until age three in most states.

If your child is under the age of 36 months: - He or she is entitled to an evaluation through your state’s office of Early Intervention, also referred to as “Birth to Three” or “Part C.” - Federal law requires the local Early Intervention agency to perform a free assessment to determine if any child has a disability. - The agency is required to complete an initial evaluation no later than 45 days after receiving written consent from you to assess your child.

If your child is 36 months or older: - He or she can receive an evaluation through the school district. - Federal law requires the local education agency to perform a free assessment to determine if any child between 36 months and 21 years of age has a disability. - The initial evaluation must be completed no later than 60 days after receiving written consent from you to assess your child.



Playtime is important, as all children learn through play.

During play time:

- Use objects or interests that will motivate your child.
- Face to face is best. Get down on your child's level.
- Imitate your child.
- Take turns with your child.
- Use simple language.
- Continuously check to ensure that the routine is motivating to your child.
- Don't be discouraged if these strategies don't work right away!



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FINDING RESOURCES

Caregiver Themes

We hear from thousands of caregivers each year who are essentially seeking three things:

- Community and belonging
- Clear guidance and information
- Helpful resources and services



Those essential themes manifest a bit differently depending on the age of the person with autism:

- Young Children: early intervention, diagnostic and evaluations, therapeutic services, skill building
- School Age: educational supports, health and healthcare, parent groups, recreation
- Transition Age: social supports, peer connections, independent living skills, future planning
- Adults: housing, transportation, post-secondary education, employment, relationships

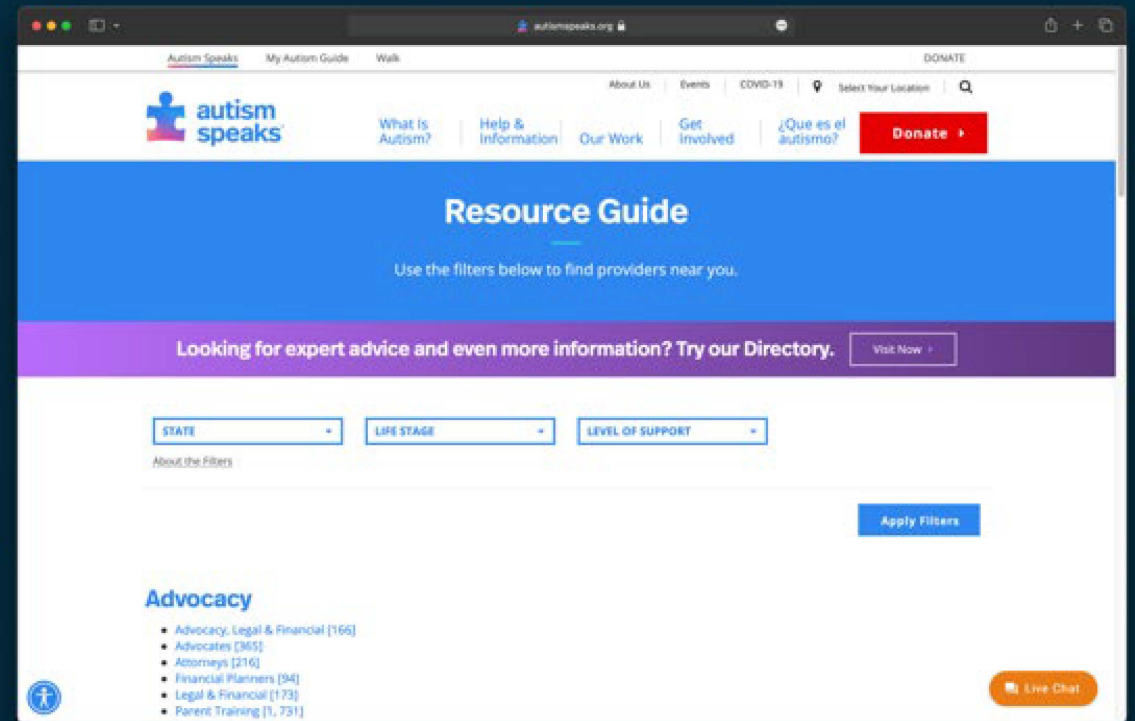
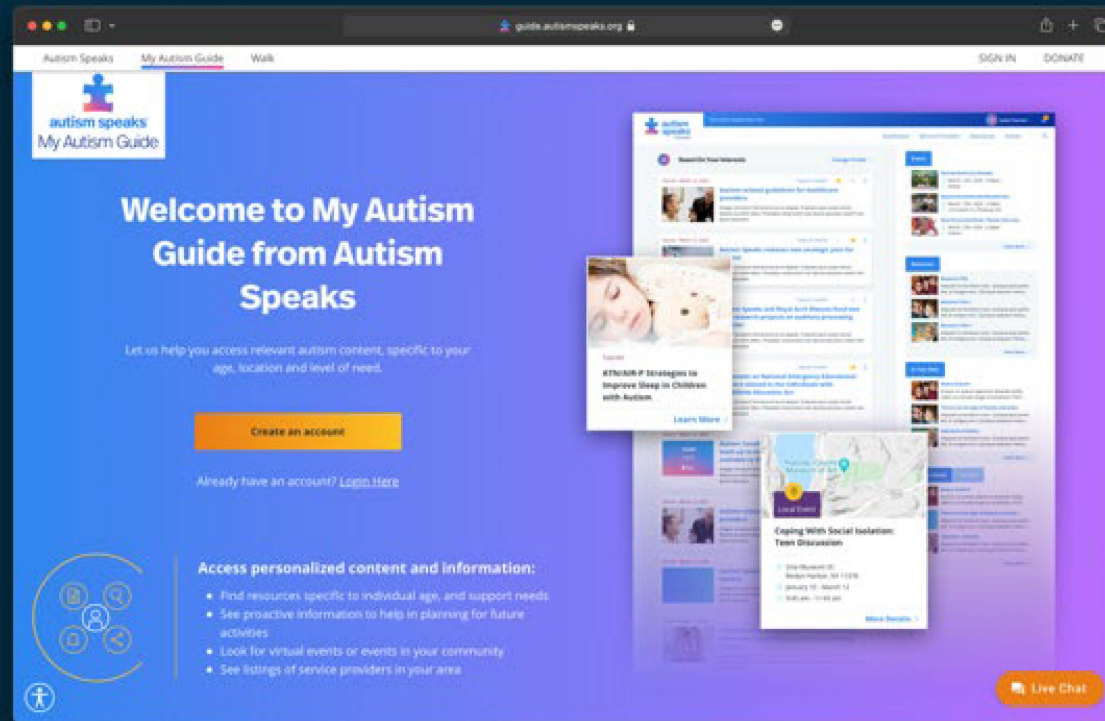


You Can Search for Local Providers and Services Here:



[Home](#) | [My Autism Guide](#)

[Resource Guide](#) | [Autism Speaks](#)





Find the information that's right for you

The right information makes a difference at every step in any journey.

Our website and virtual resources are here for you, for any life stage you are navigating or want to learn more about.

We offer more than 40 tool kits on topics like:

Financial Planning

Safety

School

Technology

Health and Wellness

Behavioral Challenges

Medical Resources

Transition to Adulthood

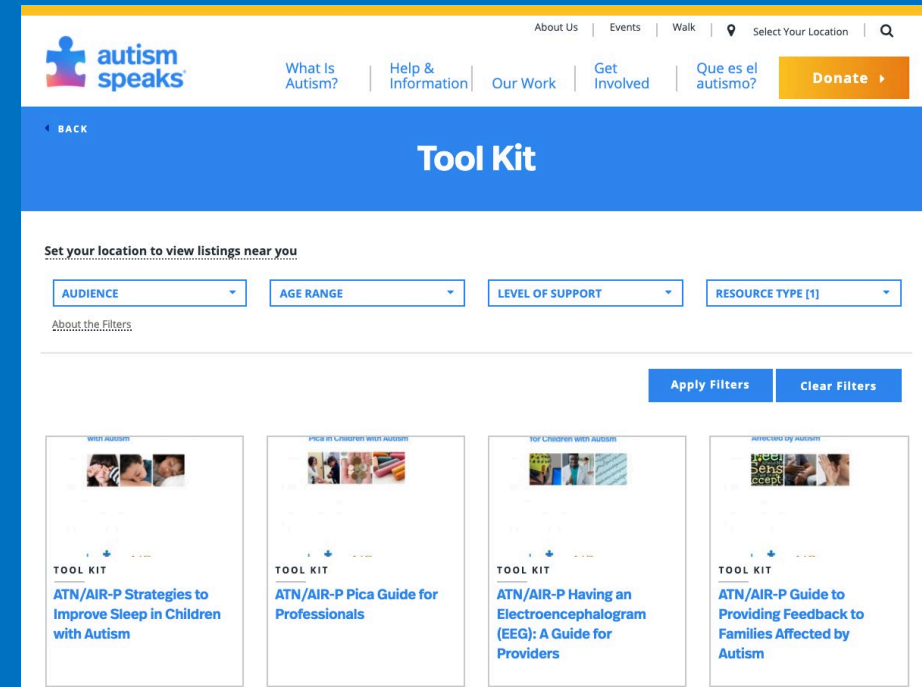
Housing

Family Support

Community Life

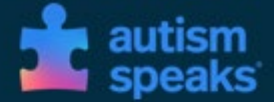
Employment

Access tool kits at autismspeaks.org/tool-kit



School Age

- Autism Speaks Guide to IEPs
- Dept. of Education -State Contacts and Information (ed.gov)
- Accessing Special Education Services During COVID-19 -YouTube Webinar
- Education and Autism | Autism Speaks
 - School Community Tool Kit | Autism Speaks
- Self-Advocacy in school/education settings



Transition to adulthood

- [Is it Autism and If So, What Next? A Guide for Adults | Autism Speaks](#)
- [Housing and Residential Supports Tool Kit | Autism Speaks](#)
- [Adulthood on the Spectrum: Love on the Spectrum | Autism Speaks](#)
- [Living with Autism as an Adult: Personal Narratives from Parents and Caregivers - YouTube](#)
- [Transition Tool Kit | Autism Speaks](#)
- [Transition Themed Roadmaps | Autism Speaks](#)
- [Transition to Adulthood | Facebook Community](#)
- [Adulthood on the Spectrum | Facebook Group](#)



Transition to adulthood

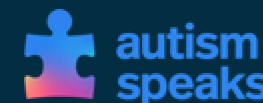
- Transition to Adulthood - Autism Speaks Facebook Community
- AANE Teen Community Connection Sessions
- Zoom Autism Magazine
- Recreation Activity Ideas
- Autism Internet Modules
 - Social Narratives
 - Social Skills Groups
 - Social Supports for Transition-Aged Individuals
- Zoom group or community-driven meet-ups/Interest groups





EMPLOYMENT

Employment: the big picture



Most autistic adults are

**unemployed or
underemployed,
with estimates
ranging from
50%-75%**

in the U.S.

More than half of young adults with autism remain unemployed and unenrolled in higher education in the two years after high school.

**They have much
lower rates of
employment than
young adults with
other disabilities**



*Shattuck PT, Narendorf, SC, Copper B, et al. Postsecondary education and employment among youth with an autism spectrum disorder. Pediatrics 2012 June 129(6) <http://pediatrics.aapublications.org/content/129/6/1042>

*National Longitudinal Transition Study-2 (NLTS2)

What employers have learned



Employees with autism can bring their unique strengths to a workplace, which may include:

- Excel at repetition
- Identify with customer base
- “Out of the box” thinking
- Committed and consistent
- More time in task; not interested in office gossip!
- Lower turnover
- Good performance
- Large/untapped labor pool
- Fewer absences
- Universal design/ accommodations for all



Why is it important to employ people with autism?



It's **good for business!** This is about **unique skillsets**, not charity.



It drives **innovation**. People with autism **think differently**.



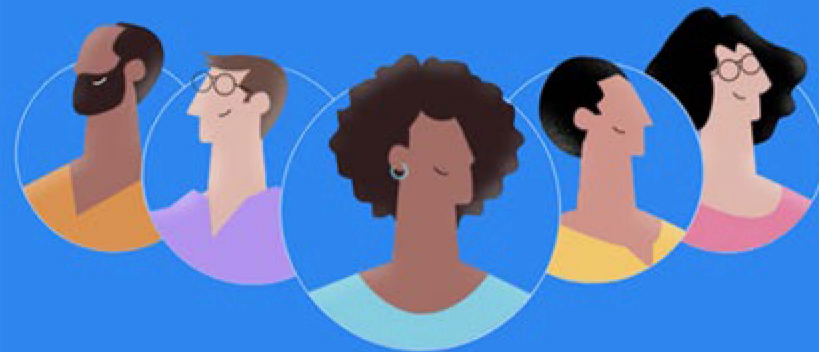
It demonstrates **high return on investment (ROI)**.



Maximizing corporate **diversity** means including individuals with **disabilities**.



We're Here to Help!



We're here for you.

Contact our Autism Response Team:

1-888-AUTISM2 (1-888-288-4762)

En Español: 1-888-772-9050

help@autismspeaks.org

ayuda@autismspeaks.org



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Autism Speaks is dedicated to creating an inclusive world for all individuals with autism throughout their lifespan. We do this through advocacy, services, supporters, research and innovation, and advances in care for autistic individuals and their families.