


Positive Behavior Supports at Work: Increasing Job Retention of Employees With Autism

Association for Positive Behavior Support
February 22, 2019

Carol Schall, PhD
Jennifer McDonough, M.S. CRC
Alissa Brooke, M.S., CRC, PBSF




©VCU-RTTC, 2019

No conflicts of interest to report

What are the Current Outcomes for Young Adults with ASD?


- Unemployed and underemployed at higher levels than others with disabilities
- Low rates of independent living -- Most individuals with ASD continue to live at home with their parents
- Low incidence of friendships and relationships



©VCU-RTTC, 2019

Competitive Integrated Employment (CIE): Real Work for Real Pay


- Wages are at least minimum wage or higher
- Wages are comparable to non-disabled workers performing the same or similar tasks
- Jobs in the community; and
- Employee with a disability interacts with other employees and, as appropriate to the work performed, other persons who are not individuals with disabilities



©VCU-RTTC, 2019

Does Not Include

- Sheltered work
- Crew or enclave work
- Work where the person with a disability only interacts with their supervisor or individuals who provide them services



©VCU-RTTC, 2019

Retrospective Study

- 104 records of individuals seeking Competitive Integrated Employment at VCU's Business Connections, Employment Support Organization between 2009 – 2017

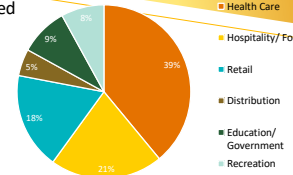


©VCU-RTTC, 2019


Research Question 1: Employment Outcome

- 104 individuals acquired 126 jobs within the period reviewed
- 63% were acquired through Customized Employment
- 89% were Part Time

% of Jobs by Industry



Industry	Percentage
Health Care	39%
Hospitality/Food	21%
Retail	18%
Distribution	9%
Education/Government/Recreation	5%
Other	8%



©VCU-RTTC, 2019

Customized Employment

- Phase 1: **Discovery**: Identifying Strengths, Preferences, and Interests
- Phase 2: **Job Negotiation**: Finding and negotiating work tasks and logistics
- Phase 3: **Job Site Training**: from 100% to 21% of work time supported by an on-site employment specialist
- Phase 4: **Stability and Long Term Supports**: 20% or less of work time supported by an on-site employment specialist



©VCU-RTTC, 2019

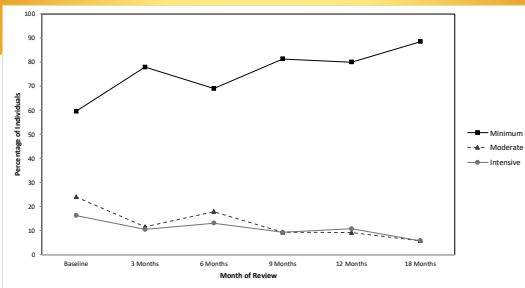
Level of Support after Stability

- **Minimum**: Less than 4 hours per month of employment specialist time
- **Moderate**: Greater than 4 but less than 7 hours per month of employment specialist time
- **Intensive Time-Limited**: Greater than 7 hours per month of employment specialist time



©VCU-RTTC, 2019

Percentage of Employees with ASD by Type of Support



©VCU-RTTC, 2019

Positive Behavior Supports was the major way we accomplished stability

- Visual Supports
- Behavioral Rehearsal
- Self-Management
- Prompting and Prompt Fading
- Task Analysis
- Functional Behavior Intervention Plans



©VCU-RTTC, 2019

www.worksupport.com

www.vcuautismcenter.org

<http://www.centerontransition.org/>

©VCU-RTTC, 2019

This Presentation is Based Upon the Following Research

- Brooke, V., Brooke, A.M., Schall, C., Wehman, P., McDonough, J., Thompson, K., & Smith, J. (2018). Employees with Autism Spectrum Disorder Achieving Long-Term Employment Success: A Retrospective Review of Employment Retention and Intervention. *Research and Practice for Persons with Severe Disabilities*. DOI: 10.1177/1540796918783202.
- Wehman, P., Schall, C., McDonough, J., Sima, A., Brooke, A, Ham, W., Whittenburg, H., Brooke, V., Avellone, L., & Reihle, E. (In Press). Competitive employment for transition-aged youth with significant impact from autism: A multi-site randomized clinical trial. *Journal of Autism and Developmental Disorders*.



©VCU-RTTC, 2019