PROMOTES: Improving Employment Outcomes for Individuals with ASD

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What is PROMOTES?
- Michigan Department of Health & Human Services - 2015
- Partnered with VBISD & Multidisciplinary team
- Free to all trainees
- No discontinuation criteria
- Individualized & Flexible

Van Buren Intermediate School District
- Rural/farming communities
- Lakeshore/tourist communities
- Population: 76,000+
- 11 local school districts
- County Seat: Paw Paw, MI
- Challenges:
  - Community Resources
  - Transportation
  - Socio-economic

The Community-Based Transition Center
- VBISD's Post-Secondary (18-26) Transition Program
- Student Centered
- Employment
- Adult Living
- Community Access & Participation
- Biggest challenges to employment
- Students without diplomas
- Transportation
- Resources

The V3 Discovery Process
- Vision
- Vocational Profile
  - Choices
  - Contributions
  - Conditions
  - Connections
- Visual Résumé
- Records review
- Discovery Short/Long Survey
- ICIE Observations
- Community Tour
- Brain Blizzard

http://www.gvsu.edu/autismcenter/discovery-materials-178.htm

Why Aren't They Being Hired?
- Common deficits
  - Communication & social skills
  - Being a “Team player”
  - Networking
  - Interviewing deficits: initial barrier
- Accommodations: unwilling or unprepared
- Rigid company procedures
Job Coaching
• Graduate & undergraduate practicum students
• Behavior Analysis Program in Psychology Department
• Successful integration into the workforce
• Behavior-based strategies
• On-going progress monitoring
  • Individualized
  • Development of materials
  • Troubleshooting

Getting Our Foot in the Door
• Marketing
  • Visual resumes
  • Sample work products
  • Video of skills
  • Strong recommendations
  • Previous work experiences
  • Building rapport

Initial Skill Evaluation
• Direct observation
• Report (teachers, parents, previous employers)
• AFLS (Assessment of Functional Living Skills)
• Likelihood in the natural environment
• Set in collaboration:
  • Highest priorities?
  • Definition of “satisfactory”? 
  • Most essential for success
  • Maintaining employment

Identifying & Utilizing Strengths
Dependability
Rule Adherence
Work quality
Motivation
Preciseness
Work Ethic
Following Instructions
Attendance
Engagement
Integration

Instructional Strategies & Interventions
• Behavioral Skills Training (BST)***
• Program incentive system (PROMOTES Notes)
• Video modeling & feedback
• Self-monitoring (Self & Match)
• Modified awareness training
• Rule rehearsal
• Scheduled work breaks
• Fluency timings

Behavioral Skills Training (BST)
Interview Checklist
Clothing:
  • Khaki pants (no holes)
  • Closed toe dress shoes
  • Dress blouse
  • Polo or button-up shirt
Hygiene:
  • Brushed teeth
  • Washed hair
  • Breath deodorant
Important Job-Related Skill Measures

- Fluency
- Percentage of steps correctly completed
- Rate
- Latency
- Magnitude or force
- Social validity

Standard Celeration Chart (SCC)

- Semi-logarithmic scale
- Measures count per minute
- Speed & accuracy (fluency)
- Used for:
  - Food preparation
  - Stocking tasks
  - Sorting & counting medications
- Normative goal
Handling Disruptive & Inappropriate Behaviors

- Higher priority
  - Loss of employment
  - Ostracized from coworkers and peers
  - Less independence
  - Frustration
  - Productivity & output
- Prevent sudden decisions
- Collaboration: what should we teach?

Case Example
Thank you!

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Questions?