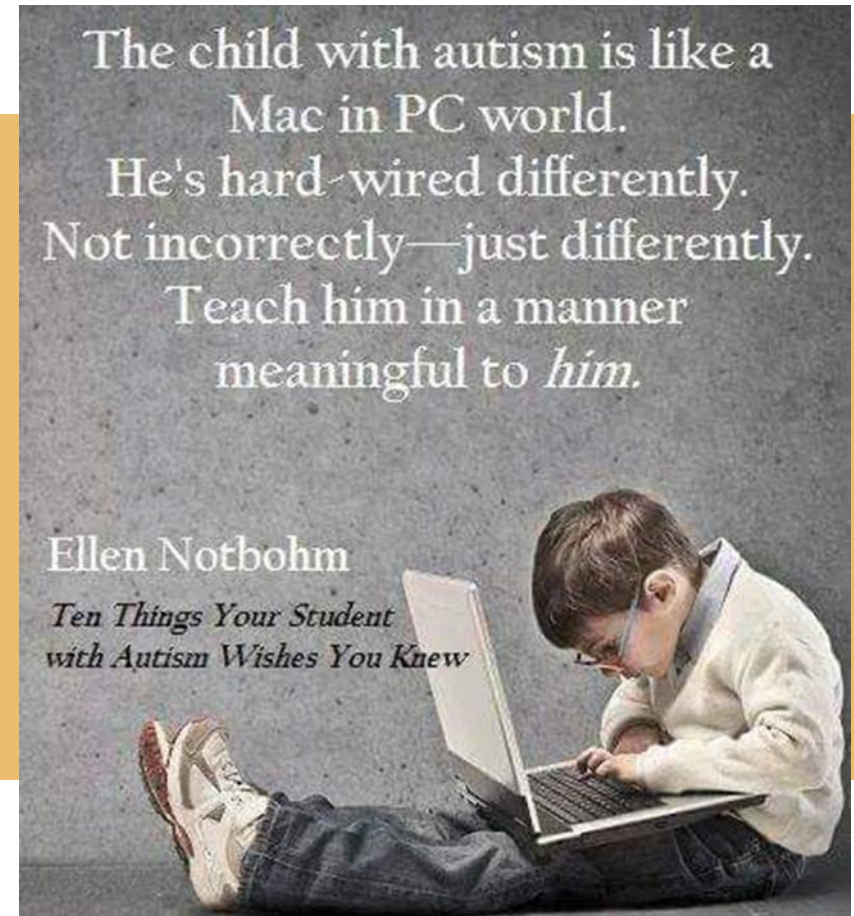
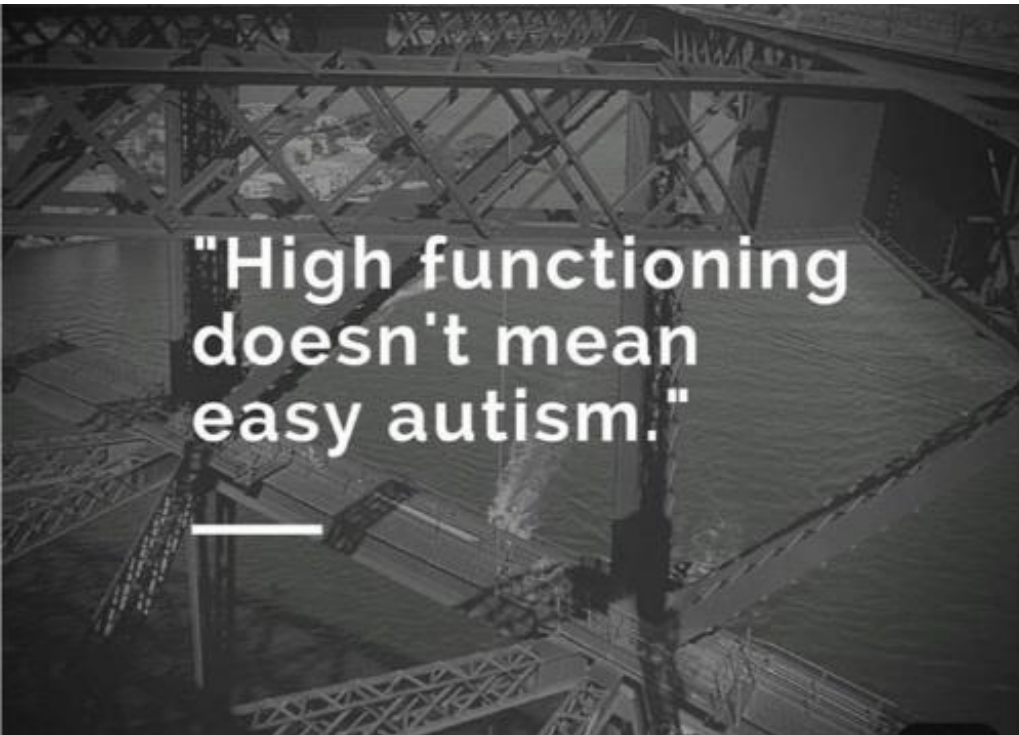


Livsglede gjennom arbeid

COMPETTIVE WORK FOR PEOPLE ON THE AUTISM SPECTRUM

Astrid Kristin Holm, job specialist at Fønix AS
Bachelor degree in Social Education, and Master's degree in Behavioral Science





Specialized job-seeking support program

All the candidates are on the spectrum

We have extensive knowledge and understanding of the autism spectrum

We are able to make an empathic approach

We are experienced job-specialists

**Autism is not a
disability, it's a
different ability**



Our intentions and beliefs

We believe in the social model of disability

We wish to help bridging the gap that defines the disability

We wish to provide social translation, and teach it

Our aim is to enable the person on the spectrum to become more self-aware and to struggle less than before, and become empowered

60 % of the candidates achieve employment or education

our requirement from the government is 50%

- Complete high school
 - Facilitation
- Vocational education
 - Facilitation
 - Mentor
 - Trainee
- Higher education
 - Preparation
 - Mentor
- Social entrepreneurs
 - Get Academy
- Employment full time
- Part time employment in combination with other state benefits
- Employment with state benefits to the employer
- Employment with mentor
- Supported employment in non-sheltered environments

To our experience, what are the success factors?

- Get to know the person – listen to their stories
- Believe that employment is possible for everybody
- Build trustworthiness by accommodate to their autism-specific needs
 - Text unless otherwise agreed
 - Eye-contact is not important
 - Stimming is fine
 - Communicate in a nonfigurative and precise manner

Success factors continues...

- Preparation for competitive work
 - Self-awareness training (Psycho-education)
 - Autism-specific tutorials and materials
 - The Vip24 assessment materials
 - Motivational interviewing / conversation – open questions within a framework, summary, reflection

Example:

Vocational skill: ask for a break before you are tired (comprehend why the break is important, be able to explain this to your employer, be able to assert your need for a break)

Success factors continue...

- Search the labor market for the perfect employer
- Prepare the employer to accommodate the candidate – build bridges
- Follow up by visiting the workplace – keep bridging
- Stay ahead of problems by providing explanations for differences in opinions and behavior
- Assess the ability to work



Assessment of the ability to work

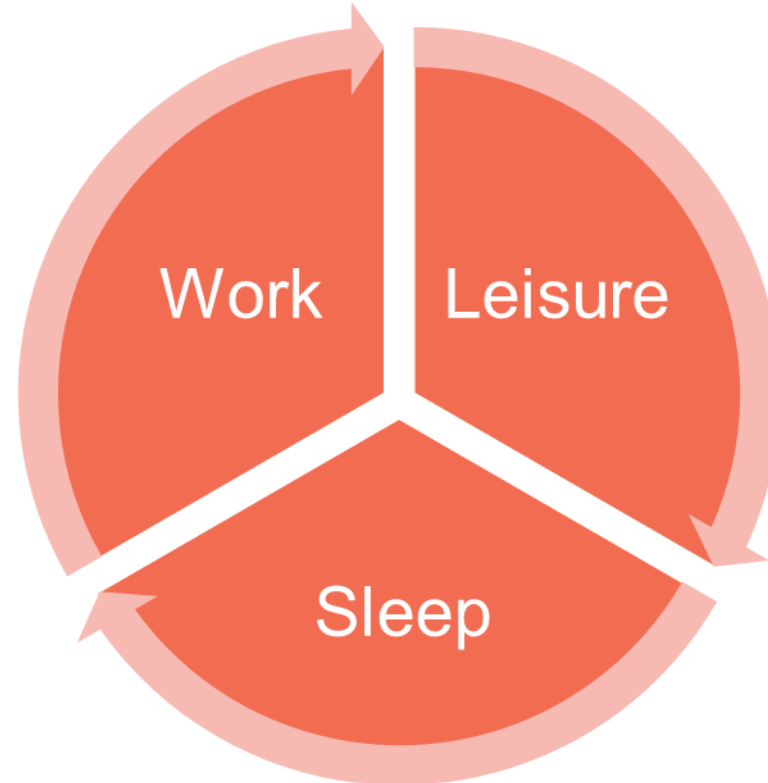
Initially: Reduce the requirements for **Cooperation and social functioning**, and **Ability to change and be flexible**

Which skills need practice?

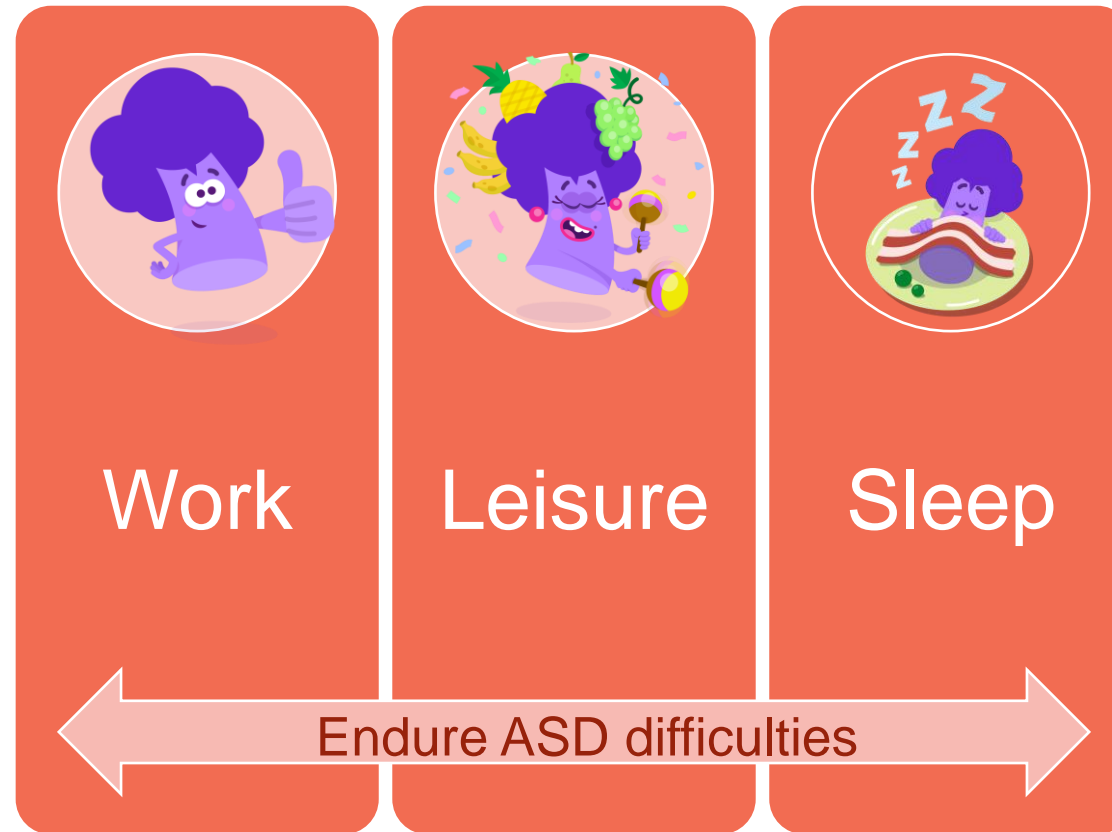
How does facilitation influence the ability to work?

Regular evaluation in accordance with the 24-hour human being

The 24-hour human being



The 24-hour human being with autism



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Livsglede gjennom arbeid

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Placement in competitive work settings

- The candidate's interests and preference
 - Intrinsic motivation
 - Capability
- Suitable workplace
 - How to get there
 - Work hours
- Suitable employer
 - Inclusive attitude
 - Willing to learn and make adjustments



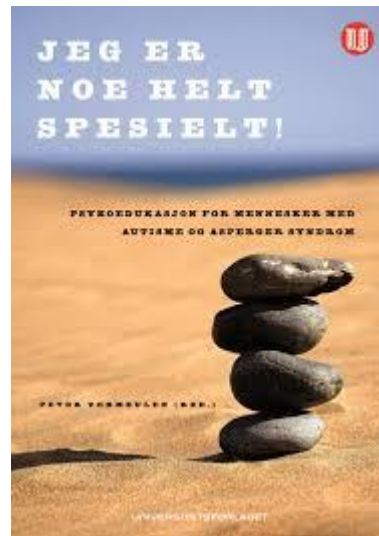
Life course perspective

- Tell me your story



Assessment and guidance

- Career guidance
 - Vip24
 - MI – motivational interviewing
- Assessment of vocational interests
 - Jobpics
 - Utdanning.no (Education)
- Psycho-education
 - Promote self-understanding and self-awareness
 - Promote empowerment
- IVAS
 - Assessment of the need for facilitation and adjustment in employment or education





Utdanning.no

Education

- Complete high school
 - Facilitation
- Vocational education
 - Facilitation
 - Mentor
 - Trainee
- Higher education
 - Mentor
- Social entrepreneurs
 - Get Academy in Larvik



Starting job-seeking process

- Norwegian Labor and Welfare Administration submits candidates
 - Diagnostic report or a new neuro-psychological assessment
- Summon the candidate to first meeting by text-message
- Empathic approach
- Clarify expectations
 - Work?
 - Education?
 - Don't know...
- Clarify thoughts on disclosure of diagnosis