



Australian Government  
Department of Industry,  
Innovation and Science

**Business**  
Cooperative Research  
Centres Programme

## Paving the way into post school participation?





# On the road to post-secondary education and/or employment Postsecondary education

Transition planning in secondary school linked to better outcomes in postsecondary education, employment and community participation

The majority of existing transition planning programs are not autism-specific



*Introducing the...*

# **BOOST-A**

***Better Outcomes & Successful Transitions for Autism***

Points of difference:

- Online program
- Interactive and engaging
- Considers autism-specific needs
- Provides structure



# *But...*

## *What is it?*

### **Module 1: About Me**

Guides the adolescent to identify interests, strengths, work preferences & life skills through six activities.



### **Module 2: My Team**

Prompts the adolescent to identify a team to support transition planning. Strategies to actively involve the adolescent in meetings.



### **Module 3: First Meeting**

Makes recommendations for job areas & goals based on the adolescent's strengths & peer-reviewed literature.



### **Module 4: My Progress**

Guides the review of the adolescent's goals & facilitates discussion about positive learning experiences.





*And, does it actually work?*

**Increased career exploration**  
for both parents and  
adolescents

**Increased self-determination**  
Home for parents

**Increased transition-specific  
Self-determination** for  
parents.



# Participant Feedback



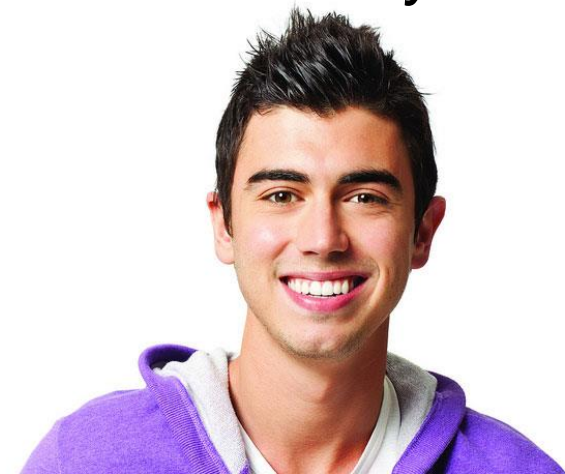
Feedback from parents:

*“BOOST-A gives you a plan that will help you work out your child's future pathways.”*

Feedback from teens:

*“It made me feel more ready about leaving school and career options.”*

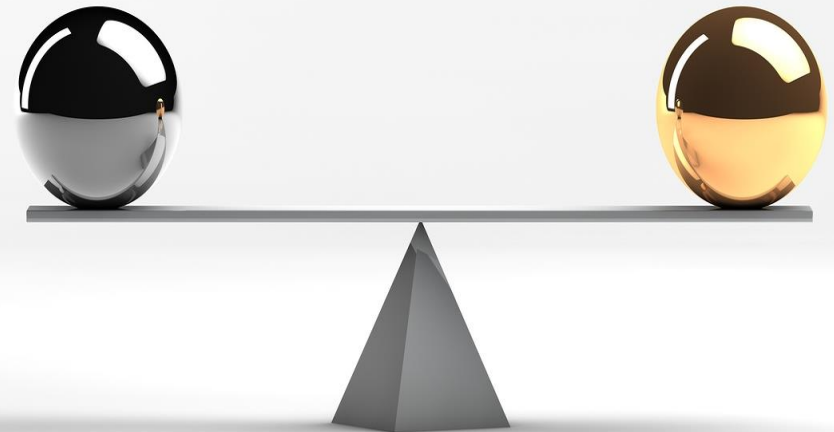
*“It helped me to work out what I didn't want to do, and reassured me about the choices I'd already made.”*



# Higher employment costs?

**No differences found between groups in:**

- Percentages requiring supervision, modifications to the workplace, additional training
- Weekly costs, including wages,
- supervision and additional training



# Employee characteristics

- Attention to detail ↗
- Work ethics ↗
- Quality of work ↗
- Productivity →
- Flexibility ↘
- Following instructions ↘

## New and different skills





# Employers mostly willing but





# The Integrated Employment Success Tool (IEST)



Create an awareness of autism in the workplace



Focus on the strengths of employees on the spectrum

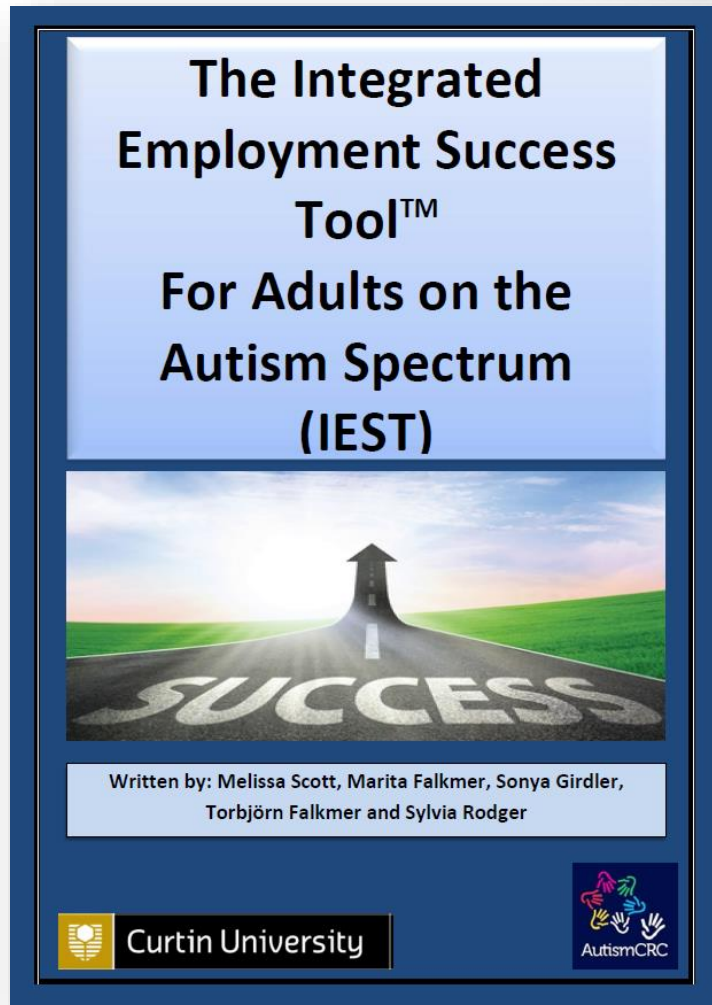


Identify potential workplace difficulties



Strategies for modifying the work environment

# Designed for a variety of workplaces



- Practical guidebook
- Support across the employment process:
  - Recruitment
  - Interviewing
  - Job commencement
  - Workplace modifications
  - Ongoing support
- Strategies, checklists and resources



# How effective is the IEST?

- significant improvements in self- efficacy
- boosts employer knowledge
- enhanced employers' confidence and communication
- provided fresh and new strategies
- comprehensible and an easy to use
- useful regardless of autism experience







AutismCRC Autism

# 'Tapping the Talent'

## Improving Employment Outcomes for people with



- define the current situation,
- examine options for intervention and supports
- provide recommendations and direction for future policy and research

For further information or to access the survey please follow the link.

[https://curtin.au1.qualtrics.com/jfe/form/SV\\_51DdD54SszBa8EI](https://curtin.au1.qualtrics.com/jfe/form/SV_51DdD54SszBa8EI)