

Professor Cheryl Dissanayake Director, Olga Tennison Autism Research Centre

Autism@Work, 6 September 2017

What is as careers?

- An employment website (and more) for job-seekers on the autism spectrum, employers and service providers
- Funded by a Salesforce Force for Change grant and four partner organisations



JOIN NOW

a.s. careers enables career-seekers on the autism spectrum to assess their skills, build a Personal Profile and connect with potential employers

AN INITIATIVE OF THE OLGA TENNISON AUTISM RESEARCH CENTRE AT LA TROBE UNIVERSITY



Olga Tennison AUTISM RESEARCH CENTRE A U S T R A L I A





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FEATURED TOPICS

as|careers



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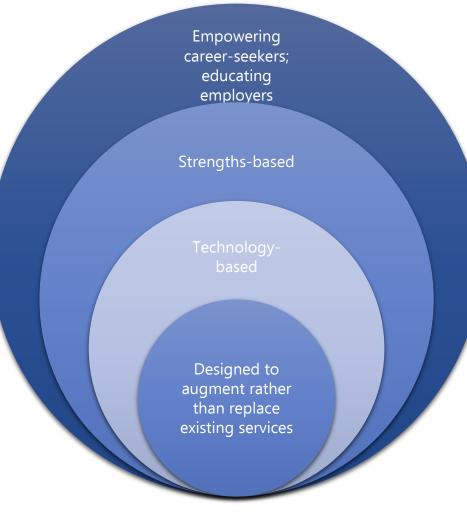
as careers: Guiding Principles

We believe...

> A suitable job match leads to a sustainable career

Career-seekers with autism add business value

> Employers are open to new sources of talent



What makes as careers different?

as careers is designed to:

- Bring together the 3 key groups in autism employment: Job-Seekers, Employers and Service Providers
- Highlight the unique skills and abilities that people on the autism spectrum bring to the workplace.

as|careers is conceived as a 'virtual marketplace' where community and knowledge building is as important as the transactional elements of job-seeking.



What as careers does

We aim to...

- Emphasise career-seekers' strengths
- Educate employers about autism and employment
- Enable appropriate job matches
- Empower career-seekers for success *beyond* as|careers

We'll do this by...

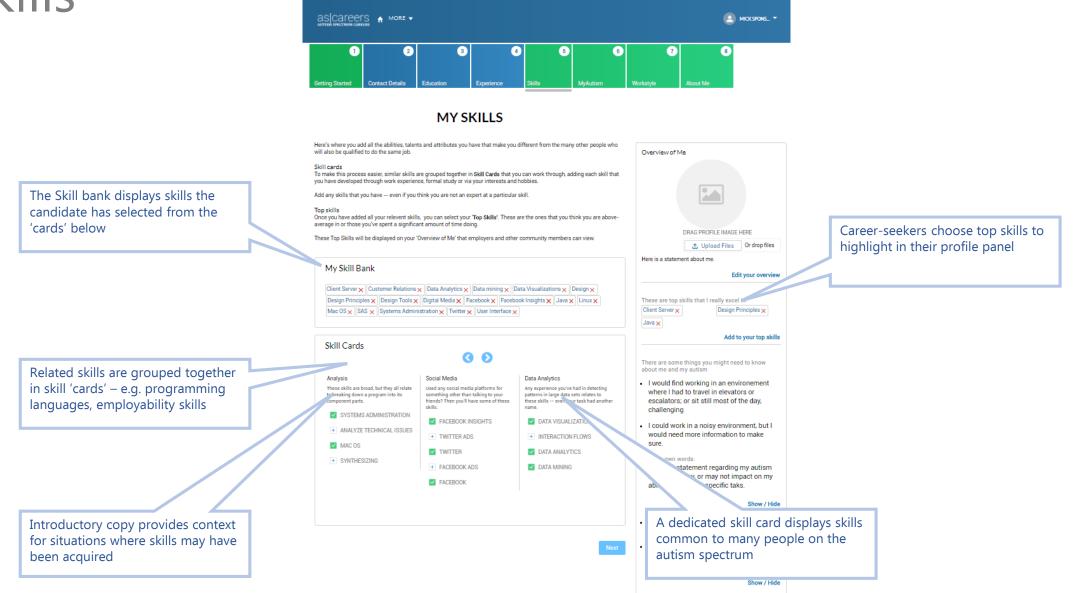
- Guiding career-seekers through skills assessment
- Providing employers with case studies, knowledge articles, success stories
- > Using a unique matching algorithm
- Outputting a Unique Personal Profile for use in any job-seeking activity

How as careers is different

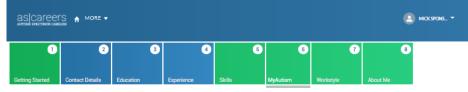


Standard information gathering about a jobseeker This is where as careers begins to customise and identify the unique abilities and potential concerns a job-seeker may have

How does as careers work? skills



How does as careers work? my autism



MY AUTISM

This could also include the people or objects in your immediate environment, for instance work the

sudden and unexpected movement of machinery or vehicles cause some level of anxiety?

	As autism is different for everyone, this section about sensory and environmental triggers is quite general. The broad questions we ask here are intended to be representative of concerns people on the spectrum <i>might</i> have rather than a comprehensive list of <i>your specific</i> concerns. Please note: the information you enter on this tab will ONLY be shared with potential employers if you choose to do so. You can manage this via the 'Show/Hide' button that will appear undereast the 'Overview of Me' panel at the right. How these questions help Knowing your sensory or environmental triggers helps your job search by: 1. Allowing you to focus your job search on jobs where triggers are minimal and 2. Communicating to a potential employer the small changes they can make to ensure you can work at your best. Environmental demands Although it's unrealiate to expect to have full control over your work environment, it can help to know your Geal-breakers'.	Overview of Me	
	Every job has its own environment, made up of tangible (physical) aspects and intangible (socio-cultural) aspects.	Edit your overview	
Career-seekers can answer a broad question about each sensory category with YES, NO, SOMETIMES, or	Physical lighting ilighting amount of movement Social and cultural structure & predictability level of social interaction pace of work	Coll your overview These are top skills that I really excel in. Client Server X Java X Add to wreat	for more detailed questions on each sensory category, career- seekers answer NOT SURE
	This tab deals with Physical demands in the workplace. We'll cover socio-cultural ones on the Workstyle tab. To share, or not? A reminder that you can choose whether to keep this information private and use it for your musclevence, or display it to potential employers and community members via the 'Show/Hide' button that will appear underneath the 'Overview of Me' panel.	 where mings you might need to know about me and my autism I would find working in an environement where I had to travel in elevators or escalators; or sit still most of the day, challenging 	Statements about sensory concerns
	MyAutism statement Vivuld find working in an environement where I had to travel in elevators or escalators; or sit still most of the day, challenging Vicuuld work in a noisy environment, but I would need more information to make sure.	I could work in a noisy environment, but I would need more information to make sure. In my own words: Here is a statement regarding my autism	are generated based on user input below
Five categories for sensory issues: Touch, Sight, Sound, Smell & Movement	Movement Touch Sound Smell Sight	and how it may, or may not impact on my ability to carry out specific taks. Show / Hide	
	Enter further information here In a work environment, does having to travel in elevators or escalators, or having to sit still, affect your capacity to work? Yes No	bother me. I would find working somewhere where the priorities or schedule of work changed regularly challenging	

Sometimes

Not Sure

Show / Hide

How as careers works for Employers

- Provides access to wealth of knowledge articles, case studies and success stories
- Enables employers to connect with service providers in a dedicated online community
- Employers can post details of available positions
- Builds their profile as an 'autism-friendly' workplace

♠ MORE ▼

UPLOAD POSITION DESCRIPTION

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* JOB TITLE	► Collections Coordinator
Address	
* STREET	► Kingsbury Drive
*CITY	▶ Bundoora
* STATE	▶ Victoria
* POSTCODE	▶3086
* SECTOR	► Professional, scientific and technical services
+ CLOSE DATE	▶31/12/2017
* CONTACT	► Mick Leahy
+ EMAIL	≻mick.leahy+emp3@gmail.com

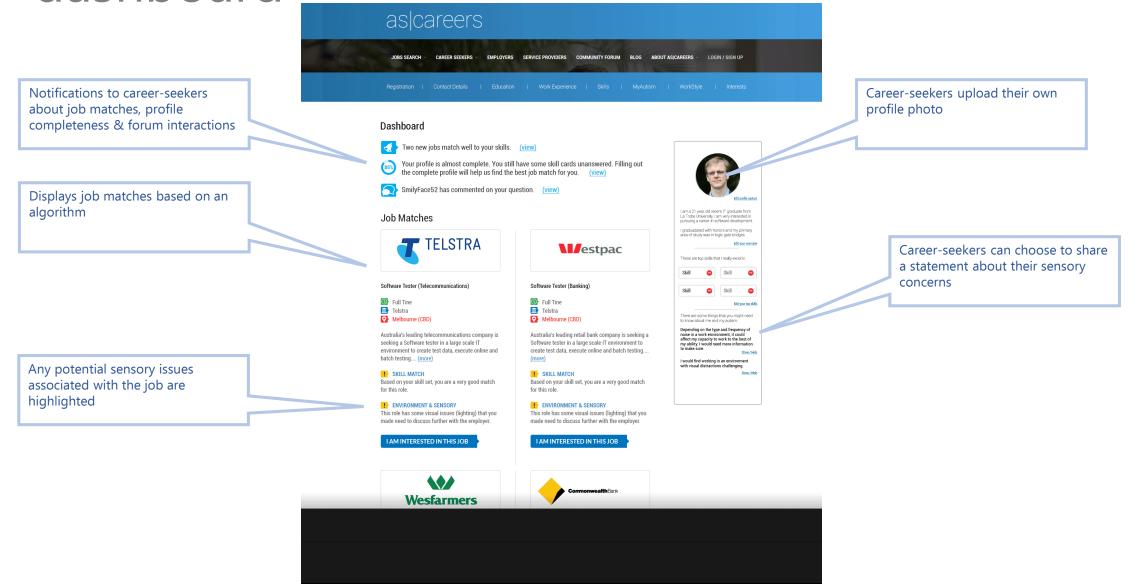
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How does as careers work? dashboard



Next Steps

This is the prototype, developed with input from the autism community.

Next steps are to develop the platform to a public beta version for testing and input from candidates and employers.

We are planning an Expression of Interest to fund and inform future platform development.

What will success of as careers look like?

The success of as careers will be measured by:

- Candidates successfully gaining employment
- Candidates length of tenure in a particular role
- Satisfaction of employers with candidates
- Satisfaction of candidates with employers

Quantitative measures will be:

- Employers posting multiple roles (repeat customers)
- Employer satisfaction with as careers service
- Candidate satisfaction with as careers service
- Candidate participation in the online community

as careers AUTISM SPECTRUM CAREERS

Thankyou – Questions?













Acknowledgements

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Steering Advisory Group

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