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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



The screenshot shows the homepage of the as|careers website. The header is dark blue with the "as|careers" logo and navigation links. The main content area is white with the "as|careers" logo and the text "AUTISM SPECTRUM CAREERS". A blue "JOIN NOW" button is prominent. Below this, a paragraph describes the website's purpose: "a.s. careers enables career-seekers on the autism spectrum to assess their skills, build a Personal Profile and connect with potential employers". A small line of text below states: "AN INITIATIVE OF THE OLGA TENNISON AUTISM RESEARCH CENTRE AT LA TROBE UNIVERSITY". The "FEATURED TOPICS" section includes three images: "CAREER SEEKER" (a group of people sitting), "EMPLOYER" (a man and a woman talking), and "FAQS" (blue blocks spelling "FAQ"). To the right of these images are two blue buttons: "ASK A QUESTION" and "CONTACT SUPPORT". The footer is dark blue with three columns of links: "MORE ABOUT as|careers" (About Us, Our Mission, Contact Us, Media Enquiries, Support Our Work), "OUR PARTNERS" (La Trobe University, The Olga Tennison Autism Research Centre, Autism CRC, DXC.technology, Specialisterne), and "FINE PRINT" (Privacy Statement, Copyright, Legal). A copyright notice at the bottom reads: "© 2017 as|careers - an initiative lead by the Olga Tennison Autism Research Centre".

# 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 job-seeker

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

The screenshot shows the 'as|careers' website with a navigation bar and a series of tabs. The 'Skills' tab is selected, leading to the 'MY SKILLS' section. This section includes an introductory text, a 'My Skill Bank' with various skill tags, and a 'Skill Cards' section with three cards: Analysis, Social Media, and Data Analytics. To the right is an 'Overview of Me' panel with a profile picture placeholder, a statement about the user, and a list of 'top skills'. Callouts provide context for these elements.

as|careers  
AUTISM SPECTRUM CAREERS

MORE

MICK SPONS...

1 Getting Started 2 Contact Details 3 Education 4 Experience 5 Skills 6 MyAutism 7 Workstyle 8 About Me

### MY SKILLS

Here's where you add all the abilities, talents and attributes you have that make you different from the many other people who will also be qualified to do the same job.

**Skill cards**  
To make this process easier, similar skills are grouped together in Skill Cards that you can work through, adding each skill that you have developed through work experience, formal study or via your interests and hobbies.

Add any skills that you have -- even if you think you are not an expert at a particular skill.

**Top skills**  
Once you have added all your relevant skills, you can select your 'Top Skills'. These are the ones that you think you are above-average in or those you've spent a significant amount of time doing.

These Top Skills will be displayed on your 'Overview of Me' that employers and other community members can view.

#### My Skill Bank

Client Server x Customer Relations x Data Analytics x Data mining x Data Visualizations x Design x Design Principles x Design Tools x Digital Media x Facebook x Facebook Insights x Java x Linux x Mac OS x SAS x Systems Administration x Twitter x User Interface x

#### Skill Cards

Analysis  
These skills are broad, but they all relate to breaking down a program into its component parts.

- SYSTEMS ADMINISTRATION
- ANALYZE TECHNICAL ISSUES
- MAC OS
- SYNTHESIZING

Social Media  
Used any social media platforms for something other than talking to your friends? Then you'll have some of these skills.

- FACEBOOK INSIGHTS
- TWITTER ADS
- TWITTER
- FACEBOOK ADS
- FACEBOOK

Data Analytics  
Any experience you've had in detecting patterns in large data sets relates to these skills -- even if your task had another name.

- DATA VISUALIZATION
- INTERACTION FLOWS
- DATA ANALYTICS
- DATA MINING

#### Overview of Me

DRAG PROFILE IMAGE HERE

Upload Files Or drop files

Here is a statement about me.

Edit your overview

These are top skills that I really excel in:

Client Server x Design Principles x Java x

Add to your top skills

There are some things you might need to know about me and my autism

- I would find working in an environment where I had to travel in elevators or escalators; or sit still most of the day, challenging
- I could work in a noisy environment, but I would need more information to make sure.

In my own words:  
statement regarding my autism  
or may not impact on my  
about specific tasks.

Show / Hide

Next

Show / Hide

The Skill bank displays skills the candidate has selected from the 'cards' below

Career-seekers choose top skills to highlight in their profile panel

Related skills are grouped together in skill 'cards' – e.g. programming languages, employability skills

Introductory copy provides context for situations where skills may have been acquired

A dedicated skill card displays skills common to many people on the autism spectrum

# How does as|careers work?

## my autism

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AUTISM SPECTRUM CAREERS

MORE

MICK SPON...

1 Getting Started 2 Contact Details 3 Education 4 Experience 5 Skills 6 MyAutism 7 Workstyle 8 About Me

### MY AUTISM

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 *might* have rather than a comprehensive list of *your specific* 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 underneath 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 unrealistic to expect to have full control over your work environment, it can help to know your 'deal-breakers'.

Every job has its own environment, made up of tangible (physical) aspects and intangible (socio-cultural) aspects.

**Physical**

- location
- lighting
- noise
- amount of movement

**Social and cultural**

- structure & predictability
- level of social interaction
- pace of work

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 own reference, or display it to potential employers and community members via the 'Show/Hide' button that will appear underneath the 'Overview of Me' panel.

**MyAutism statement**

- ✗ I would find working in an environment where I had to travel in elevators or escalators; or sit still most of the day, challenging
- ✗ I could work in a noisy environment, but I would need more information to make sure.

**Five categories for sensory issues:**  
Touch, Sight, Sound, Smell & Movement

**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?

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?

Yes No Sometimes Not Sure

**Overview of Me**

DRAG PROFILE IMAGE HERE

Upload Files Or drop files

Here is a statement about me.

Edit your overview

These are top skills that I really excel in.

Client Server Design Principles Java

Add to workstyle

Some things you might need to know about me and my autism

- I would find working in an environment where I had to travel in elevators or escalators; or sit still most of the day, challenging
- 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 and how it may, or may not impact on my ability to carry out specific tasks.

Show / Hide

- Interacting with others at work wouldn't bother me.
- I would find working somewhere where the priorities or schedule of work changed regularly challenging

Show / Hide

Career-seekers can answer a broad question about each sensory category with YES, NO, SOMETIMES, or...

...for more detailed questions on each sensory category, career-seekers answer NOT SURE

Statements about sensory concerns are generated based on user input below

Five categories for sensory issues: Touch, Sight, Sound, Smell & Movement



# 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

as|careers  
AUTISM SPECTRUM CAREERS

HOME MORE

MICK LEAHY

## UPLOAD POSITION DESCRIPTION

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COMPANY ▶ La Tobe University

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

Add Additional Information Description

UPLOAD DOCUMENT

Upload Files Or drop files

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About the role

The Senior Collections Coordinator, Resources and Metadata Management leads and co-ordinates the acquisition, cataloguing, and discovery of non-recurrent resources as well as the cataloguing function for resources in all formats.

Responsibilities include:

• Manage accurate, timely purchasing for non-recurrent resources, e.g. electronic and print books, ensuring budget targets are met throughout the financial year

Add Sensory Description

MOVEMENT ▶ --Please Select--

TOUCH ▶ --Please Select--

SOUND ▶ --Please Select--

SMELL ▶ --Please Select--

SIGHT ▶ --Please Select--

Publish Submit

# How does as|careers work?

## dashboard

Notifications to career-seekers about job matches, profile completeness & forum interactions

Displays job matches based on an algorithm

Any potential sensory issues associated with the job are highlighted

Career-seekers upload their own profile photo

Career-seekers can choose to share a statement about their sensory concerns

The screenshot displays the as|careers dashboard. At the top is a navigation bar with links for JOBS SEARCH, CAREER SEEKERS, EMPLOYERS, SERVICE PROVIDERS, COMMUNITY FORUM, BLOG, ABOUT AS|CAREERS, and LOGIN / SIGN UP. Below this is a secondary bar with links for Registration, Contact Details, Education, Work Experience, Skills, MyAutism, WorkStyle, and Interests. The main content area is titled 'Dashboard' and features three notifications: 'Two new jobs match well to your skills.', 'Your profile is almost complete. You still have some skill cards unanswered.', and 'SmileyFace52 has commented on your question.' Below the notifications is the 'Job Matches' section, which shows two job listings: 'Software Tester (Telecommunications)' from Telstra and 'Software Tester (Banking)' from Westpac. Each listing includes details about the role, location, and a 'SKILL MATCH' section. To the right of the job matches is a user profile for 'SmileyFace52', which includes a profile picture, a bio, and a section for 'Sensory Concerns' where the user has indicated they find working in a noisy environment challenging.

as|careers

JOBS SEARCH CAREER SEEKERS EMPLOYERS SERVICE PROVIDERS COMMUNITY FORUM BLOG ABOUT AS|CAREERS LOGIN / SIGN UP

Registration | Contact Details | Education | Work Experience | Skills | MyAutism | WorkStyle | Interests

### Dashboard

Two new jobs match well to your skills. [\(view\)](#)

85% Your profile is almost complete. You still have some skill cards unanswered. Filling out the complete profile will help us find the best job match for you. [\(view\)](#)

SmileyFace52 has commented on your question. [\(view\)](#)

### Job Matches

#### Software Tester (Telecommunications)

Full Time  
Telstra  
Melbourne (CBD)

Australia's leading telecommunications company is seeking a Software tester in a large scale IT environment to create test data, execute online and batch testing... [\(more\)](#)

**SKILL MATCH**  
Based on your skill set, you are a very good match for this role.

**ENVIRONMENT & SENSORY**  
This role has some visual issues (lighting) that you made need to discuss further with the employer.

[I AM INTERESTED IN THIS JOB](#)

#### Software Tester (Banking)

Full Time  
Telstra  
Melbourne (CBD)

Australia's leading retail bank company is seeking a Software tester in a large scale IT environment to create test data, execute online and batch testing... [\(more\)](#)

**SKILL MATCH**  
Based on your skill set, you are a very good match for this role.

**ENVIRONMENT & SENSORY**  
This role has some visual issues (lighting) that you made need to discuss further with the employer.

[I AM INTERESTED IN THIS JOB](#)

[Edit profile picture](#)

I am a 21 year old recent IT graduate from La Trobe University. I am very interested in pursuing a career in software development. I graduated with honors and my primary area of study was in logic gate bridges.

[Edit your sentence](#)

These are top skills that I really excel in.

Skill Skill

Skill Skill

[Edit your top skills](#)

Depending on the type and frequency of noise in a work environment, it could affect my capacity to work to the best of my ability. I would need more information to make sure. [Show / Hide](#)

I would find working in an environment with visual distractions challenging. [Show / Hide](#)

# 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



# Thankyou – Questions?



## Acknowledgements

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## Steering Advisory Group

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