



# YMCA Sudbury Employment Services ASD Project

We know that individuals with autism can be positive contributors to the workplace and the YMCA wants to help those individuals find meaningful employment.

The YMCA Sudbury Employment Services has been chosen to pilot a special project for youth between the ages of 14 to 30 who are on the autism spectrum and have a goal to participate in the workforce. Our staff will work with participants to prepare them for the workforce while educating employers and staff to look past the challenges they may face and highlight the skills and abilities these individuals have. We are aiming to empower those with autism to build transferable skills, self-esteem, and motivation within a non-judgmental, supportive atmosphere.

The project will deliver a 4 phase model, which will contribute to a customized employment plan based on the skills and job readiness of each individual. Life skills workshops including Good hygiene, social skills, keeping a schedule, transit schedules, effective communication with coworkers and employers and other essential life skills

## Phase 1

### Discovery & Planning

(up to 6 weeks)

*Vocational assessment to outline participant readiness and current skills & abilities*

## Phase 2

### Pre-Employment Training & Job Searching

(up to 10 weeks)

*Individualized employment training including a job searching plan with the Job Developer Specialist*

## Phase 3

### Job Development & Support

(up to 6 weeks)

*Focus of customized employment adapted to individual needs and abilities. Focus is on natural supports and educating supervisors and coworkers*

## Phase 4

### Job Maintenance, Retention & Post Support

(up to 30 weeks)

*Specialists address challenges with appropriate mediation. Education, awareness and self-advocacy is focused on, with gradual reduction in job support*

*Building healthy communities*

**Participant registration will begin April 18<sup>th</sup>, 2016.**

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