

# Ready, Set, Go to Work: Preparing Successful Employees

Sally Chappel, M.Ed.

VDOE Region 5 T/TAC at JMU

[chappesl@jmu.edu](mailto:chappesl@jmu.edu)

Tori Saylor

Heartland Veterinary Clinic

[CAVRS11@gmail.com](mailto:CAVRS11@gmail.com)

# Considerations

Determining Appropriate  
Job Match

Recognizing and Planning  
for Success

# Determining Appropriate Job Match

1. Recognize the individual's strengths and underlying characteristics
2. Use information and attributes to match to a job = success
3. Reminder: interest = motivation

# Determining Appropriate Job Match

## How?

### 1. Use assessments

a. behavior observations/underlying characteristics and attributes

b. situational assessments/work experience

c. analysis of background information through interviews with teachers and family members

# Determining Appropriate Job Match

2. Use this data to determine
  - a. individual interests/strengths
  - b. jobs the individual could do well
  - c. jobs requiring assistance and training,  
and
  - d. work habits needing further  
development

# Recognizing and Planning for Success

## 1. Assess the environment and job tasks

- match strengths, interests, and attributes of student to the environment

- minimal distractions and sensory stimulation

- allows adequate time for learning

- minimal social skills required

- job tasks are predictable, stable, adaptable to a schedule, clearly defined

# Recognizing and Planning for Success

## 2. Prepare the environment

- Disclosure
- Educate the employers
- Educate the employees

# Using Accommodations and Modifications

What are the communication supports?

Does the person need a checklist; routine?

Does the person know when he is finished?

Does person know who he goes to when he needs to ask for help?

# A Glimpse of the DVD: *Asperger Syndrome at Work*



# Recognizing and Planning for Success

Teach workplace readiness social skills  
important to the work environment

Teach using direct instruction; role play;  
scripting; video self modeling; be sure to  
look for workplace bullies

Teach Self Determination skills

# Addressing Problem Behavior

Use practices of Positive Behavioral Interventions and Supports (PBIS)

Functional behavioral assessment and positive behavior support plans

# Addressing Problem Behavior

1. Prevent the problem behavior (antecedent strategy)
  - Good job match
  - Job task design
  - Embed choice into daily tasks and routines
  - Communicate

# Addressing Problem Behavior

2. Teach new behaviors (replacement behavior strategies)
  - Teach new behavior that will functionally replace the problem behavior; new behavior must serve same function as first behavior
  - Must also identify and teach the desired behavior that will result in greater independence

# Addressing Problem Behavior

3. Reinforce the new behavior while extinguishing the problem behavior
4. Use data collection
  - a. to confirm the success of the plan
  - b. to modify the plan
5. Don't forget to teach self-regulation

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