

Recently I found out through several sources unemployment rate for someone on the autism spectrum is 90%. However, I break down several factors about the unemployment being so high as well as ways to minimize the percentage. Even as a college graduate, I found out that college forget teach us stuff heading into the work world. Here are three lists of categories pertaining Autism and Job World: Autism: Why the High Unemployment Rate, How to reduce unemployment rate, and what colleges forget to teach you in the work world?

### **Autism: Why the High Unemployment Rate?**

#### 1. Never loved their jobs

- Boredom creeps in faster for person on the spectrum than for neurotypical
  - Lose Interest
  - Difficulty Finding Motivation
  - Confusion Kicks In
- Difficulty getting along with Co-Workers
  - Never enjoyed working with the people around them
  - Feel smarter compared to our co-workers (I'm a better leader than a follower)
- Lack of Opportunity to Maximize our Skills/Talents
  - Underappreciated
  - Underutilized

#### 2. Employers trying to find why they shouldn't hire them compared to why they should during interviews

- Looking for the best fit
  - Flexibility/Versatility
  - Experience/Education
  - Are you a Long-Term Investment?
  - What do you know about our company?
  - Politics

#### 3. Finding a job is job in itself

- Researching Hiring Companies
- Resume/Cover Letter
- References
- Interviews
- Networking
- Follow-Ups
- Thank You Letters

#### 4. Sensory Issues

- Noise
- Crowd Overload
- Information Overload
- Multiple People telling us different tasks/procedures

#### 5. Lack of versatility and/or flexibility

- **Restricted Interest** in Specific Topic
- **Resistance to change:** Task, Scheduling, Surrounding of Co-Workers

### How to reduce Unemployment Rate?

#### 1. Sensory Device

- Reduces anxiety and stress during everyday work world
- Excellent Coping Mechanism

#### 2. Provide list of accommodations on the job

- Innovative Ways to take breaks
- Note Taking (**Especially Task/Procedure Related**)
- Possibly flexible schedule

#### 3. ABA Workshops

- Reinforcing Behavior
- Motivating Tools

#### 4. Communication Rule: Less Is More

- **At Work, Talk Work:** Limit conversation to Work Based
- **Rule of Thumb:** Very hard to fire someone whose reserved

#### 5. Job Coach

- My mother (Excellent Job Coach)
- Needs to be someone with as little affiliation as possible whom you work for organization
- Find someone who truly understand you

### What colleges forget to teach you in the Work World?

#### 1. How to Deal with Politics

- Toughest struggle for someone with Aspergers in the Work World

- Where it is coming from, How to handle it, and What to do about it
2. How to Network
    - 80-85% of jobs found through networking, but not everyone knows how to network
    - Informational Interviews
    - Being around people face-to-face
    - It's not about you, It's about others
  3. Acquiring New Skill(s) during your own personal time
    - Companies hire based upon experience; however not many companies are willing to train you while getting paid
    - Great opportunity to implement new skills during slow and mundane times at work
    - Excellent opportunity acquiring new skill during slow times at work
  4. Deeper Awareness On-the-Job
    - Yes, universities/college teach how to get a job, but not the deep awareness On-the-Job
    - # of scenarios how people get fired
    - Culture/Atmosphere about the company
    - Head on a swivel
  5. Less Teaching, More Learning on your own
    - More Learning (professionally and/or personally)
    - Find a will, Find a way by observing and listening to others