



Workshop 11:

How to best support people with autism and intellectual disabilities

Aliki Panagiotakou, Manager of the Day Center for Adolescents and Adults with Autism Spectrum Disorder (ASD) or Intellectual Disabilities, Speech Pathologist

Zoi Melachri, Special Educator & Career Counselor

Organization:

Panhellenic Association of Adapted Activities "ALMA"

#Employment4All



Under the auspices



CITY OF
ATHENS



HELLENIC REPUBLIC
Ministry of Social Cohesion
and Family Affairs



ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ
Υπουργείο Εργασίας
και Κοινωνικής Ασφάλισης

Promoting Inclusive Employment: Addressing Challenges and Implementing Strategies for Integrating Individuals with Autism and Intellectual Disabilities into the Labor Market

Introduction to Inclusive Employment

- Definition: Hiring and supporting individuals with autism in workplaces that value diversity and provide accommodations.
- Importance: Economic benefits and social integration.

Challenges in Accessing Employment

Understanding Challenges:

- Communication & Social Interaction Difficulties
- Sensory Overload & Environmental Challenges
- Prejudices & Misconceptions from Employers/Colleagues

Strategies for Access to Employment:

- Collection of Relevant Information
- Individualized Support Plans
- Personalized Job Matching
- Supportive Recruitment Practices
- Pre-Employment Training

Strategies for Long-Term Retention to Employment:

- Regular Feedback and Mentorship
- Adapted Workplace Environment

Tools and Strategies for Structured Supportive Work Environments

Structured Work Environments:

- Visual Schedules and Task Breakdown
- Consistency and Predictability

Accommodating Unique Needs:

- Sensory-Friendly Modifications
- Use of Assistive Technology

Personalized Communication Techniques and Support Systems

Facilitating Clear Communication:

- Direct, Simple Language
- Adapted Communication Methods

Support Systems:

- Role of Job Coach
- Mentoring and Peer Support

Case Study: Anna's Journey

- Background: 28-year-old cook with autism
- Challenges: Sensory overload, difficulty with feedback
- Support Provided: Written instructions, job coaching

Solutions for Anna

- Individualized Support Plan
- Gradual transition to independence
- Positive reinforcement

Outcomes

- Anna: Confidence, skill growth, professional experience
- Enterprise: Inclusive environment, skilled employee
- Society: Social inclusion, challenge to stereotypes

Conclusion

- Key Takeaways: Addressing challenges and implementing strategies to ensure success in access and retention.
- Call to Action: Apply these tools to foster a more inclusive labor market.



Thank you!

#Employment4All