



ausm[®]

autism society of minnesota

Minnesota's First Autism Resource[®]

Increasing Autonomy and Independence for Young Adults

Presented by:

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Training Objectives

- Review considerations regarding the transition the adulthood
- Review considerations for providing support to promote independence
- Share resources that can be used for continued learning



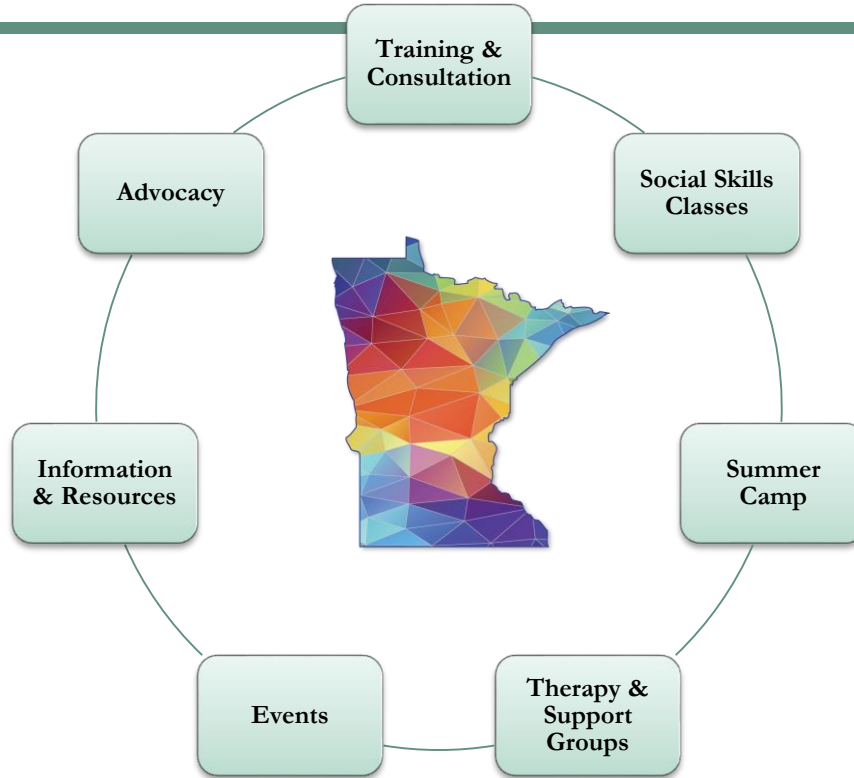
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What is the Autism Society of Minnesota?

The Autism Society of Minnesota (AuSM) is a 501(c)(3) nonprofit organization committed to enhancing the lives of individuals and families affected by ASD.

- **Advocate** for legislation and policies that lead to improved services, increased opportunities, and greater self-determination for people with autism.
- **Educate** and inform individuals, families, professionals, and the broader community about autism and effective strategies for support and inclusion.
- **Support** individuals and families through quality programs, counseling services, and resource information.
- **Collaborate** with organizations and individuals who share our commitment to enhancing the lives of those affected by autism.
- **Build community** and provide a welcoming and accessible environment for autistic people to connect and form their own social bonds.

AuSM Programming at a Glance



Promoting Independence

- **Self-Awareness:**
 - the ability to understand one's own emotions, thoughts, and values and how they influence behavior across contexts.
- **Self-Advocacy:**
 - the ability to speak-up for yourself and the things that are important to you.
- **Self-Determination:**
 - the ability to control your own life, plan and reach goals.

Emerging Adulthood

- Across industrialized societies in the past half century, common changes have taken place with respect to the lives of young people.
- The transition to adulthood is long enough to constitute a separate period of the life course, not merely a transition.
- Adult Status-
 - Accepting Responsibility For Oneself
 - Making Independent Decisions
 - Financial Independence

(Arnett, 2007)

Considerations for Adulthood

- **Independent Living**
 - Where will I live?
- **Employment**
 - Where will I work and earn income?
- **Healthcare**
 - How will I stay healthy?
- **Services and Supports**
 - How will I access support that is needed?
- **Recreation and Leisure**
 - What will I do for fun to have a fulfilling life?

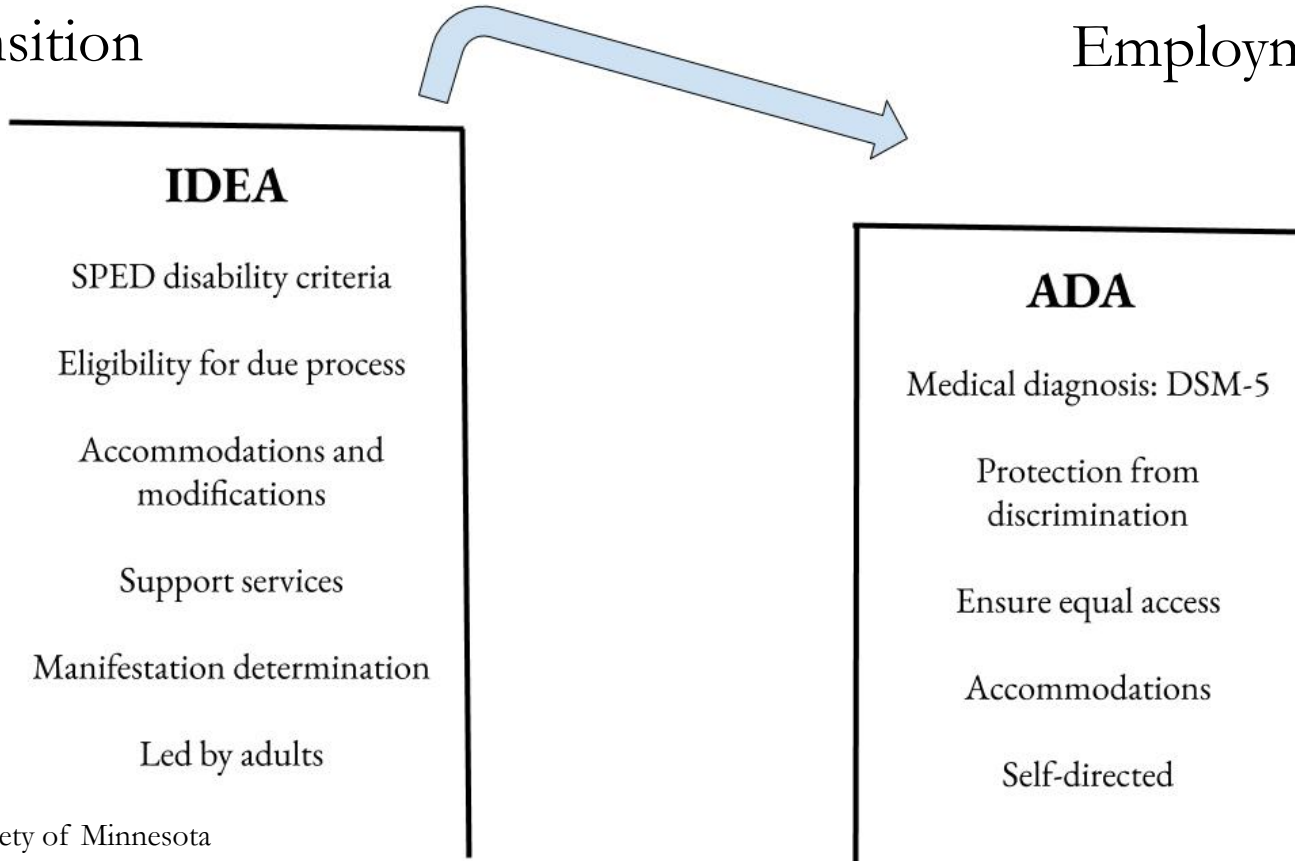
National Autism Indicators Report (2015)

- **58%** of youth with ASD had a transition plan in place by the federally required age
- **58%** of young adults with ASD worked for pay at some point
- **37%** of young adults were disconnected (no job/education) after high school
- **60%** of youth with ASD had at least two health or mental health conditions
- **19%** young adults with ASD ever lived independently
- **Our knowledge base virtually ends at the age of 25**

Service Cliff

High School/
Transition

Post-Secondary/
Employment



Adaptive Behavior

- Adaptive skills are **essential to independent functioning**. Adaptive behavior describes the typical performance of daily activities and represents **the ability to translate cognitive potential into real-world skills**.
- “The collection of conceptual, social, and practical skills that are learned and performed by people in their everyday lives.”
(AAIDD, 2018)

Adaptive Behavior

- **Conceptual skills:**
 - language and literacy, time, number concept, self-direction, etc.
- **Social skills:**
 - interpersonal skills, social responsibility, self-esteem, gullibility, social problem solving, the ability to follow rules and avoid being victimized, etc.
- **Practical skills:**
 - activities of daily living (personal care), occupational skills, healthcare, travel/transportation, schedules/routines, money, etc.

Promoting Adaptive Behavior

- Start as early as possible
- Teach and practice real-world skills
- Community-based experiences
- Using visual supports to promote independence
- Generalizing skills across different environments

What is Disclosure?

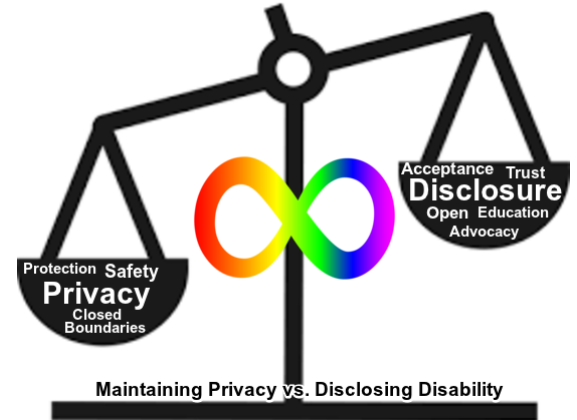
- Sharing personal information about your disability with someone for the purpose of receiving accommodations, support, or understanding.
 - **Types of Disclosure:**
 - Formal Disclosure
 - Informal (Soft) Disclosure
 - Non-Disclosure

What Information to Share?

- Disclosure is a personal decision. Whether to share, when to share, and what to share depends on the situation and your preferences.
 - Label:
 - “I have autism/am autistic”
 - Need:
 - “I have trouble focusing when it is noisy”
 - “I need to be able to move my body throughout the day”

Considerations

- Disclosure helps people understand you
 - Allows you to ask for accommodations
 - May also help change how people view autism/disability overall
-
- Once you disclose- you can't undisclosed
 - There are still stereotypes and stigma attached to disability
 - People may see you differently



Relationships

- **Social:**

- Friend
- Family
- Partner(s)

- **Employment**

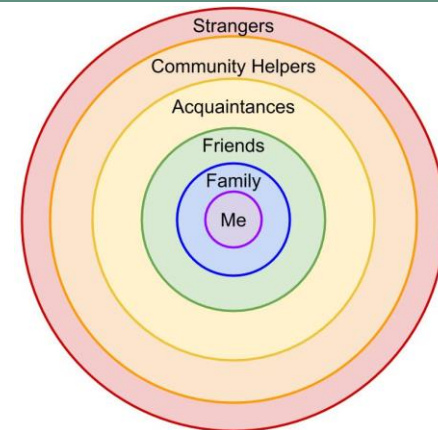
- Employer
- Co-worker

- **Education**

- Instructor
- Classmate

- **Community:**

- Emergency responder
- Service provider
- Neighbor



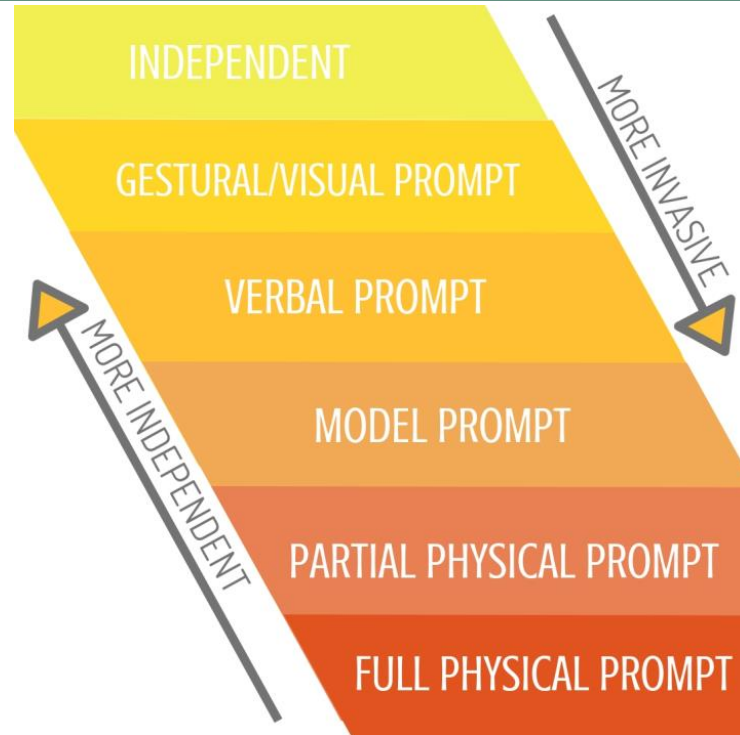
Evidence-Based Practices

- There are many evidence-based practices that can be used individually or in combination to provide support.
 - Antecedent-Based Intervention
 - Social Narratives
 - Task Analysis
 - Visual Supports

Visual Supports

- Concrete cues that provide information about an activity, routine, or expectation.
- Some examples of common visual supports are visual cues, visual schedules, work systems, graphic organizers, and scripts.
- Recall: Verbal communication and “mentalizing” are often challenges.

Prompting Hierarchy



Examples





Additional Supports

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- Voluntary participation in money management services
- Case management services
- In-home care services
- Food and prescription delivery
- Daily call services
- Direct deposit or bill pay
- Medical or educational release forms
- Person-centered planning
- Vocational services
- Supported living services

Resources

- Job Accommodation Network
 - For Employers
 - For Individuals
 - A to Z
 - ADA Library



The leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues.

<https://askjan.org/>

Resources

- Disability Hub
 - Health
 - Housing
 - Independence
 - Money



A free statewide resource network that helps you solve problems, navigate the system and plan for your future.

<https://disabilityhubmn.org/>

Resources

- AuSM Celebrates Interdependence
 - Healthy Relationships
 - Building Strong Families
 - Connected Communities
 - Independence and Interdependence



<https://ausm.org/education/ausm-celebrates-interdependence/>



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Established in 1971, the Autism Society of Minnesota is committed to education, advocacy and support designed to enhance the lives of those affected by autism from birth through retirement.

The Autism Society of Minnesota is a 501(c)(3) organization.