

What are Employers' Perspectives about Employees with ASD in Competitive Integrated Employment?

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Employment



What do you
do?



Improves
QOL &
financial
stability



Un- &
underemployed



What is
happening?

What we know



**National & State
Inclusion Efforts**



**Previous
Experience**



Inclusion Works!

Objectives



What are Missouri employers' perspectives of employees with ASD in competitive integrated employment?



What experience do Missouri employers have with working with employees with ASD?



What are the support & services that Missouri employers require to hire employees with ASD?

Results



$$n = 101$$

Participant Demographics ($n = 101$)

A map of Missouri showing its 114 counties. Seventeen counties are highlighted with a thick yellow border. These counties are: Andrew, Buchanan, Platte, Clay, Jackson, Cass, St. Clair, Jasper, Newton, McDonald, Cooper, Boone, Howard, Lincoln, St. Louis, St. Charles, Warren, Montgomery, Gasconade, Franklin, Jefferson, St. Genevieve, St. Francois, Perry, Wayne, Bollinger, Scott, Stoddard, Ripley, Butler, and Dunklin. The map also shows major cities like St. Louis City and St. Louis, and the Mississippi River to the east.

What are Missouri employers' perspectives of employees with ASD in competitive integrated employment?

Table 2

Employers' Perspectives

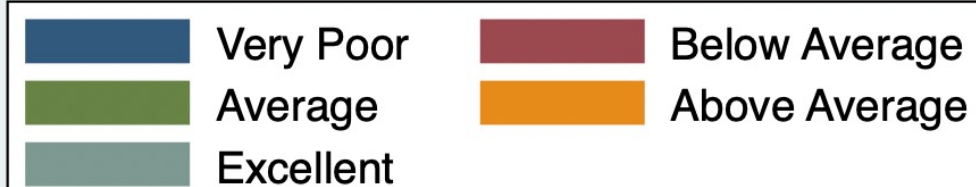
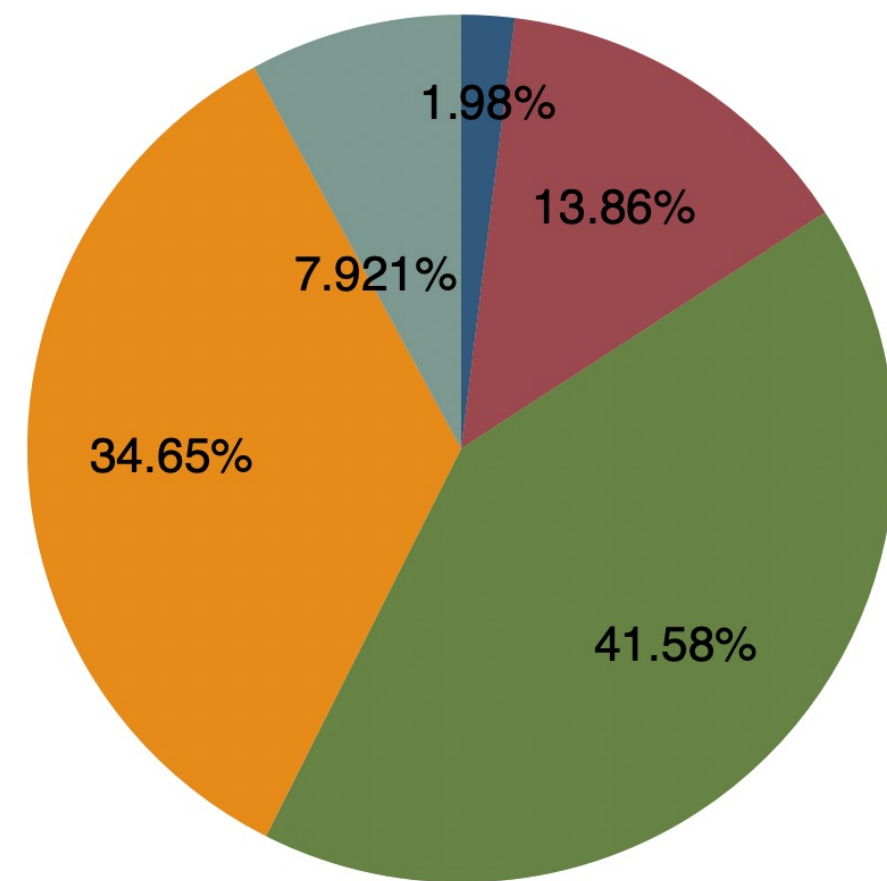
Item	N	Mean	Range
<i>People with ASD...</i>			
...work well with their colleagues	100	3.4	2-5
...have more sick leave or holidays than others	100	2.3	1-5
...are committed to their work	100	4.1	3-5
...are treated as equal members in their work community	101	3.2	1-5
...have a positive impact on the atmosphere of the work community	100	3.9	2-5
...have a positive impact on the image of a business	100	3.9	2-5
...work well with customers	100	3.2	2-5
...have problems with working times and workplace rules more often than others	100	2.6	1-5
...have greater risk of accidents than others	100	2.4	1-5
...fulfill the requirements of their work	100	3.8	1-5
...perform their duties as well as others	100	3.8	2-5
...have problems with social interaction more often than others	99	3.5	1-5
...need more help to learn their work tasks	100	3.3	1-5
...take more time to complete their work tasks	100	3.0	1-4
One big reason for employing people with ASD is awareness of their difficulties in getting a job	100	3.3	1-5
Everyone, including those with ASD, deserves to be paid for their work	101	4.7	3-5
Employing people with ASD is part of our social responsibility	101	4.0	2-5
We should be more determined to create opportunities for the employment of people with ASD	101	4.1	2-5
Many employers would be willing to employ a person with ASD if the bureaucracy wasn't so difficult	99	3.2	1-5
General attitudes are the biggest obstacle in preventing the employment of people with ASD	100	3.5	1-5
There are financial benefits to employing people with ASD	100	2.9	1-5

Note. 1=Strongly disagree. 2=Disagree. 3=Neutral. 4=Agree. 5=Strongly agree.

Experience with ASD

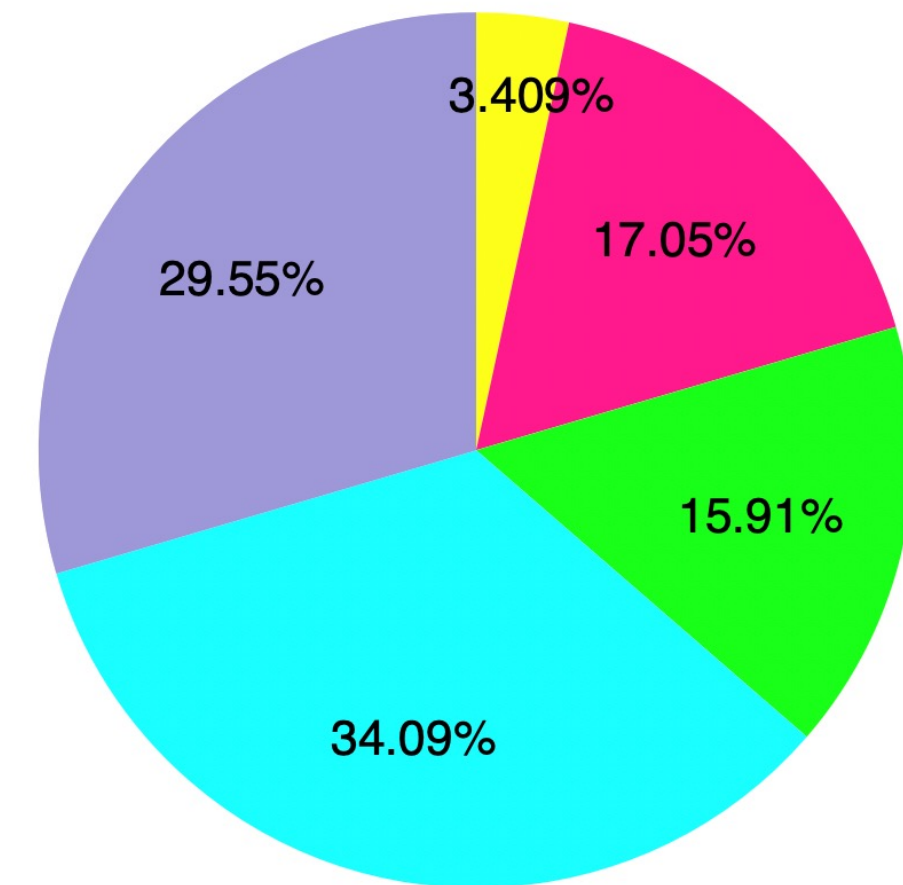
Knowledge about ASD ($n = 101$)
 $m = 3.3$, $SD = .88$

Knowledge About ASD



Confidence Working with ASD ($n = 88$)
 $m = 3.6$, $SD = 1.17$

Confidence Working with Employees with ASD



Experience with ASD

Know Someone with ASD

Yes = 91
No = 10

Worked with Someone with ASD

Yes = 54
No = 38
No Response = 9

Current Worker with ASD

Yes = 23
No = 65
No Response = 13

**How easy
would it be to
implement the
following
supports in
place at your
workplace?**

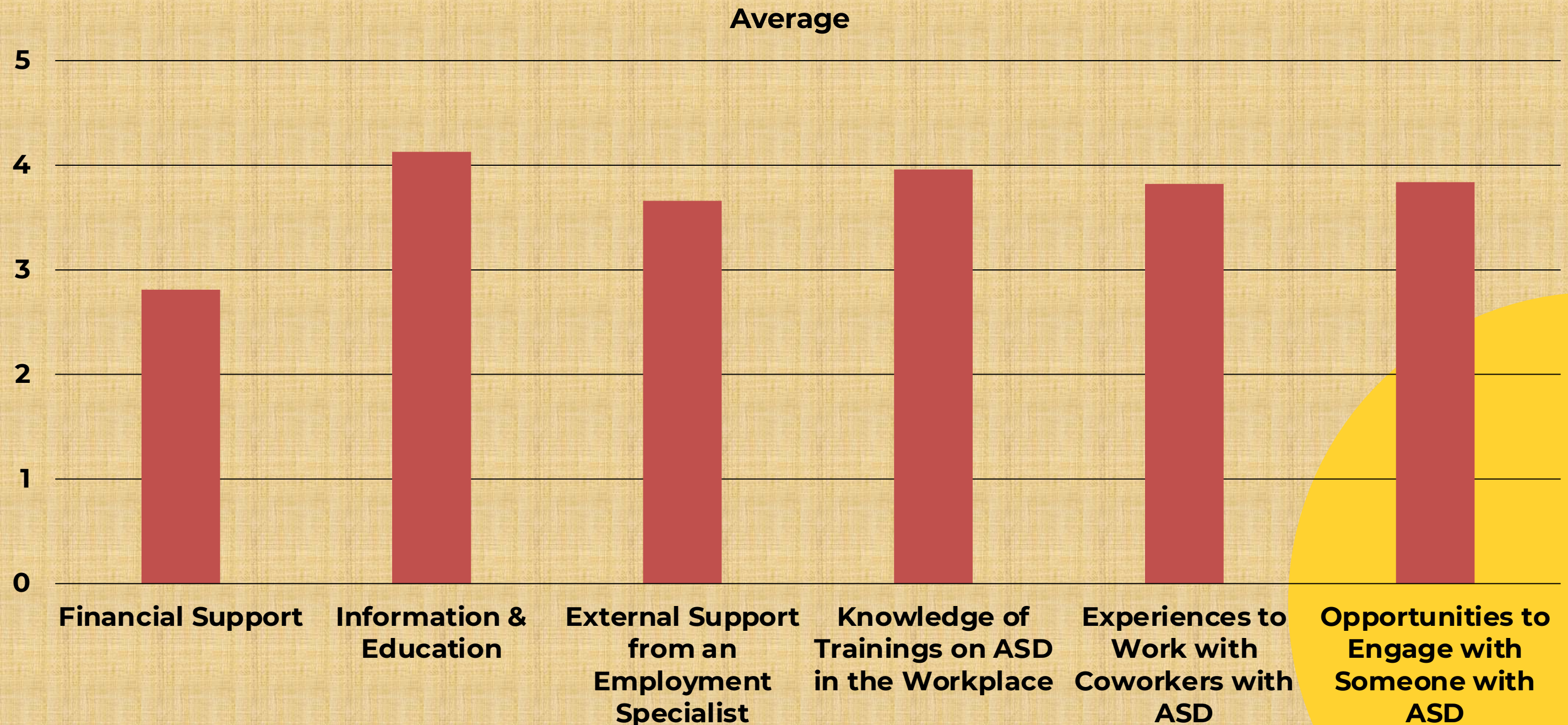
Table 3

Employers' Supports and Services (n = 101)

Item	Mean	Range
Be clear and direct with instructions	4.0	2-5
Put instructions in writing	4.1	1-5
Plan your directions ahead of time as teaching correctly the first time will save time & frustration	3.7	1-5
Use more verbal communication vs. non-verbal	4.0	2-5
Provide clear expectations	4.2	2-5
Don't make assumptions about what your employee can do	3.7	1-5
Give your employee instructions on how you want them to communicate with you	4.2	1-5
Include visual/pictures along with written instruction	3.2	1-5
Provide detailed guidance & feedback	3.8	1-5
Establish long-term & short-term goals for the employee	3.9	1-5
Reduce auditory distraction (e.g., noise-canceling headphones, listen to music)	3.0	1-5
Reduce visual distractions (e.g., use space enclosures like cubicle walls)	2.5	1-5
Introduce hand-held squeeze balls to reduce stress	3.9	1-5
Allow employee to work from home (if appropriate)	2.2	1-5
Modify work schedule	3.0	1-5
Modify tasks	3.0	1-5
Provide ASD sensitivity training for workplace	3.6	1-5

Note. 1=Very difficult. 2=Quite difficult. 3=Neutral. 4=Quite easy. 5=Very easy.

What factors could help change employers' attitudes toward employing those with ASD?





Discussion

01

Employees with ASD have a positive impact on the work community & perform their duties as well as others

02

Employers have an average knowledge about ASD, feel somewhat confident when working with someone with ASD, & have worked with someone with ASD in the past

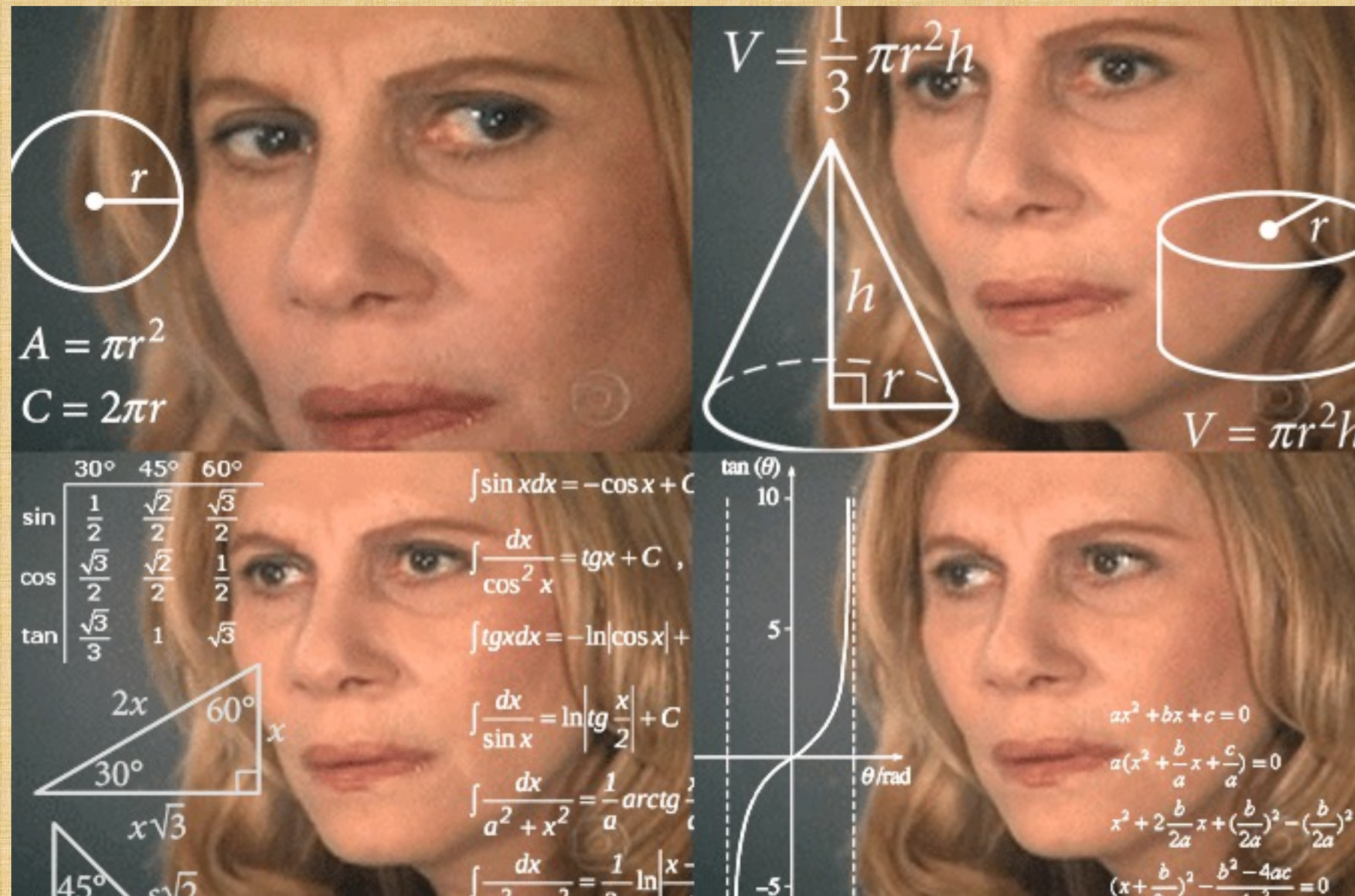
03

Need to figure out how to help employers create supportive work environments for employees with ASD (e.g., visual distractions, modify work tasks, etc.)

04

Information, education, trainings, & experience could impact attitudes toward employing those with ASD

But does this answer why?





Questions?



THANK YOU!

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