



Our Employment Training Program is designed to provide a unique, fulfilling educational and real-life experience to individuals with ASD who are looking to begin, or enhance their work life.

There are other programs that exist to help individuals with ASD find employment, or teach work skills, or assess ability, but to date there isn't a program that combines:

- An integrated approach towards social skill development and job readiness skills
- Emphasis on transferable skills
- A combination of classroom training and applied on the job training
- Routine follow up and feedback to the individual about their performance
- Education of employers on the potential of individuals with ASD in the workforce
- Measurement and testing of our assumptions for a dynamic model

Throughout our experience we have learned that the lack of job skills is only one barrier impeding someone with ASD from maintaining a job. It is also the challenges that social and unspoken behavioral rules pose, that hamper their success. We recognize that individuals with ASD have varying skills and abilities and as such we have refined our model to accommodate their needs and ensure their success in the work world.

Our Employment Training Program will integrate social skill development and job readiness skills through programs in agriculture and other industries. Our model is built upon six programmatic building blocks, which support individuals on the autism spectrum in achieving social independence in the business world. These programmatic building blocks include developing skills and strategies for enhancing social, communication, and personal presentation skills, increasing initiative and motivation, flexibility and adaptability, as well as developing transferable job skills. These building blocks are the foundation upon which individuals learn hands-on job readiness skills, and it is this unique approach which sets our model apart from others in the country.

We know that it is critical to assist individuals with ASD in developing transferable skills for the work environment and daily life. Individuals who participate will work in a real life work setting along side non-disabled peers, while being given the opportunity to apply what is being taught in a classroom setting in an actual work environment. It is our philosophy that every moment is a teaching opportunity, and incidental teaching is vital to the work that we do everyday with the individuals we serve.

Collecting data and measuring outcomes is critical to validating the success of our model. We are committed to continuously measure and analyze outcome data for each individual and for the program as a whole so that we modify and enhance our design and dynamic model.