

NLACL in partnership with the Employment Recovery Project presents:

Supporting Individuals on the Autism Spectrum and/or with an Intellectual Disability with Working From Home

Here are 5 ways to support employees

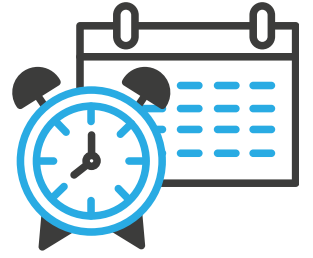


1) Organized Environment

- Create a clear workspace
- Ensure the employee has the necessary resources to work from home
- Assist staff in assembling their home workspace

2) Schedule & Transitions

- Create clear daily tasks
- Discuss transitions between tasks



3) Teamwork

- Individualize the method of instruction (e.g., verbal, written, or visual instruction)
- Provide opportunities to discuss any desired changes in the method of instruction

4) Engagement strategies

- Develop stress reducing breaks
- Introduce ways to track progress



5) Communication & Support

- Identify a support staff (e.g., co-worker who engages in peer support)
- Create regular, established check-ins
- Ensure staff understand work tasks

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NLACL in partnership with the Employment Recovery Project presents:

Supporting Individuals on the Autism Spectrum and/or with an Intellectual Disability with Working Onsite

Here are 5 ways to support employees

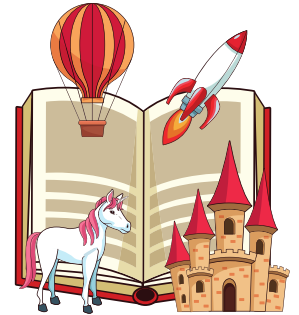


1) Clear Communication

- Identify any new protocols (e.g., COVID-19 or cleaning procedures)
- Provide proper training & regularly assess the employees comfort level

2) Offer Social Stories

- Use social stories as a visual method of explaining new procedures
- Offer in person demonstrations if needed



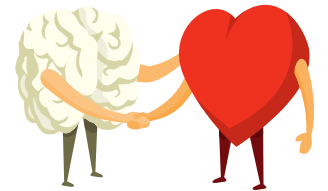
3) Create Safe Breakrooms

- A sensory-friendly breakroom should include:
 1. Lower lighting
 2. Less people
 3. Less noise



4) Onsite Psychosocial Support

- Encourage employees to support each other
- Identify an onsite support person (e.g., ASIST trained staff)
- Offer offsite supports (e.g., local crisis line)



5) Onsite Job Support

- Schedule regular meetings to discuss employees coping with the transitions
- Assess any need for re-training on any new protocols
- Reinforce employees when they perform well



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