

The 18th ASEAN & Japan High Level Officials Meeting on Caring Societies
Panel Discussion “Support for Work and Social Life for People
with Developmental Disabilities”

Work Support at Local Vocational Centers for Persons with Disabilities

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Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers

NIVR

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Content of Presentation

- 1. Overview of Work Support for Persons with Developmental Disorders**
- 2. Work Support at Local Vocational Centers for Persons with Disabilities**

Process of Work Support

Pre-employment support

Vocational counseling

Vocational assessments

Planning

Vocational readiness support
Work transition support
Vocational training

Employment support

Job search support
Job offering development

Employment referrals

Post-employment support

Support for employers

Workplace accommodations (support from job coaches)
Workplace and job retention
Advice and assistance for employers

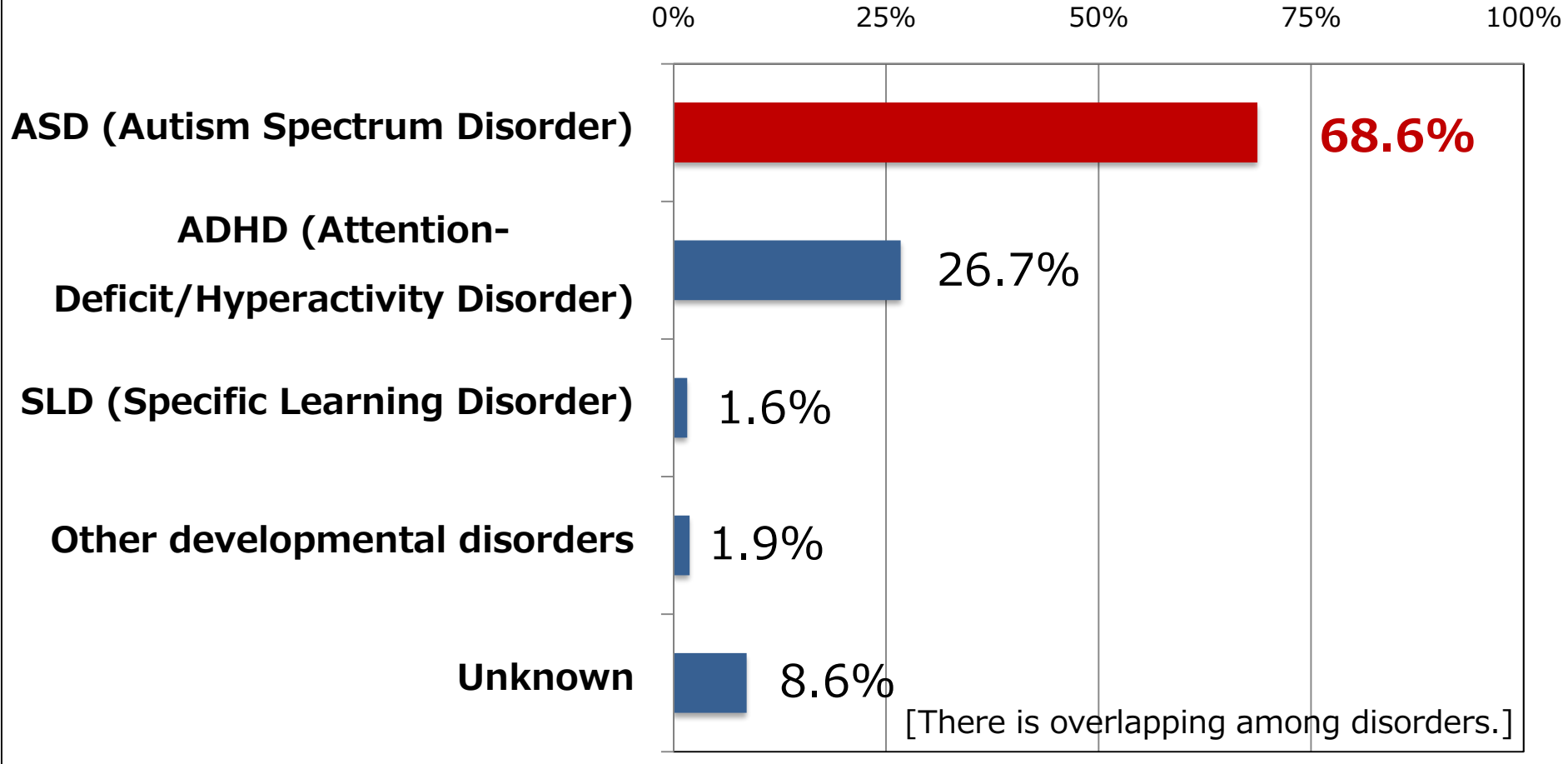
Types of Work Support & Main Supporting Organizations

Types of work support	Main supporting organizations
Vocational counseling	<ul style="list-style-type: none"> ● Public employment security offices ● Local Vocational Centers for Persons with Disabilities ● Employment and Life Support Centers for Persons with Disabilities
Vocational assessments	<ul style="list-style-type: none"> ● Local Vocational Centers for Persons with Disabilities
Vocational readiness support	<ul style="list-style-type: none"> ● Local Vocational Centers for Persons with Disabilities
Work transition support	<ul style="list-style-type: none"> ● Work transition support providers
Vocational training	<ul style="list-style-type: none"> ● Polytechnic schools (for persons with disabilities) ● Outsourced vocational training institutions (companies, etc.)
Employment referrals	<ul style="list-style-type: none"> ● Public employment security offices
Workplace accommodations with support from job coaches	<ul style="list-style-type: none"> ● Local Vocational Centers for Persons with Disabilities ● Institutions providing job coaching support (social welfare corporations, etc.)
Workplace retention support Job retention support Support for employers	<ul style="list-style-type: none"> ● Public employment security offices ● Local Vocational Centers for Persons with Disabilities ● Employment and Life Support Centers for Persons with Disabilities ● Job retention support offices

Local Work Support Networks



Job Seekers with Developmental Disorders (by diagnosis)



 **Persons diagnosed with **ASD** (Autism Spectrum Disorder) account for **68.6%** of all job seekers**

[Source] National Institute of Vocational Rehabilitation (NIVR)

“Research and Survey on the Actual Situation, etc. of Job Seekers with Disabilities” (2020)

Support According to the Attributes of Developmental Disorders

- ✚ Since the attributes of developmental disorders can be difficult to understand, persons with developmental disorders are more likely to have difficulty finding employment and adapting to workplaces if these attributes are not well understood and the necessary reasonable accommodations are not made.
- ✚ In particular, persons with ASD (Autism Spectrum Disorder) often have difficulty in adapting to their workplaces because of imbalances in abilities, weak social and communication skills, inappropriate job matches, and a lack of consideration from their supervisors and colleagues.
- ✚ **Many people with developmental disorders require specialized work support that takes full account of the attributes of disabilities.**



Introduce work support at Local Vocational Centers for Persons with Disabilities

Local Vocational Centers for Persons with Disabilities

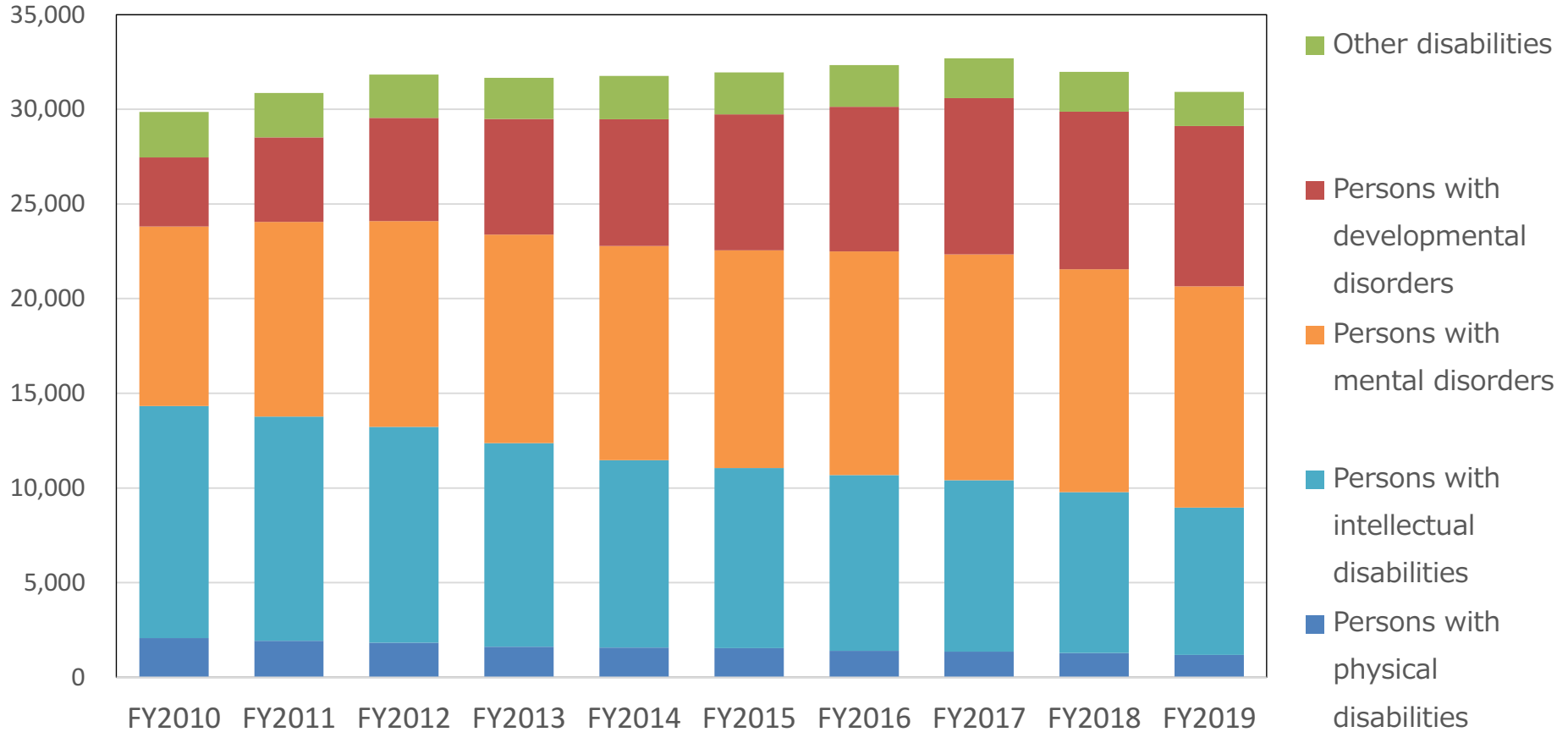
Local Vocational Centers for Persons with Disabilities are vocational rehabilitation institutions for persons with disabilities established and operated by the national government (independent administrative agency) in each of the 47 prefectures of Japan, where vocational counselors and job coaches for persons with disabilities are assigned.

The centers provide **vocational counseling** for persons with disabilities, **vocational assessments, vocational readiness support, support from job coaches for workplace accommodations**, and consultation services and assistance to employers.



Use of Centers by Persons with Disabilities (by disability)

Annual number of users (persons) of Local Vocational Centers for Persons with Disabilities



The number of users with developmental disorders has increased year after year, accounting for 27.4% of all users in FY2019.

Vocational Counseling & Assessments

✚ Vocational counseling must be done in ways that take weaker communication skills into account.

➔ Use consultation sheets and checklists for persons with developmental disorders

✚ Vocational assessments must use evaluation methods that take disability attributes into account, such as imbalances in abilities and soft skills (vocational life skills).

➔ Emphasis on assessments through real and simulated workplace experiences

Specific consultations on required support and reasonable accommodations based on the outcomes of vocational counseling and assessments



Promote self-understanding for persons with developmental disorders



Vocational Readiness Support for Persons with Developmental Disorders

Work experience

- Work experience in simulated workplace
- Work experience in actual workplace

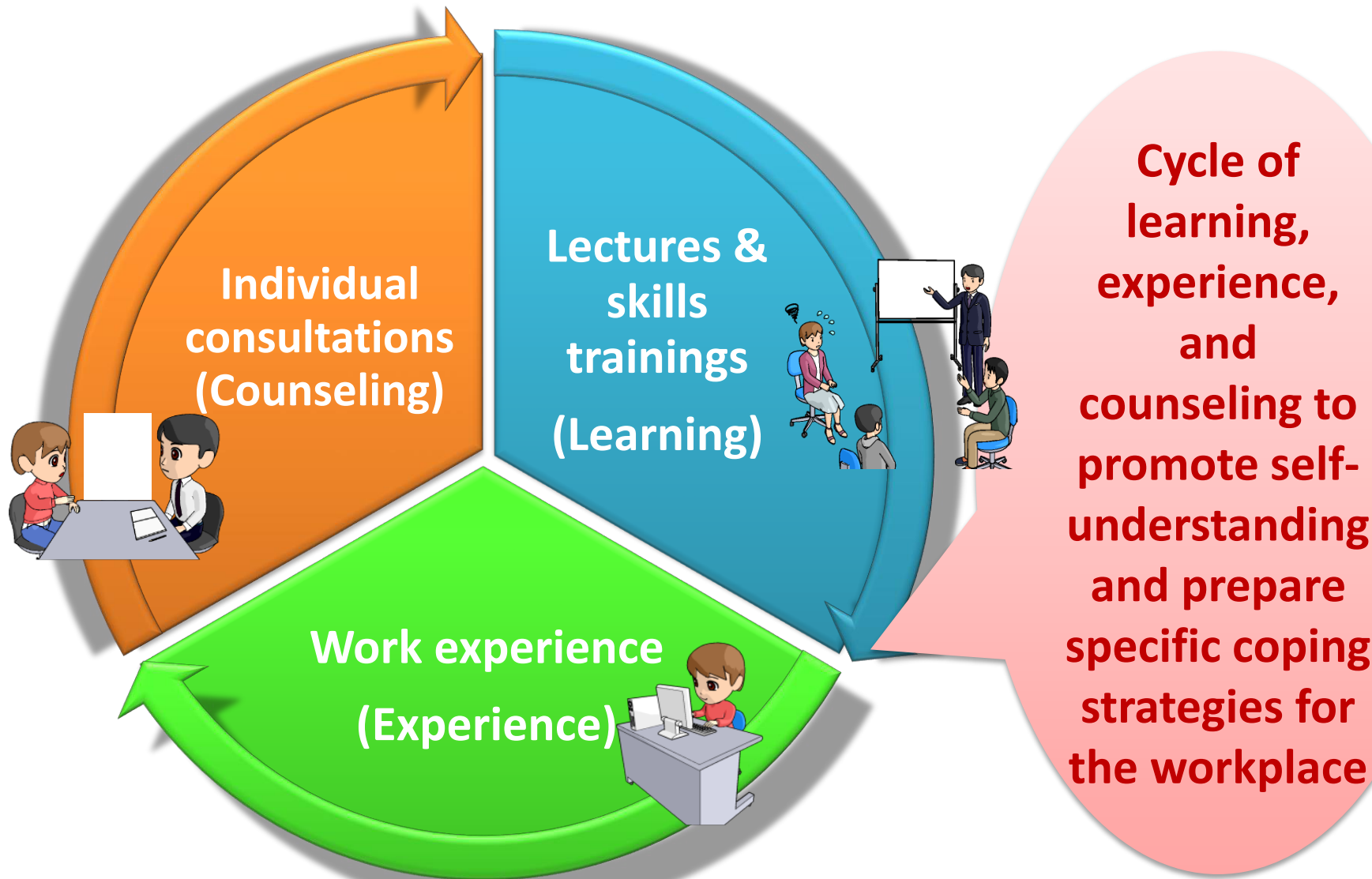
Lecture & skills trainings

- Business etiquette lectures
- Assertiveness lectures
- Navigation book preparation
- Job-related Skills Training (JST)
- Problem-solving Skills Training
- Manual Development Skills Training
- Relaxation Skills Training

Individual consultations

- Awareness of current situation (problems) and goal setting
- Reflecting on experiences
- Individual consultations (coping strategies for workplace)
- Career counseling

Methods to Support Vocational Readiness



Workplace Accommodations with Support from Job Coaches



- Advice on reasonable accommodations in the workplace
- Advice on setting job descriptions
- Advice on teaching methods, etc.

**Job
coach**

- Support to perform duties
- Support for communication in the workplace
- Support for health management and daily life rhythm, etc.



Workplace support

Standard: 3 months



Follow-up



Support coordinated by vocational counselors for persons with disabilities

Examples of Support for Workplace Accommodations for Persons with Developmental Disorders

Work performance

- Unable to do job as instructed
- Unable to use manuals
- Too many mistakes
- Unable to manage schedules
- Unable to carry out multiple tasks at the same time
- Unable to prioritize tasks
- Obsessive behavior
- Easily distracted

Rules & etiquette

- Unable to follow workplace rules
- Often late
- Inappropriate interpersonal interactions
- Unable to understand unspoken rules

Adaptive actions

- Unable to accommodate changes in plans
- Hyper-sensibility
- Unable to spend break times well
- Inappropriate grooming and appearance
- Behavioral problems

Structuralize the scene

- ◆ Structuralize procedures
- ◆ Structuralize space
- ◆ Job redesign
- ◆ Prepare manuals

Cognitive support (Clear explanations)

- ◆ Explanations of rules
- ◆ Explanations of interpersonal etiquette
- ◆ Explanations of workplace practices
- ◆ Explanations of appropriate behaviors

Advice on coping strategies

- ◆ Hyper-sensibility considerations
- ◆ Coping strategies for fatigue
- ◆ Ways to spend break times

