

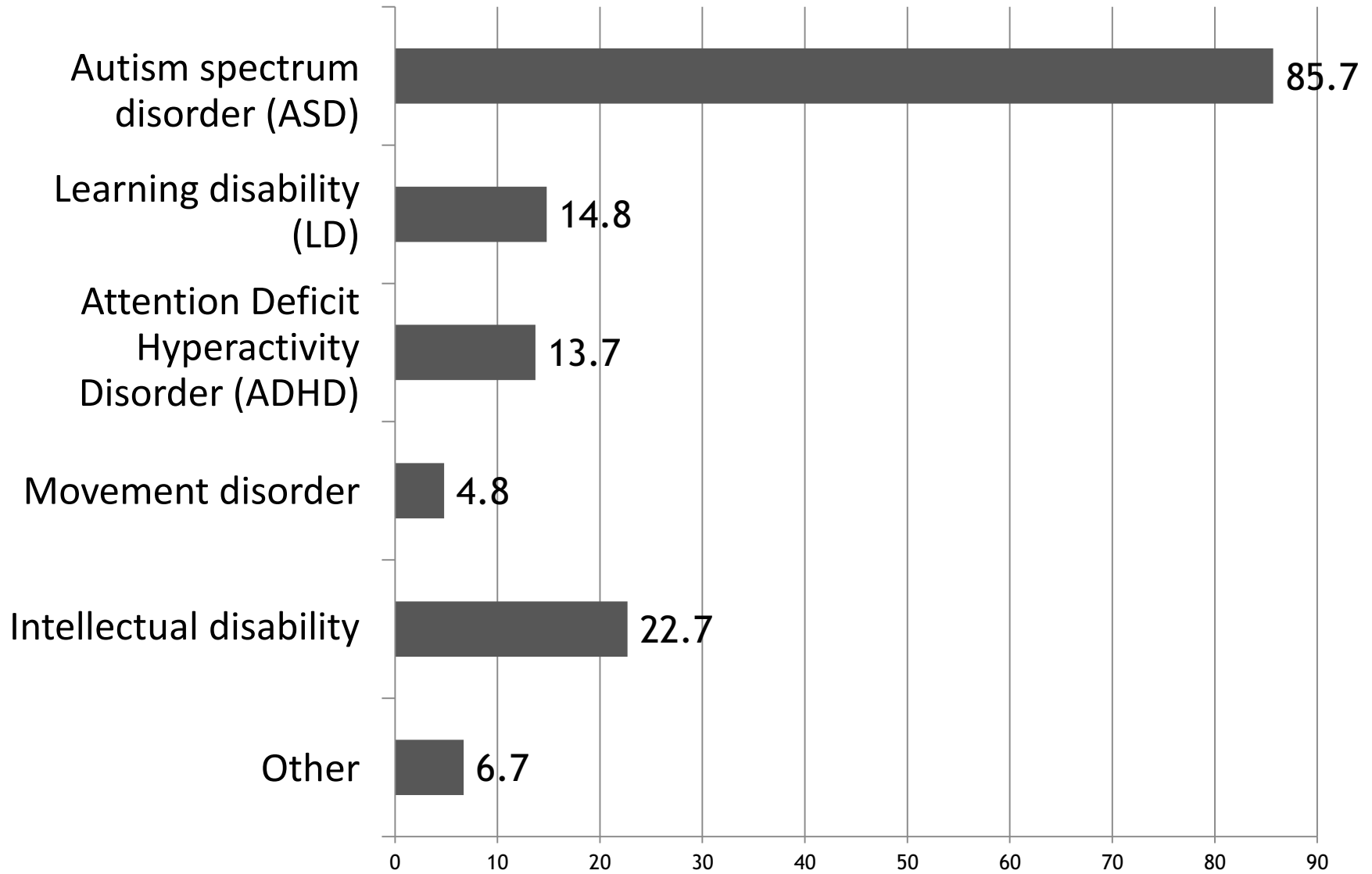
# Challenges in Supporting the Employments and Social Lives of Persons with Developmental Disabilities

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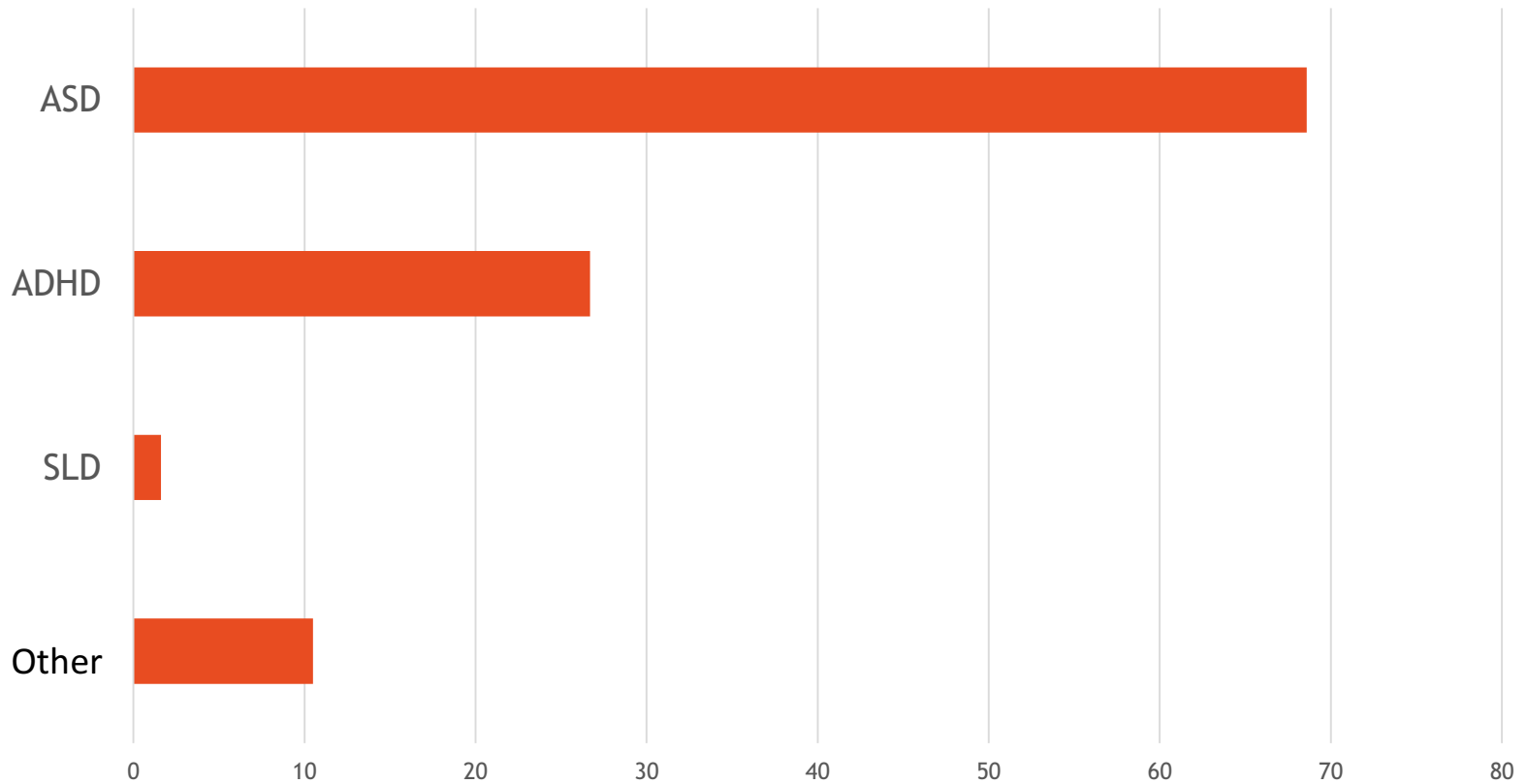
Yuji Umenaga

# Types of Disabilities (Multiple Responses)



From "Survey on level of satisfaction with work life and workplace conditions of persons with developmental disabilities"

# Job Seekers with Developmental Disabilities at Hello Work



# Challenges at the Workplace

- Inability to understand what superiors and coworkers say
- Inability to communicate clearly with others
- Expresses oneself in objectionable language that makes others uncomfortable
- Inability to understand ambiguous language and behavior
- Continues talking only about personal likes and ignores the feelings of others
- Acts selfishly which puts people off
- Prone to emotional outbursts and temper tantrums
- Many people are unable to read between the lines, which obstructs human relationships

- Persons with high-functioning ASD require more time to adjust to new social roles and gain employment-related social skills during the transitional phase between formal schooling and employment. However, the challenge with formal education is that there are no programs in mainstream high schools and universities that teach employment-related skills.

(Chen & Sung, 2015)

## Survey on the Employment Conditions of Persons with High-Functioning ASD and Asperger's Syndrome

- Difficulty understanding social cues and the facial expressions of others
- Incapable of expressing emotions in ways that the general public can habitually understand
- Inflexible and difficulty adapting to changes
- Difficulty learning and adapting to new jobs

(Müller, Schuler, Burton & Yates, 2003)