The Journey From College to Career

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College Programs

- What we’ve learned
- Where we are today
College is not an end in itself, but a vehicle towards the goal of employment and career development.
National Association of Colleges and Employers

- Critical Thinking
- Problem Solving
- Oral/Written Communication

- Teamwork/Collaboration
- Professionalism/Work Ethic
- Leadership
Preparing for Career: Awareness and Fit

- Interests, Aptitude, Capacity
- Job Prospects
- Career Path
- Degree Requirements
Preparing Students for the Transition to Career

• Ideal Work Environment
• Strengths
• Dream Job vs. First Job
• Decoding Interview Questions

• Following Up
• Resources
• Disclosure and Accommodation (self-accommodation)
<table>
<thead>
<tr>
<th>Strengths</th>
<th>Obstacles</th>
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<tr>
<td>• Adherence to rules</td>
<td>• Acclimating to new routines</td>
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<td>• Loyal, trustworthy</td>
<td>• Corporate culture</td>
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<td>• Reliable</td>
<td>• Social expectations</td>
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<td>• Avoids office politics</td>
<td>• Communication</td>
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<td>• Enjoys routine work</td>
<td>• Mastering job search process</td>
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<td>• Direct communication style</td>
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<tr>
<td>• Attention to detail</td>
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Job Search Process

1. Prepare: Research and write

2. Market: Apply and network

3. Execute: Interview and follow-up
Programming

Build confidence
Practice makes Perfect
Feedback
Plan and Follow-up
Preparing Students

- Personal projects
- Informational Interviewing
- Networking
- Job Shadows

- Mock interviews
- Portfolios
- Internships/On-campus Employment
- Volunteer Experiences
Engage Student Early

- Encourage participation in Career Fairs
- (may need assistance)
- Connect with Career Services for Interest inventories and assessments
- Encourage Service work and Learning opportunities
- Encourage shadowing opportunities in major areas (nursing, classroom for education majors, etc.)
Basic Social Competence expected from entry level workers

- **Personal Presentation:**
  - General cleanliness and good hygiene, grooming
  - Job and age appropriate clothing
  - Initiation of greetings and introductions

- **Social Behaviors**
  - What to do on break
  - What to talk about/ not talk about at work
  - Use telephone and email effectively
  - Understanding private behavior is different than public

- **Communication Skills**
  - Asking for assistance when needed
  - Eye contact, listening and responding skills
  - How to talk to supervisors
  - Excusing oneself to use restroom

It’s about:

The Hidden Curriculum or “SOFT SKILLS”:
The foundation skills often learned Non-verbally or INTUITIVELY
Transitioning from the Educational Mode to the Internship/Job Mode

College Support Service does have a role:
A. Getting student engaged in process early
B. Assessing student strengths and potential obstacles
A. Identifying and nurturing relationships with campus allies
Look for information that provides insights into person’s ability to:

- accept feedback
- identify/perceive an issue once it has been pointed out
- problem solve independently
- handle stress
- types of things that are stressors
- coping strategies
First Year

- General Transition skills

- Begin Soft Skills

- Intro work readiness and explore majors.
Sophomore Year

- Internship or Work Study on campus testing various skills and preferences.
- Group work and social skills
- Practice interview skills for summer jobs. Resume!
Junior Year

- Work on campus or volunteer (as many hours as reasonable.) Resume!

- Practice interviews and “elevator speech” or “30 second commercial.”

- Internship or summer job – very important!
Senior Year

- Internship, Internship, Internship

- Practice interviewing with unfamiliar people.

- Gain skills and tighten resume.
Preparing Employers

Recruiting
Interviewing
Onboarding
Managing
Suddenly, “the company’s internal awareness isn’t focused on ‘let’s accommodate the individual,’ but on ‘cultural competence for the company,’” he says. The shift “does more than include diverse people—it empowers them.”
# Inclusive Hiring for People with Disabilities: Autism Program
Solving for the “front door” and onboarding experience.

## Interview Process
Eligible candidates will have an initial technical skills assignment to assess their skills for the position.

Candidates may also be asked to completed a phone screen to evaluate experience.

We will invite qualified candidates to a one week, Microsoft Redmond campus event to further learn about their workability and skills match for identified roles.

*Travel and expenses provided*

## Evaluation, Hire & On-Board
**During the Event:**
While on campus, candidates will have an opportunity to participate with Microsoft teams on informal projects and interviews. The candidate may be offered a job if there is a skills match and team fit.

**If Hired:**
All new hires will have on-boarding support including a job coach and Microsoft mentors.

If you would like to request reasonable accommodation on account of a disability, our Benefits department makes it easy.

## Positions
- Software Engineer
- Service Engineer
- Support Engineer
- Lab or Build Engineers
- Data Scientist/BI roles
- Technical and non-Technical Program Manager

## How to Apply
**How does someone apply?**
Interested candidates with autism may email their resumes to msautism@microsoft.com.

**Additional information**
Please visit our Inclusive Hiring for People with Disabilities career site that has more details on our program – http://aka.ms/inclusivehiring

**FastCompany: Microsoft Wants Autistic Coders. Can It Find and Keep Them?**
https://www.fastcompany.com/3062835/hr/microsoft-autism-hiring
The goal is not the college degree…

The goal is independent, successful adulthood.

Lorraine E. Wolf, Ph.D., Janis Tisherfeld Brown, Ed.D., and Ruth Bork, M.Ed.

Foreword by Fred Volkmar and Ani Klin
Social Behavior and Self-Management
5-Point Scales for Adolescents and Adults

This award-winning tool now expanded for adults!

Kari Dunn Buron, MS
Jane Thierfeld Brown, EdD
Mitzi Curtis, MA
Lisa King, MEd

Foreword by Stephen Shore, EdD
Thank you

College Autism Spectrum

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