## Index

Accommodations	Behavioral rigidity, 32–33
adopting accommodations for other	Behavioral skills, 8
groups, 48	modeling, 10
and ASD, 42–43	role-playing, 10–11
Accuracy, 74	training, 9–11
Administrative data, 114–115	Binomial logistic regression analysis,
Adult Consumer Survey, 116	3
Advanced Manufacturing Virtual	
Internship (AMVI), 145–146	Center for Collegiate Mental Health
Agency for Healthcare Research and	(CCHM), 125
Quality (AHRQ), 120	Centers for Autism and Developmental
Agency representatives, 14	Disabilities Research and
American Workforce Development,	Epidemiology (CADDRE),
140–141	128
Applied behavior analysis, 9–10	Centers for Disease Control and
Asperger's Syndrome, 20, 69–70	Prevention (CDC), 112, 127
Asperger's-related jobs, 74	Centers for Medicare & Medicaid
Attention, 94	Services (CMS), 120–121
Authorized Activities under WIOA,	Child Core of the National Health
100–101	Interview Survey
Autism, 20–21	(NHIS-Child), 116–117
spectrum, 19–20	Child Development Study-I (CDS-I),
at work, 142	128–129
in workplace, 1–4	Child Development Supplement
Autism and Developmental	(CDS), 128–129
Disabilities Monitoring	Classic model of productivity analysis,
Network (ADDM	34
Network), 123	Coaching role in training individuals
Autism spectrum disorder (ASD), 1,	with ASD, 14
7–8, 20, 32, 94, 112	Cognitive enhancement, 50–51
individuals with, 20	Cognitive styles, 21
work and, 37–44	Cognitive theory, 2
Autism@work movement, 104–105	College Autism Programs, 140
Awareness, 74	Communication structure, 22–23
	Community
Baccalaureate and Beyond	collaboration, 139
Longitudinal Study (B&B),	involvement, 117
123–125	Compensatory strategies, 11
Behavior skills training, 49–50	Compounding variables, 143

Comprehensive Employment and	Executive functioning (EF), 50-51
Training Act (CETA), 140	Existing informal person-job fit lists,
Consensus, 106	72–73
Content-free goals, 33–34	
Contextual activities, 34	Factor 5-Numerical Orientation, 80
Contextual performance, 34–35	Factor 6-Accuracy, 86–87
behaviors, 34	Factor analysis, 3
Corporate hiring programs, 142–143	Fair Labor Standards Act, 95
Corporate Social Responsibility, 141	Family Educational Rights and
Correlation analyses, 78–80	Privacy Act (FERPA), 46
COVID-19 pandemic, 95, 139, 148	Federal Statistical Research Data Centers (FSRDC), 120
Developmental disability (DD), 116	Federal workforce development
Diagnostic and Statistical Manual of	functions, 138
Mental Disorders, Fifth	Fit, 33
Edition (DSM-5), 32–33, 70,	and ASD, 40–42
112	and workplace, 35–37
Disability cliff, 139–140	For-profit companies, 51–52
Diversity, 141	Future of work, 137–138
Documentable disability, 32	
	Generation A, 1, 7-9, 13, 19-20, 32,
Eddy, Andrew, 145	69–70, 112, 138
Education. See also Postsecondary	access to services, 115–116
education, 94	additional data sources, 123-129
Emotion, 24	Baccalaureate and Beyond
Emotional support systems, 48	Longitudinal Study,
Employees	123–125
with ASD, 8	CCHM, 125
support systems, 48	community involvement and life
Employers, 8	experiences, 117
Employment	High School Longitudinal Study,
job training and, 114–115	125–126
non-discrimination, 115	IAN, 126
obtaining, 46	integrated mission system of US
opportunities, 8	Equal Employment
services, 94	Opportunity Commission,
support programs, 8	119
transition to, 50	job training and employment,
Employment Act (1946), 140	114–115
Environment, roles, guidelines, and	key sources of knowledge, 113-117
objectives (ERGOS), 2, 20,	limitations of available data to date,
26	129–131
Equal Employment Opportunity	Medicaid Analytic eXtract,
Commission (EEOC), 43	120–121
Equity in workforce development, 139	mental health and health care,
Essential job functions 41–43	116–117

National Health Interview Survey	Inclusion, 141
Child Core, 126–127	Inclusive employment, 139
National Longitudinal Transition	Inclusive Postsecondary Education
Study, 121	Programs, 140
National Survey of Children's	Individual performance on jobs, 33–34
Health, 121–122	Individualized Education Programs
postsecondary education, 113-114	(IEPs), 113–114
Rehabilitation Services	Individualized Plan for Employment
Administration Case Service	(IPE), 102
Report, 122	Individuals with ASD, 2, 7–8, 20, 32,
SEED, 128	138
SIPP and SSA supplement, 127–128	creating supportive workplace,
TAS PSID, 128–129	44–52
Giddens, Allison, 145–146	overview of studies, 53-56
Global labor force, 137–138	social workplace, 33-37
Governmental organizations, 51–52	work and ASD, 37-44
Grandin's job assessments	Individuals with Disabilities Education
statistical analysis of, 78	Act (IDEA), 139
statistical analysis of, 82–86	Individuals with high-functioning
Grandin's jobs per Asperger's-related	autism, 69–70
factors, 76–78	Industrial and organizational (IO), 41
Great Depression, 140	Innovative Ideas, 74
•	Innovators, 144–146
Head-mounted display (HMD), 12	Institute of Education Sciences (IES),
Health, Education, Labor, and	121
Pensions (HELP), 98	Insurance/employer (IC), 120
Health and Human Services (HHS), 99	Integrated Mission System (IMS), 115
Health care, 116–117	Integrated mission system of US Equal
Health Insurance Portability and	<b>Employment Opportunity</b>
Accountability Act	Commission, 119
(HIPAA), 46	Intellectual disability (ID), 46
Health Resources and Services	Intensive internship training, 10
Administration (HRSA),	Interactive Autism Network (IAN),
122	126
High School Longitudinal Study of	Interagency Autism Coordinating
2009 (HSLS:09), 125–126	Committee (IACC), 112
High-functioning autism. See	Intergovernmental Personnel Act
Asperger's syndrome	(IPA), 119
Hostility, 42	iPod Touch, 11, 13
Household (HC), 119	IQ scores, 94
Human resources (HR), 41	Islands of Brilliance (IOB), 146
Human Services Research Institute	
(HSRI), 119	Job
	coach, 14
"Identity-first" language, 112 In-person survey, 119–120	complications of person-job fit,
	71–72

diversity of jobs, 86–87	Metropolitan Atlanta Developmental
existing informal person-job fit lists,	Disabilities Surveillance
72–73	Program (MADDSP), 123
Generation A, 69–70	Mindfulness, 51–52
Grandin's jobs per	Misfit, 35
Asperger's-related factors, 76–78	Morris, Bill, 144
Grandin's list of jobs, 87	National Association of State
literature review, 71–73	Directors of Developmental
methodology, 74–78	Disabilities Services
performance, 33, 35-37	(NASDDDS), 119
purpose of study, 73–74	National Center for Education
results, 80–86	Statistics (NCES), 121
statistical analysis of Grandin's job	National Center for Health Statistics
assessments, 78	(NCHS), 127
study limitations and future	National Core Indicators (NCI), 116
research, 87–88	National Health Interview Survey
top jobs per Asperger's	Child Core, 126–127
characteristic, 76	National Institute on Aging (NIA), 129
training and employment,	National Longitudinal Transition
114–115	Study (NLTS), 94, 113-114,
Job Training Partnership Act (JTPA),	121
140	NLTS2, 114
Knowledge, skills, and abilities	National Science Foundation (NSF), 129
(KSAs), 35, 71, 74–75	National Survey of Children with Special Health Care Needs
Life experiences, 117	(NS-CSHCN), 121–122
Local education areas (LEAs), 100	National Survey of Children's Health
Low-moderate income (LMI), 96–98	(NSCH), 116, 121–122
Low moderate meome (Livil), 70 70	Neurodiversity, 1
Manager's role, 23-24	Hub, 145
Manpower Development and Training	neurodiversity@work movement,
Act, 140	104
Marietta City Schools (MCS), 144–145	Not-for-profit companies, 51–52
Maternal and Child Health Bureau	Numerical Orientation, 74
(MCHB), 122	· · · · · · · · · · · · · · · · · · ·
Medicaid Analytic eXtract (MAX),	O*NET, 88
116–117, 120–121	content analysis, 77–78
Medical expenditure panel study, 120	job description database, 3, 69–70,
Medical Expenditure Panel Survey	73
(MEPS), 116–117	Object theater, 2, 20
Medical provider (MPC), 119	On-the-job/on-site training. See also
Mental health, 116–117	Technology-based training,
Mentoring role in training individuals	8–9, 11–12
with ASD, 14	One-size-fits-all education, 102

Operant conditioning, 9–10 Organization-level variables, 36 Organizational climate, 36 Organizational culture, 36 Organizational design, 36 Organizational interventions, 47–52 Organizational knowledge creation autism, 20–21	Ranking Grandin's jobs based on Asperger's-related factors, 82 Recruitment, 47 Regression analyses, 78–80 Rehabilitation Act, 104 Rehabilitation Services Administration Case Service Report
individuals with ASD, 20 training, 21–23 training methods, 23–26	(RSA-911), 114–115, 122 Rehabilitation Services Agency (RSA), 100
Organizational management practices, 43	Research Data Assistance Center (ResDAC), 121
Organizational structure, 36	Research Data Center (RDC), 127 Research Identifiable Files (RIF), 121
Paid integrated employment, 100 Paradigm shift, 95	Role-playing, 10–11, 24
"Person-first" language, 112 Personal digital assistant (PDA), 13	Science, technology, engineering, and mathematics (STEM), 114
Person–environment fit, 35	Selection, 47–48
Person-job fit (PJ), 35, 40, 69-71, 88	Self-management procedure, 11
complications of, 71–72	Service Delivery Areas (SDAs), 140
existing informal person-job fit lists,	Simulation training, 13
72–73	Skill development, 7–8
Person-organization(al) fit (PO fit), 33,	Social communication, 32–33, 37–38
35, 41–42, 71, 88	Social influence, 139
Pervasive developmental disorder	Social interaction, 32–33, 37–38
(PDD), 119	Social model, 95
Physical Coordination, 74	Social Orientation, 74
Pipeline models, 4	Social problem-solving, 50–51
Post-coVID future, 105–107	Social Security Administration (SSA), 127
Postsecondary education, 45, 113–114 and training, 7–8	
Poverty trap, 96–98	SIPP and SSA supplement, 127–128 Social Security Disability Insurance
Pre-Employment Transition	(SSDI), 96–98
Coordination, 100	Social Security Insurance (SSI), 96–98
Pre-Employment Transition Services	Social Security System, 102
(Pre-ETS), 99	Social skills
Proactive transitional supports, 44–47	issues, 48–49
Process loss, 34	training, 50–51
Productivity analysis, 34	Social support, 50
Project SEARCH, 51	Social workplace, 33–37
Public education systems, 138	fit and workplace, 35–37 job performance, 33–35
Quality of life (QOL), 50-51	Social–emotional reciprocity, 32–33

training, 12–13
Virtual reality job interview training
(VR-JIT), 12–13
Vocational rehabilitation (VR), 95-96,
114–115
Welcome to the Slow Movement,
142–143
Work
accommodations and ASD,
42–43
and ASD, 37–44
fit, satisfaction, and performance,
43–44
fit and ASD, 40–42
policies, 48
Workforce development, 139
American Workforce Development,
140–141
beginning of New Workforce
initiatives, 141–142
case for change, 142–144
disability cliff, 139–140
innovators, 144–146
new system, 146–148
Workforce Innovation and
Opportunity Act (WIOA), 3,
94, 122, 141
authorized activities, 100–101
case studies ability over disability,
105
failure, 103–105
four components of poverty trap, 96–98
future employment of ASD,
105–107
government rationale for,
95–96
hierarchy of WIOA collaboration, 99–101
order of selection, 104-105
paradigm shift, 95
promise, 101–103
required activities, 100
streamlined workforce development
system, 98–99

Workforce Innovation Technical Assistance Center (WINTAC), 104 Workforce Investment Act, 141

Workplace

behavioral skills training, 9–11 creating supportive, 44–52 on-the-job/on-site training, 11–12 organizational interventions, 47–52 proactive transitional supports, 44-47

role of mentoring and coaching in training individuals with ASD, 14

social, 33-37

technology-based training, 12-13

Young adults with ASD, 32, 117