

Terzo incontro internazionale della European Learning Collaborative su IPS

19-20 Ottobre 2023

Rimini, Italia



IPS and ASD

– Autistic Spectrum Disorder –

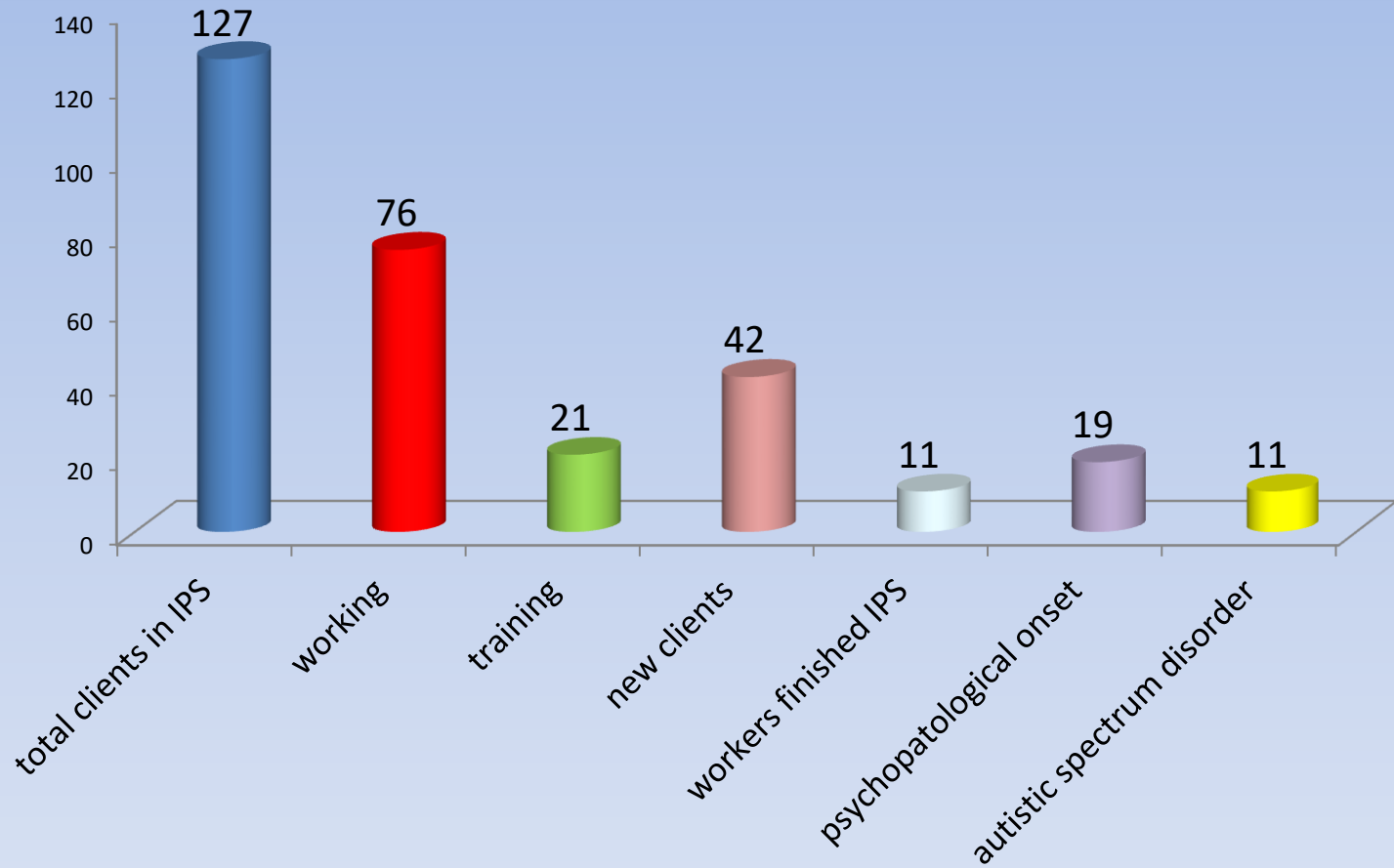
Corrado Cappa

Psichiatria di Collegamento e Inclusione Sociale

DSM-DP AUSL Piacenza

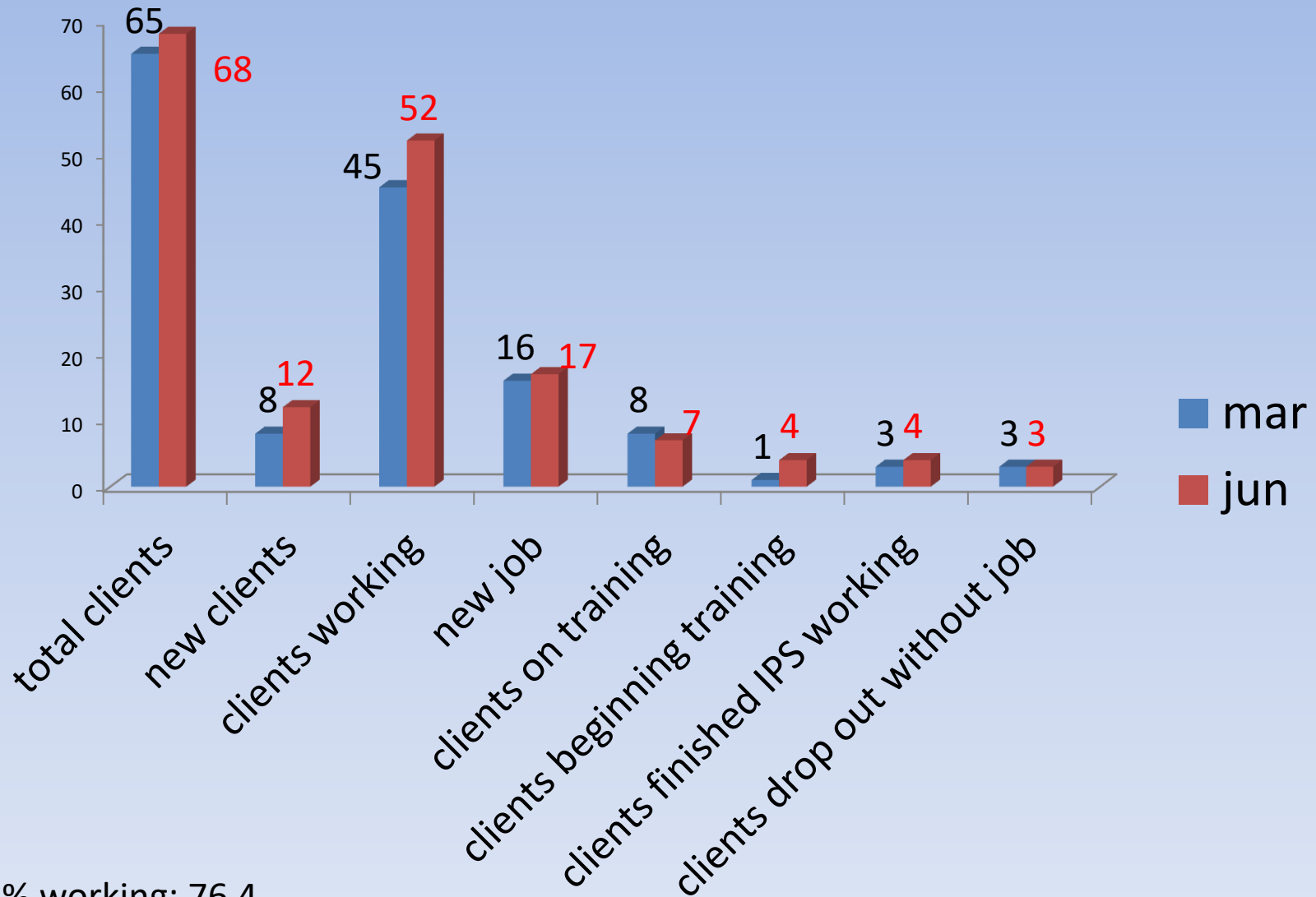
Italy

clients in IPS 2022



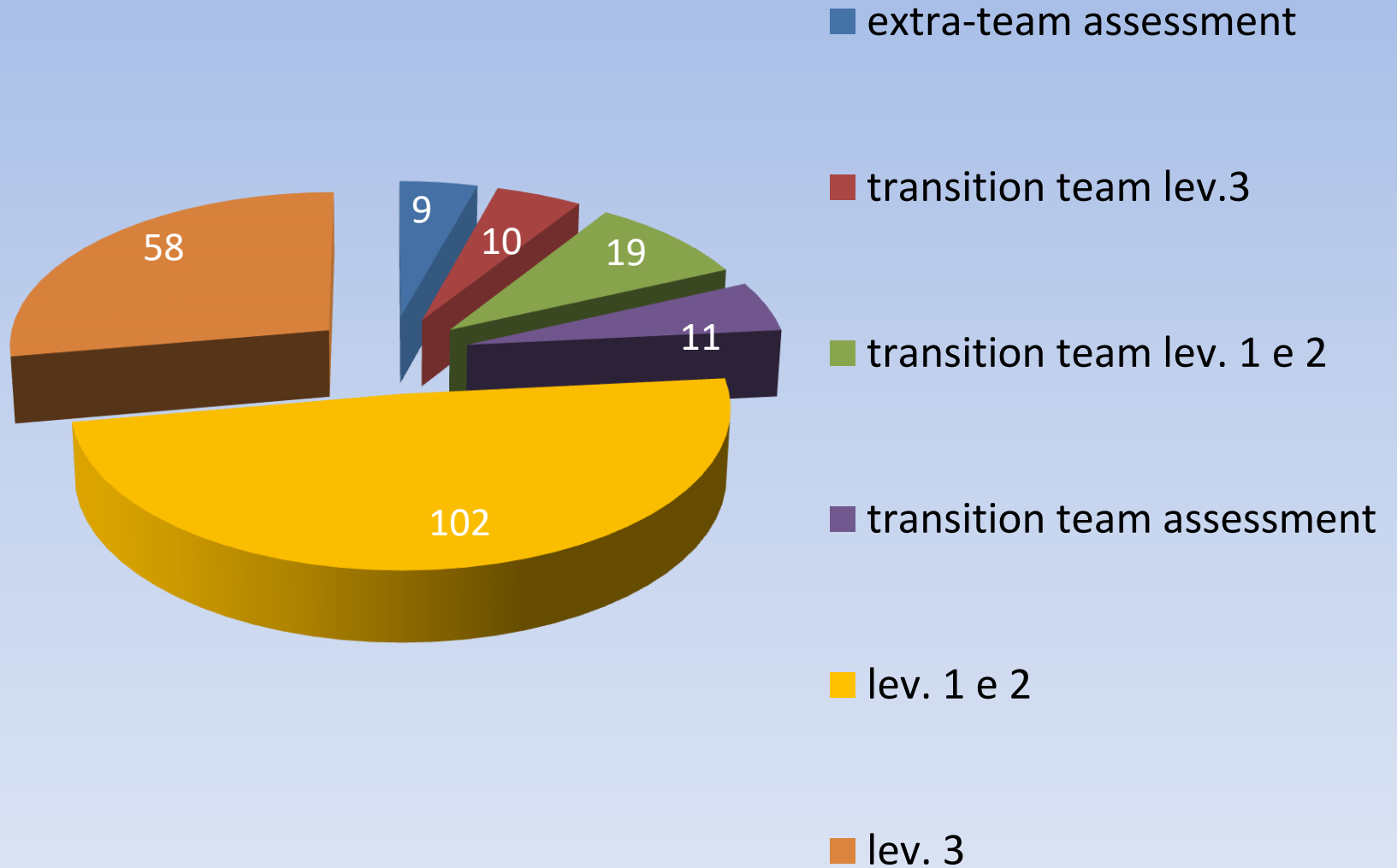
% working: 59,8

clients IPS - first semester 2023



% working: 76,4

adults with ASD in charge - dec 2022



*“falling
off the
cliff”*



People with level 1 ASD:

- Normal or higher intelligence
- Reliable and precise
- Adherent to the norm

- Little practical sense
- Suggestible
- Rigid and cognitively inflexible
- Inable of establishing balanced emotional relationships

- restricted interests

Comorbidity (4-5 times than normotipics)

- ADHD
- depression,
- anxiety,
- obsessive-compulsive disorder
- sometimes psychosis,
- substance abuse disorder
- or personality disorders /antisocial behaviors

Sometimes:

Challenging behaviour
also in the people
with ASD lev. 1 or 2

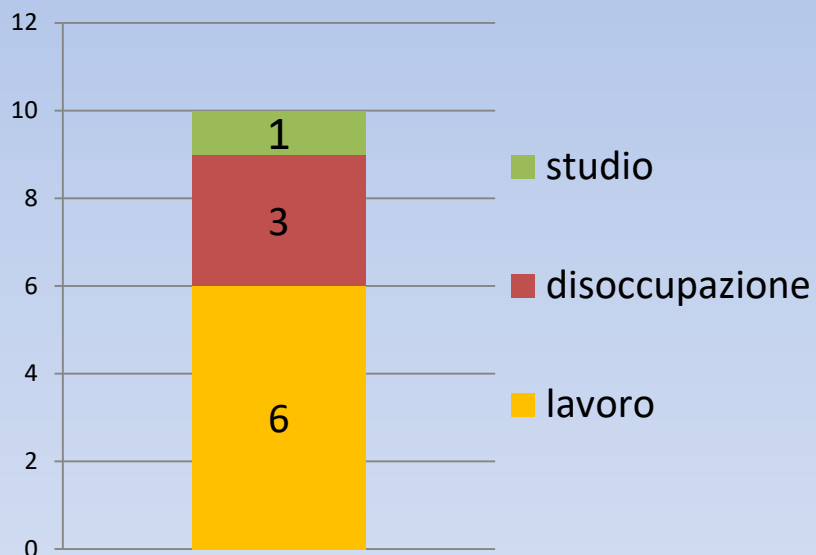
Despite the fact that the majority of autistic high school students are on the diploma track in the United States, postsecondary outcomes, including employment, are poor

U.S. Department of Education, O. o. S. E. P. (2017). *Individuals with Disabilities Education Act (IDEA) Section 618 Data Products: State Level Data Files*

only 37% of autistic young adults were employed (Newman et al., 2011), a rate that was lower than not only peers in the general population (U.S. Department of Commerce, 2009) but also peers from other disability groups (Roux et al., 2013)

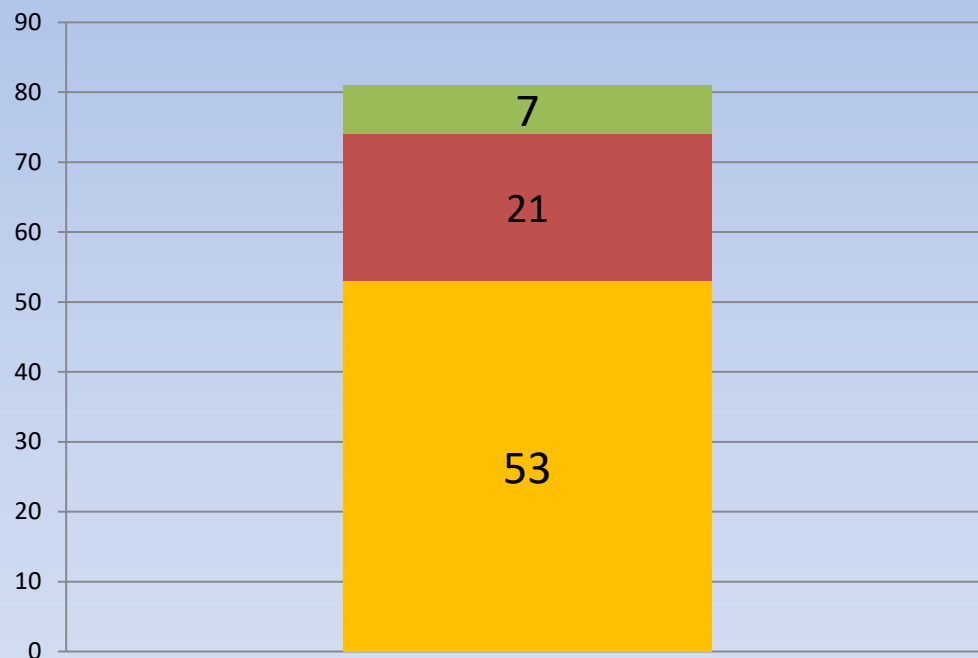
Clients on IPS with ASD – 2022

Tot.: 10



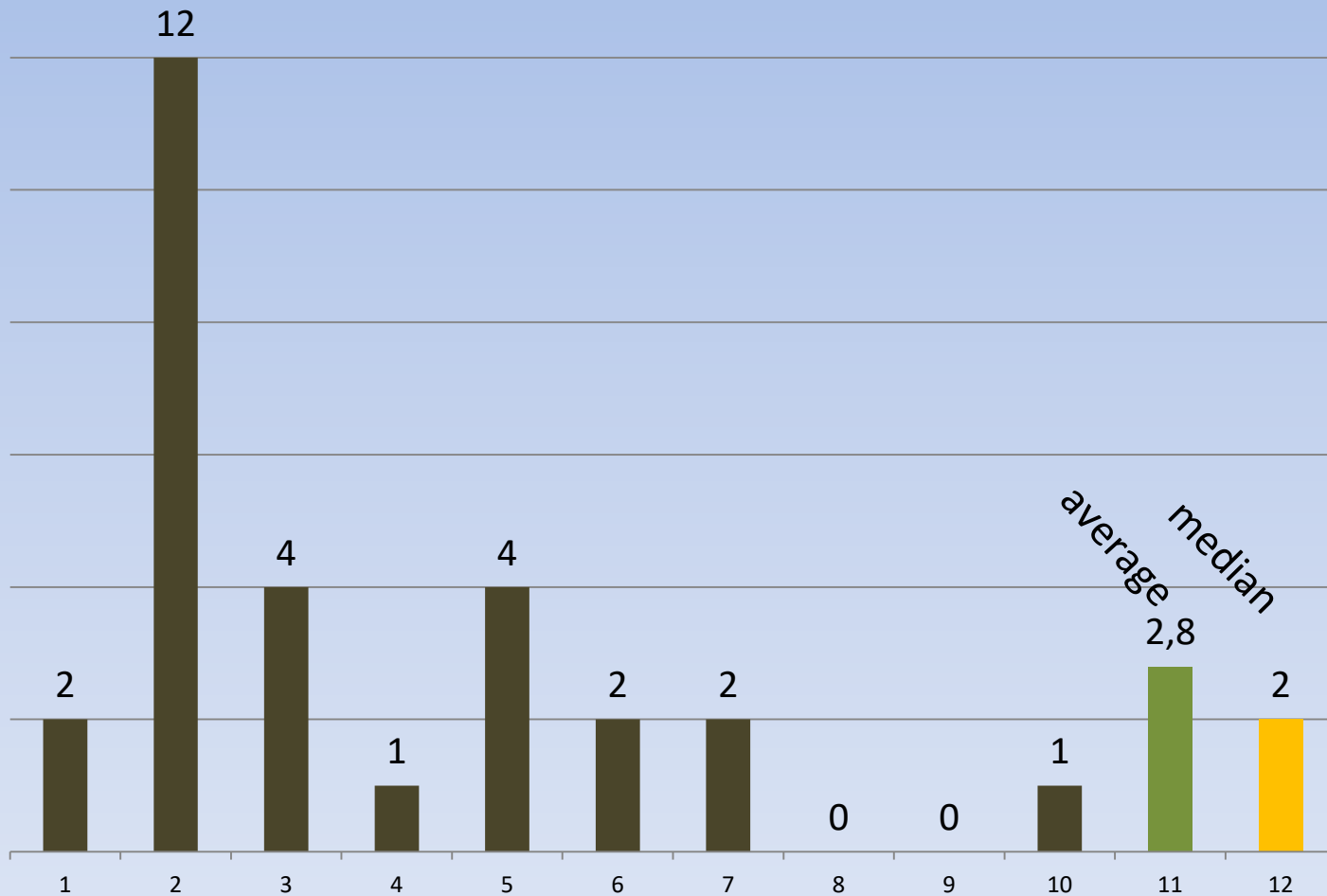
60% works
10% studies

Total clients on IPS: 81



65,4 % works
8,6 % studies

months after entering IPS and the first job interview for people with ASD



The deficit in work performance concerns **formal aspects**:

- adaptation to different working hours,
- role changes within the work context,
- unexpected orders from the boss,
- verbal understanding of orders (which are carried out in way too literal),
- the type of clothing used,
- the habits
- and personal interests that prevail in the patient's mind,
- unrespect for the hierarchy
- lack of tact in relationships with work colleagues
- ...

The cost-effectiveness of supported employment for adults with autism in the United Kingdom

Ifigeneia Mavranouzouli¹, Odette Megnin-Viggars²,
Nadir Cheema¹, Patricia Howlin³, Simon Baron-Cohen⁴
and Stephen Pilling¹

Autism
2014, Vol. 18(8) 975–984
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DOI: 10.1177/1362361313505720
aut.sagepub.com
The SAGE logo consists of a circular emblem containing a stylized 'S' followed by the word 'SAGE' in a bold, sans-serif font.

A supported employment is more cost-effective than sheltered workshops in the long term, and returns a net benefit to the taxpayers
(Cimera, 2012).

Although the initial costs of such schemes are higher than standard care, these reduce over time, and ultimately supported employment results:

- in individual gains in social integration
- well-being
- **reductions of the economic burden to health and social services,**

Individual Placement and Support (IPS)

as a development variant of

Supported Employment, accentuates:

- The user's preference
- The choice whether or not to reveal one's psychic condition
- The choice of whether the IPS employment specialist should mediate with the employer
- Choice of working conditions (hours, time, context, etc.)

PROBLEMS in the ASD/ID:

- often uncertainty about future intentions
- little awareness of your possibilities
- poor awareness of «disease»
- sometimes presumption, pride in knowing how to do
- often unrealistic requests

Development and Reliability of the Autism Work Skills Questionnaire (AWSQ)

Eynat Gal; Anat Ben Meir; Noomi Katz

+ Author & Article Information

The American Journal of Occupational Therapy, 2013, Vol. 67(1), e1–e5.

<https://doi.org/10.5014/ajot.2013.005066>

- Habits
 - Regulations
 - Work quality
 - Organization and orderliness
- Style
 - Careful about details
 - Routine/repetitive work
 - Prefer to plan work by self
 - ...
- Independence
 - Can only follow written instructions
 - Needs detailed verbal explanation
 - ...
- Routine daily activities
 - Self care
 - Mobility and orientation
 - Computers
- Interpersonal skills
 - Supervisors
 - Colleagues and customers
 - Company and environment
 - Stressful times
- Sensory work environment
 - Touch
 - Visual
 - Auditory
 - ...

A large number of studies highlight the positive impact of social skills training (Social Skills Training) on the occupational outcomes of people with ASD

Reviews

Employment programmes and interventions targeting adults with autism spectrum disorder: A systematic review of the literature

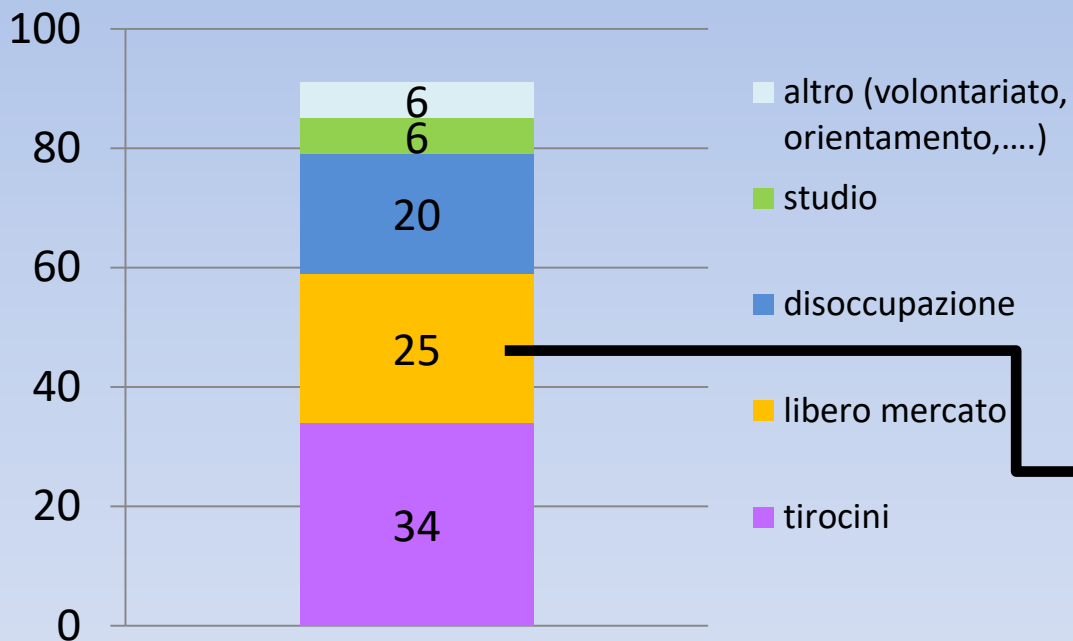
Darren Hedley¹, Mirko Uljarević^{1,2}, Lauren Cameron¹, Santoshi Halder³,
Amanda Richdale^{1,2}, and Cheryl Dissanayake¹

SOCIAL SKILLS GROUP: Work themes

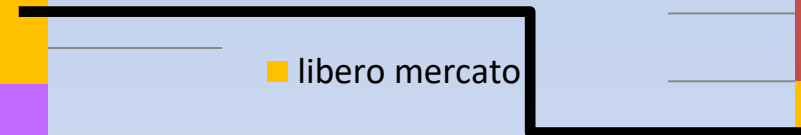
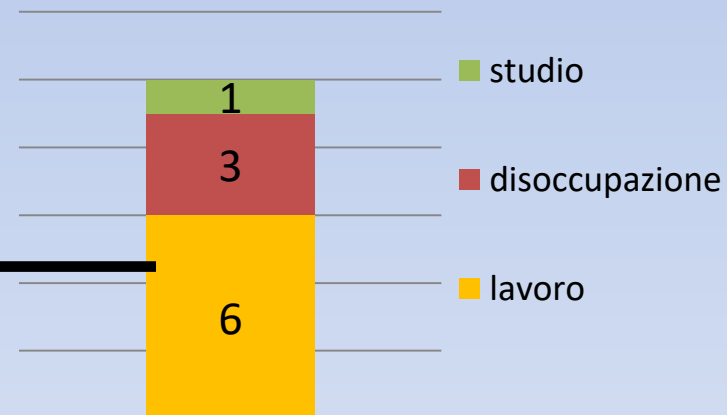
- **Take criticism**
- **Dealing with anger, impatience**
- **Punctuality**
- **Ask for help to perform a task**
- **Dress appropriately**
- **Notify if illness or delay**
- **Respecting roles and hierarchy**
- **Conduct a job interview**
- **Overcome failures**
-



employment clients with ASD lev. 1 e 2 - 2022



Clients on IPS with ASD – 2022 Tot.: 10





- Supported employment programs

- Sheltered employment programs

- Social firms

8 IPS PRINCIPLES



Competitive Employment



Systematic Job Development



Rapid Job Search



Integrated Services



Benefits Planning



Zero Exclusion



Time-Unlimited Supports



Worker Preferences

The extension and improvement of relationships between services and employers can lead to greater attention on the work participation of people with ASD/ID

*Luecking RG. Connecting employers with people who have intellectual disability. *Intellect. Dev. Disabil.* 2011;49(4);261-73*

- Service workers and employers don't speak the same language
- Regardless of the programmes, a close relationship should be established between services and employers

IPS operator says:

The path with Mattia has always been very up and down, we first worked on orientation because he wasn't sure what job he could and wanted to do, and then on preparation for interviews.

Mattia has schizophrenic symptoms and expresses them with the rigidity typical of autism. He has influencing perceptions and thoughts with a mystical theme. In recent months he has been taking destructive actions on objects that he does not consider essential for a sober life and therefore throws or destroys various household objects in the house.

When he is at work his behavior is completely appropriate.

He takes therapy with quetiapine (800 mg), to which lurasidone was then added.

On 2022 November, after a period of a few weeks at home for a critical phase, M. returned to work.

At the end of the trial period he feared the contract would not be renewed... And instead in November: permanent employment!!!

Delusional mystical beliefs and often behaviors (giving money to strangers) continue episodically, but at work it's perfect

Organization of the job placement function in the services



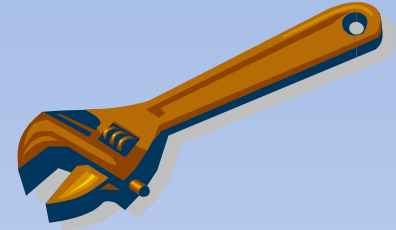
- The service works for all psychiatric disabilities (regardless of diagnosis) and includes clients with ASD
- The service can use all methods of job placement, but it values IPS in the first instance
- and still leaves the choice of path to the user

Organization of the job placement function in the services



- The service establishes systematic contacts with all employment agencies and local companies
- The service keeps employment specialist updated on news (noticeboard, whatsapp, announcements...)
- Each employment specialist preferentially uses only one methodology, but shares contacts

Organization of the job placement function in the services



The employment specialist present themselves externally as mental health workers

Each user can switch from one route to another, but always has a dedicated professional (employment specialist)

The disclosure of one's condition is the user's choice

"The level of civilization of a people and a State is also measured by the ability to ensure inclusion, equal opportunities, rights and participation in all areas of public, social and economic life for people with disabilities".

Sergio Mattarella,
Italian Republic President

2020 December 4