



Aiden Success Story

Aiden is a 19 year old young man with Autism. He is serious minded, enjoys structure, and likes to stay busy. He possesses many innate qualities that make him a strong employee. Occasionally Aiden initiates conversation with others, though he frequently talks to himself quietly, repeating words, phrases, or songs. He does not have many social experiences, and required a lot of support in this area.

In Aiden's last year of high school he participated in an internship program at a local hospital. He had three unique internship experiences working in the 1) Radiology Department, 2) Emergency Room, and 3) Infection Control. The challenges which he faced at work, and where his job coach provided the most support was in regards to his social behaviors. Aiden is tactilely stimulated and he had a tendency to invade personal space and rub or touch the person with whom he was interacting. The employment specialist used visual aids and role playing scenarios to clearly define the types of contact and space that are appropriate. Despite this and other social challenges that Aiden faced he demonstrated his skills as a dedicated worker and was ultimately hired working in the hospital's Infection Control Department. He works 20 hours a week, earns \$10.15 per hour, and takes specialized transportation to and from work. The employment specialist continues to provide regular monthly checks with Aiden, the supervisor, and coworkers. Ongoing reminders about space, short role playing sessions, and family support have helped Aiden cope with his challenges, and to be a highly valued, "professional."

For more information contact:

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Virginia Commonwealth University,
Rehabilitation Research and Training
Center's Employment Services
Division has achieved national accreditation by
the Commission on the Accreditation of Rehabilitation Facilities (CARF).

Virginia Commonwealth University, School of Education and Department of Physical Medicine and Rehabilitation is an equal opportunity/affirmative action institution providing access to education and employment without regard to age, race, color, national origin, gender, religion, sexual orientation, veteran's status, political affiliation, or disability. If special accommodations are needed, please contact Valerie Brooke at (804) 828-1851 VOICE or (804) 828-2494 TTY.

Business Connections



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**If you answered YES,
then we want to meet with you and
show you how we can get you on
the road to success TODAY!**



**Business Connections of VCU can help
you conduct a career search, negotiate
employment, and get the support you
need to obtain and retain employment.
We work in partnership with the Virginia
Department for Aging and Rehabilitative
Services, and other referral sources, to
help you find the resources you need to
become self-sufficient.**

Admission Criteria:

1. We serve individuals with significant disabilities who are interested in obtaining competitive integrated employment using supported and customized employment services. Time limited and Job coaching services are also available for individuals who desire less intensive services. Situational vocational assessments and Discovery services are also available for general career exploration.
2. We serve individuals in the greater Richmond area to include Henrico, Chesterfield, Hanover, Petersburg, and Fredericksburg. Individuals who reside outside of this geographical radius will be considered on an individual basis, if funding is available.
3. We serve individuals who are eligible for the Department of Aging and Rehabilitative Services (DARS) and/or Virginia's Medicaid Waiver funding and services. If individuals / families are not currently working with these community resources we will assist in developing collaborative relationships.
4. Generally, individuals are not employed at the time of referral; however, there are exceptions and we are able to provide support to individuals who are employed. Examples of such exceptions would include a request for on-the-job support for someone who is experiencing employment difficulties and would benefit from intensive support, someone who is underemployed and is interested in a career change, or someone who is in need of community supports to maintain employment.
5. Services will not be denied to anyone based on race, gender, age religion, ethnic origin, sexual orientation, or disability. Business Connections at VCU is an equal opportunity/affirmative action institution.

We design services to fit you:

- ◆ Situational assessment
- ◆ Discovery
- ◆ Career search strategies
- ◆ Transitional employment
- ◆ Customized employment
- ◆ Supported Employment
- ◆ Post-employment support
- ◆ School to work transition
- ◆ Work incentives counseling

Why work with us?

- ◆ **Expertise...** We have over 30 years of experience!
- ◆ **Choice & Control...** YOU choose what jobs you like and tell us what you need to succeed at work.
- ◆ **Services to Fit You...** We adjust what we do to best suit you.
- ◆ **Association...** We work with the Chamber of Commerce, Society of Human Resources, Business Leadership Network, and community business associations.
- ◆ **Access to Information...** We have information, such as our Customer Handbook, Customer Grievance Form, and Annual Outcomes Report, that are available for everyone interested in our services.

