After Us Charitable Trust,

Head Office:- Jayanagar, Bangalore.   Branch Munnekolala,
                                                                              Marathahalli.

Social Reforms :-
   1) Realisation
   2) Reformation
   3) And Rehabilitation.

One's Realisation means, there is a mistake in the society.
Reformation means to correct the mistake and
Rehabilitation means to establish the corrected things.

In our case:- Realisation means to understand Neurodiversity— What is
Neurodiversity?
Neurodiversity is a concept that regards individuals with differences in brain
functions and behavioural traits part of normal variations in the human
population. We have to understand how this Neurodiversity occurs and how
it affects the development of our society.

Secondly, Reforms means inclusion of these Neurodiversity Community
into our society i.e inclusion means acceptance of the community with
empathy.

Lastly, Rehabilitation means, establishing these community members in their life with dignity, proper self employment, with sufficient monetary income and self respect, which leads to raise their self esteem.

Neurodiversity community includes :- Autism Spectrum Disorder, Attention Deficit and Hyperactivity Disorder, Cerebral Palsy, Down syndrome, Dyscalculia, Dyslexia, Intellectual Disability, Locomotor Disabilities, Speech and Language Disability.

We stand for the community.

Regarding the self employment of Autistic Adults, though the data are US based information, but it can be correlated with our environment also.

This is an extract from the book " Autism @ work play book" written by Madam Hala Annabi Phd Washington University, Seattle, USA.

Page No 17, reads as:-

-   Only 14% of Adults with Autism in the USA work for pay.
-   1 in 59 children diagnosed with Autism.
-   Over the next Decade, an estimated 5,00,000 teen with Autism, of which 50,000 each year will enter adulthood.
-   Young adults with Autism Generally face many more barriers in securing and sustaining employment than all other groups of young adults with disabilities.
-   The direct costs (e.g. Care, Services) and indirect costs (e.g. lost employment of Autism in the USA are estimated to exceed $ 236 Billion annually.

Why Employment:-

-   Employment provides means to Independent Living.

- Improve Cognitive Performances.
- Need for inclusion and belongings.
- Employed individuals with Autism get financial as well as health benefits when compared to unemployed individuals with Autism.

- Unemployment rate of Adults on the Autism Spectrum is as high as 85% of its population.

Key Characteristics of Autistic Employee:-

1) Trustworthiness.
2) Reliability.
3) Law Absenteeism.
4) Attention to Details.
5) Focus on work and Results (Productivity).
6) Accept repetitive tasks.
7) Visualisation.
8) Innovation.

- 16% of College students with Autism who pursue Post Secondary education choose computer science related fields.
- Individuals with autism have a diversity of talents unique to each Individual and not limited to IT Expertise.
- It is important to acknowledge and respect individual differences as you design your programme and engage them as potential employees.

Programme Scope and Employment Model Checklist:- (Self Employment).

- Determine the talent.
- Determine internal and external support.
- Solicit input from advocate and caregiver.
- Communicate success stories regularly and widely.
- Ascertain which role fits— part time or full time.

- Provide alternative ways for the candidate to accomplish task (e.g. let them work on their Laptop rather than on white board, if they choose.)
- Use debriefing time with candidates to see how they think and how they want to approach the task.
- Be mindful of sensory sensitivity (Hyper or Hypo).
- Identify candidate accommodation needs in advance and plan logistics to support accordingly.
- It is essential to provide unstructured time to manage the potentials for sensory sensitivity for cognitive overload.
- Use direct language in your questions.
- Ask one question at a time.
- Confirm that the person understands the questions.
- Give sufficient time to answer.
- Do not ask open ended questions.
- Build regular debriefing time at the end and beginning of the day.