

Teens

Work Know-How Program



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A spectrum of possibilities



About AV

A spectrum of possibilities

Our Vision:

We are dedicated to supporting and empowering individuals with Aspergers, Autism, and similar neurodivergent profiles to be themselves and realise their ambitions through **social connection**, **employment inclusion** and **advocacy** across their lives.

Our mission is to create inclusive opportunities and environments that foster personal growth, skill development, and successful integration into the workforce.

We are driven by lived experience and support our community across their life-span.

Why AV Created our Teens Program:



- Autistic individuals possess unique talents and abilities that can greatly benefit workplaces yet they are over represented in unemployment and under employment rates
- Our community gave feedback their teens were missing out on this critical foundation for employment success
- Despite the individual strengths, many face challenges in finding and retaining employment
- Our program aims to bridge this gap by providing tailored co-designed support and skill development

By offering in-situ work experience with coaching, we empower participants to demonstrate their strengths while employers experience their contributions.

Insight:

Did you Know?



- **High Unemployment Rate:** Studies reveal the unemployment rate for Autistic individuals represents 31.6% of the Australian population, almost 6 times! the rate of people without disability
- **Underemployment Impact:** Roughly 50% experience underemployment, leading to unfulfilled potential and skills mismatch
- **Skills Misconceptions:** Misconceptions lead to nearly 85% of employers overlooking valuable skills and talents in candidates with autism
- **Social communication:** Differences lead to misunderstanding of abilities, strengths and barriers in interviews and once in role





Insight:

Recognising the value of Neurodivergence in the workplace

Attention to detail: Exceptional ability to identify patterns, inconsistencies, and errors, making them invaluable in roles requiring precision.

Innovative thinking: Out-of-the-box problem-solving approaches that can lead to creative solutions.

Focus and dedication: Deep concentration on tasks and a commitment to delivering high-quality work.

Honesty and integrity: Strong ethical values and a direct communication style.

Reliability: A preference for routine and structure often results in consistent performance.

Specialised expertise: Unique talents in areas such as data analysis, programming, design, research, and more.

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Program Highlights:

- **Job Readiness Workshops:** Covering key topics to prepare for the workforce.
- **Job coaching Sessions:** Strengths assessments and discussions with experienced coaches.
- **Supported Work Placement:** Employers are briefed and supported by AV to host your teen.
- **Self-understanding:** We can build connection due to our lived experience Project Manager and team.

→ Info here : <https://aspergersvic.org.au/Teens-Work-Know-How-Program>

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Why Join?

Highlight Strengths: Showcase the unique capabilities of autistic teens and provide strategies to manage challenges.

- **Boost Employability:** Enhance essential job skills and build confidence.
- **Personalised Experience:** Each student receives tailored support, by **lived experience** mentors, peers and coach.
- **Proven Impact:** Positive feedback from parents and participants.
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This program is funded by an ILC grant

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Participation Requirements:

1. **Open to Autistic Teens:** Individuals with ASD who need and want Work Experience.
2. **Age Range:** Working aged students 15-18
3. **Enrolled in Secondary Education:** Must be a current student. **Independently Educated Students** welcome to apply via **Home Education Network** registration.
4. **AV Membership:** Current AV membership or willingness to become a member during the program
5. **Independent Participation:** Must be able to participate without assistance from a parent/carer/support worker.

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Our 2026 Host Employers



Doing work experience through AV participants have had the opportunity to do supportive work experience at our growing list of inclusive employers such as...



acmi

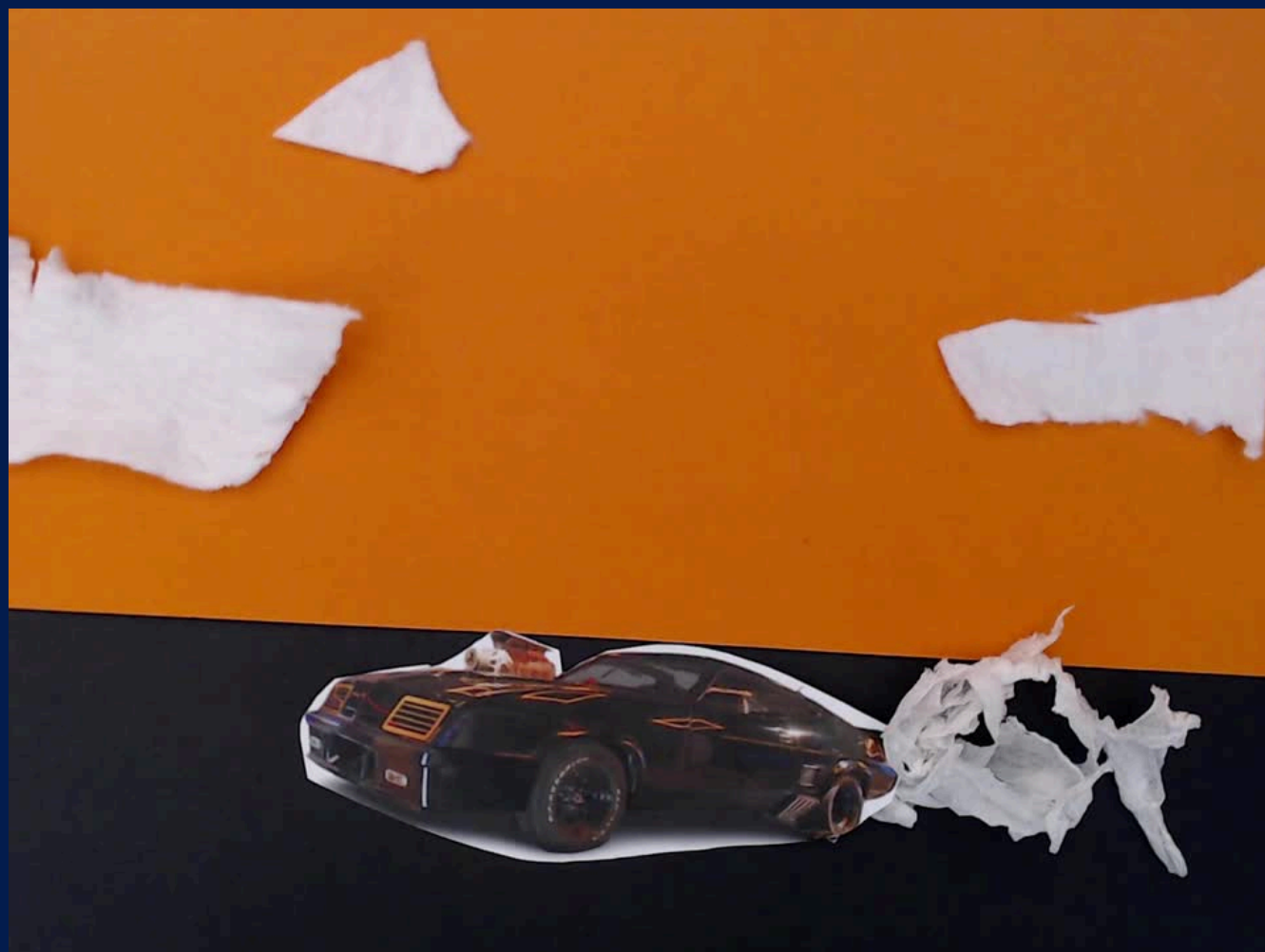
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Check it out!

Previous rounds of the Teens Program provided participants with the opportunity to co-create with ACMI, resulting in powerful visual stories and creative expressions showcasing their talents and ideas. Check out a snippet of an animation created by our participants on work experience.



Testimonial

From a Past parent



*"My Son had a wonderful experience at **ANZ Docklands** last week under Aspergers Victoria "Teens Work KnowHow Program" and the ANZ Spectrum Program.*

Thank you for providing such a comprehensive program in the lead up to the onsite work experience.

It has opened up my Childs eyes as to what is possible beyond school.

My Child mentioned he learnt more on Day One than in 8 years of school!"

- Parent of Participating Teen