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### IDEAL WORK GUIDELINES FOR INDIVIDUALS WITH FASD

The complexity of the work and the degree to which it is multi-tasking, depends on the I.Q. of the individual. An intelligent FASD person can do a complex job. However, no matter what the I.Q. of the individual, or the complexity of the work, they will all need the following requirements:

- 1) Consistency - No significant variations. No unexpected changes or interruptions to the routine. Hours should be consistent - it may be best to avoid shift work. Part time work may be preferable. No overtime - although some flexibility in terms of starting time would be best. No increase in responsibility or workload, no matter how efficient they may be. Depending on the sleep pattern of the FASD individual, night work may be best.
- 2) No team work. FASD individuals certainly can, and may should work around individuals, however, the work that they do should not require input from other individuals. Likewise, other individuals work should not require input from the FASD person. They should only have to report one individual, who has an understanding of FASD.
- 3) Depending on the degree and type of attention problems that the FASD person has, they may need to be in an environment that is not distracting - that is not busy or over-stimulating.
- 4) Payment should be on a weekly basis, and if necessary

**should be under the control of a trustee.**

**5) The person employer / supervisor of the FASD worker needs to be very precise and detailed with instructions, and the instructions should be visual, rather than verbal, of possible.**