Career Pathways for Students with ADHD

The Road to Preparation

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Objectives

- Explain the process of defining career pathways for a student with ADHD
- Explain ADHD related factors of consideration when exploring & identifying a career pathway
- Describe the potential impact ADHD symptoms can have in the workplace & how to address them
- List possible resources for career development process

WHAT ARE THE BEST CAREER PATHWAYS FOR STUDENTS WITH ADHD?

THE TRUTH…

There are no career pathways better than any other…

Rather, it is a personal journey to identify the best career pathway based on individual strengths and preferences and to select the most appropriate workplace environment to facilitate success for each individual.

The Puzzle

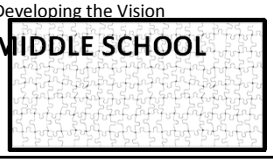
Gathering the pieces and making sense of them

- Student
- Parents/Grandparents/Guardians
- Teachers/Coaches
- Professionals
- Friends
- Employers

The Players

Developing the Vision

MIDDLE SCHOOL



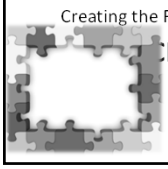
Activities

- Help student to identify & pursue their interests
- Help student to notice & inventory their functional strengths
- Gently acknowledge challenges & explore ways to improve
- Encourage student involvement at school & in the community
- Help student broaden their vocational knowledge
- Begin discussions about career & training options
- Identify the appropriate educational pathway for high school

* Wright

Creating the Framework

CHOOL



Activities

- Participate in formal and informal assessments
- Gain work experience
- Engage in job shadowing
- Explore careers of interest & identify training options
- Take high school courses relevant to one's interest
- Pursue diploma tract

- Apply for testing accomm admission (if applicable)
- Begin to develop self-ad
- Take college admission t
- Begin application proces (if applicable)
- Participate in prep progr

Filling in the Pieces

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Activities for Straight to Work

- Employability development training
- Job seeking activities
- Job placement

Activities for Skills Training

- Beginning training program
- Register with Disability Support Services (if available)
- Apply for testing accommodations for certification/licensing exams

Activities for College Bound

- Enter college program
- Register with Disability Support Services (if available)
- Utilize resources on campus
- Apply for testing accommodations for certification/licensing exams
- Engage in career focused activities
- Seek job placement assistance during the final term of college through career placement center

CAREE /AYS

The puzzle has taken shape!

Factors of Consideration

- Training vs. straight to work
- Action oriented vs. sedentary
- Passion
- Structure vs. flexibility
- People vs. things
- Learning style
- Personality preferences
- Cognitive vs. physical action
- Functional strengths

IF THIS…THEN THAT!

If This…

- Captivated by change
- Thrive on high intensity
- Possess good interpersonal skills
- Are creative
- Enjoy physical work
- Have a need for independence
- Enjoy working outside of fou
- Have a need for variation in
- Perform best on hands-on ta
- Perform best with establishe

* Holland & Goldman

…THEN CONSIDER THAT

Change-Oriented

- Firefighters
- Paramedics
- Police Officers

High Intensity

- Medical Doctors
- Nurses
- Hazmat removal workers
- Explosives handlers
- Window Washers
- Firefighters
- Paramedics/Emergency Personnel
- Emergency dispatcher

Good Interpersonal Skills

- Customer Service
- Sales
- Waiters/Servers
- Trainer/instructor (topic specific)
- Travel Agent
- OT/PT Assistant

Creativity

- Artists
- Entertainers
- Theater/props
- Theater/art instructor
- Professional Photographer

Physical Work

- Military Enlistment
- Warehouse Work
- Construction Jobs
- Roofer/Waterproofer
- Group Fitness Instructor

Independence

- Entrepreneurs
- Independent Caterer
- Travel Agent
- Real Estate Agent
- Photographer
- Truck driver

Outside of Four Walls

- Outside Sales
- Commissioned Sales
- Project Managers
- Roofer/Waterproofer
- Outdoor Tour Guide
- Surveyor
- Local Delivery Driver
- Refuse/Recycle Collector
- Heavy Equipment Operator

Variety of Task

- Computer Tech/Consultant
- Temp Service Jobs
- Fitness Floor Staff
- Administrative Assistant

Hands-on Task Oriented

- Construction Labor
- Trade Level Helpers
- Restaurant Food Preparers
- Recording Engineer
- Nurse Aide
- Medical Technical Careers
- Building Trades
- OT/PT Aide

Established Deadlines

- Accountants
- Delivery Truck Drivers
- Runners
- News/Sports Journalist
- Printing/Prepress
- Large Manufacturing Production/Assembly Line

When the pieces move out of place

AND

ADHD SYMPTOMS & HOW THEY BECOME TRAPS IN THE WORKPLACE

ADHD Traps in the Workplace

- Distractibility
- Impulsivity
- Hyperactivity
- Memory challenges
- Boredom
- Time management problems
- Procrastination
- Difficulty with long-term projects
- Paperwork
- Interpersonal difficulties

*Nadeau

COMPENSATORY STRATEGIES VS. JOB ACCOMMODATIONS

Compensatory Strategies

- Schedule chunks of uninterrupted time to complete tasks
- Break larger tasks into smaller ones
- Avoid jobs/careers that have long-term projects
- Minimize distractions
- Organize workspace
- Schedule time to review tasks to be accomplished/those accomplished
- Set aside time to respond to electronic communication/phone calls
- Consider extending work hours

Job Accommodations

- Flexible work schedule
- Private workspace/closing the door
- Job coach
- Sound conditioner
- Earplugs
- Technology
- Organizational items

Works Cited

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