

Brian Mader

Brian Mader is a career and employment consultant who has over 20 years of experience. Brian currently works for Alberta Human Resources and Employment and has his own consulting practice.

During the last 13 years Brian has worked extensively with youth and adults with disabilities in providing career and employment assessment, direction and supports as a career counselor.

Brian is actively involved with the region 6 FASD Committee and co-chairs the Adults with FASD subcommittee. Brian has co-presented on youth and adult issues at the Prairie and Northern FASD Interprovincial Conferences in Winnipeg and Saskatoon. Brian has also participated in presenting continuing medical education on FASD to physicians, youth workers, and career and employment consultants and counselors.

Brian has also participated in the Adult Skills Alberta Initiative and is a member of the Disability related Employment Supports (DRES) Best Practices team in the Edmonton Region.

Life Management, Employability, and Employment for individuals with FASD

The 1996 Secondary Disability survey project between the Centres for Disease Control and the University of Washington told us that 80% of individuals with FASD have significant problems with employment. When we look at some of this information closer, this survey also told those individuals who had FAE (ARND), who actually make up the larger group of affected individuals (1.5 estimate) have even a higher degree of employment problems and difficulties.

In my work with individuals with FASD at various times I have found that the actual rate of “problems with employment” is in the 95% to 97% range. I have also found that as youth move into adulthood the severity and impact of these employment problems and difficulties leads to the exacerbation of the other secondary disabilities and contributes to many of the negative outcomes associated with FASD

What can we do to help individuals with FASD succeed in the transition to adulthood? Can we improve employability and have good employment outcomes for individuals with FASD? I believe the answer is a (qualified) yes!

Today I plan to touch on several key issues in the transition to adulthood. They are:

- 1) Assessment/ Diagnosis
- 2) Life Management Support through the lifespan
- 3) Competitive versus non-competitive work
- 4) Educational programming/ Training on the job
- 5) Job Maintenance
- 6) Defining Success (differently)

I will illustrate with several “client stories” which I hope will give some ideas about current and future directions for Best Practices in employability.