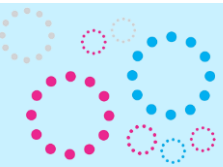


'Understanding FASD in the workplace'



Robyn Smith
Helpline Services Manager
NOFASD Australia



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Acknowledgement of Country



Artwork Acknowledgement:
'Mob' by Barkindji artist, A.Awege

NOFASD Australia acknowledges and pays respect to past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples



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Session Content



- What is FASD
- How does a person with FASD present
- Strategies to work with them
- Adjustments you can make
- Questions



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What is FASD?



Fetal Alcohol Spectrum Disorder

FASD is the term used to describe the physical and/or neurodevelopmental disorder that can result from prenatal alcohol exposure.



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What causes FASD?

FASD is caused by alcohol exposure during pregnancy

- Alcohol is a **neurotoxin** (*poison*) and a **teratogen** (*an agent that is known to cause birth defects and permanent brain injury in the fetus*)
- Alcohol is a substance that can cause harm to the developing baby at **any time** during the pregnancy



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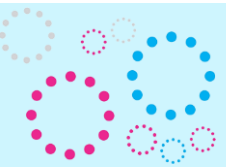
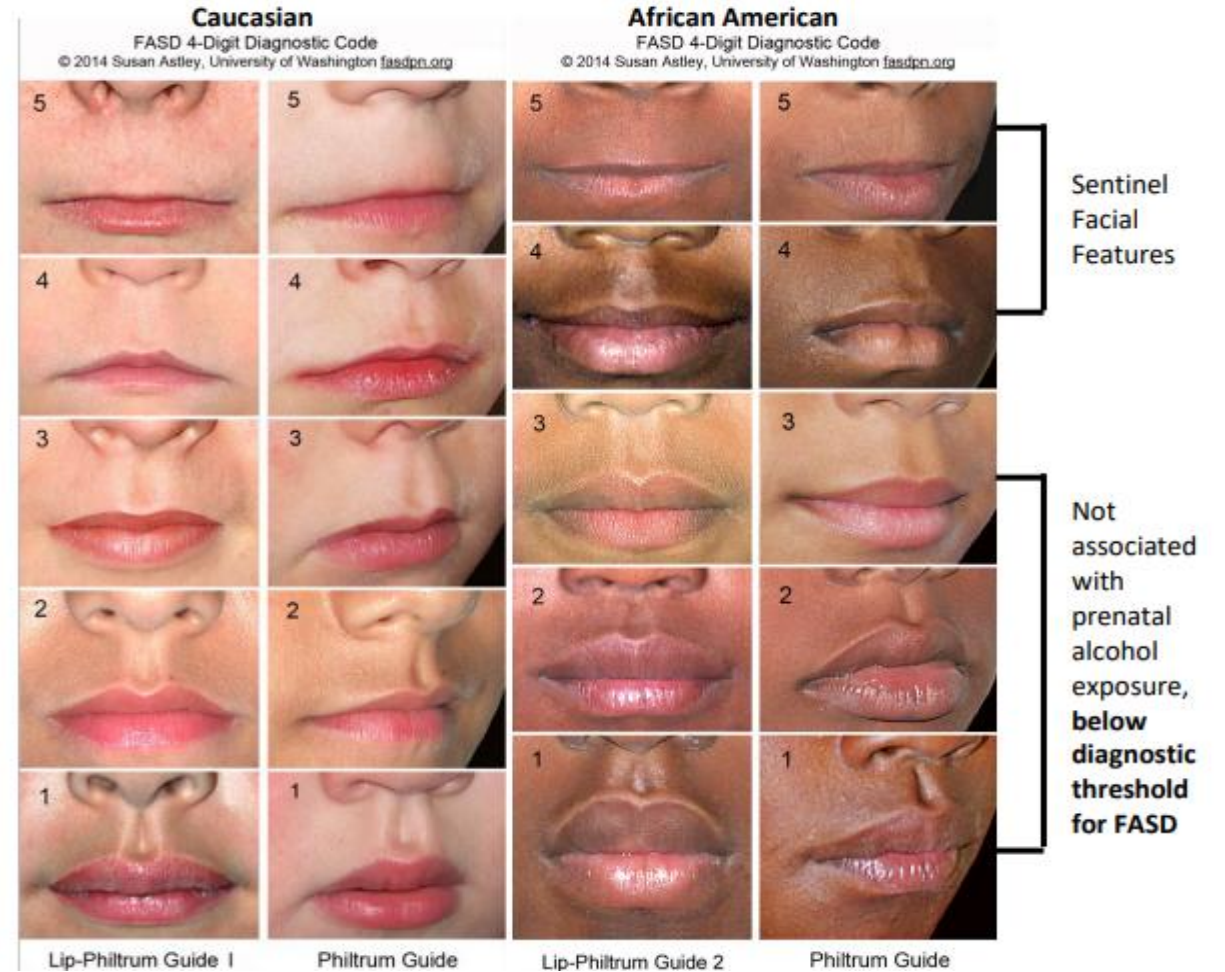
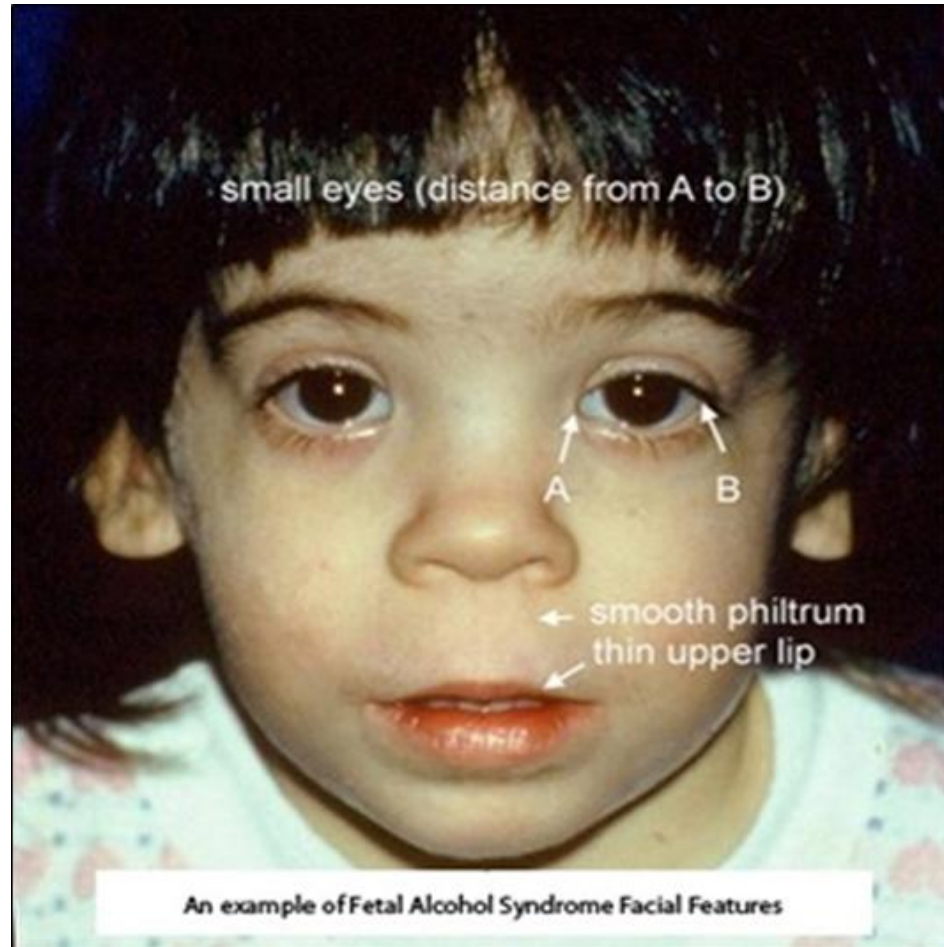
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The impact of alcohol on the developing brain



Department of
Education

Sentinel Facial Features



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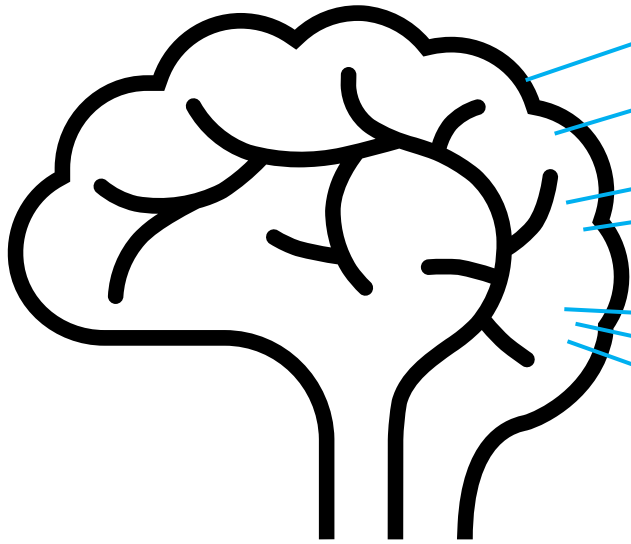


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9 Neurodevelopmental Domains



- Communication
- Motor Skills
- Intellectual Ability
- Attention
- Memory
- Executive Function
- Emotional and/or behavioural regulation
- Literacy and/or Numeracy Skills
- Adaptive Behaviour/Social Functioning



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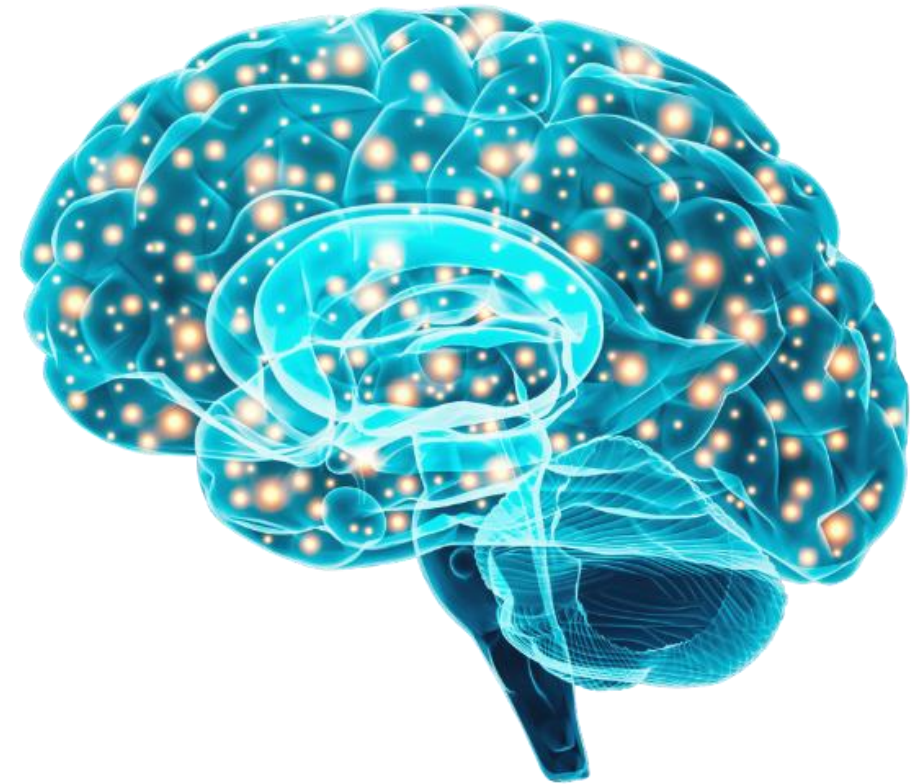


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Permanent Brain Damage

- The changes in brain development are permanent.
- The brain does not repair itself over time.

However,.....



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no fasd
australia

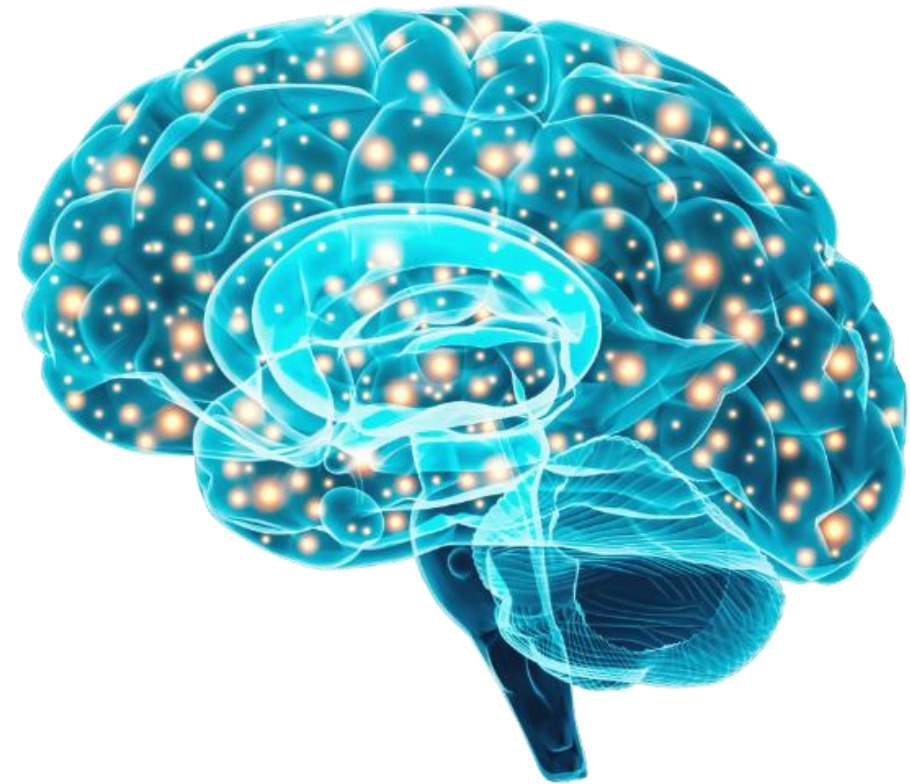
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Permanent Brain Damage

→ People with FASD are able to learn (**differently**)

Appropriate supports have

→ a huge impact on learning and outcomes.



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Developmental delay

Individuals with FASD (children and adults) often function socially, emotionally, and mentally at a much younger developmental age than their chronological age.



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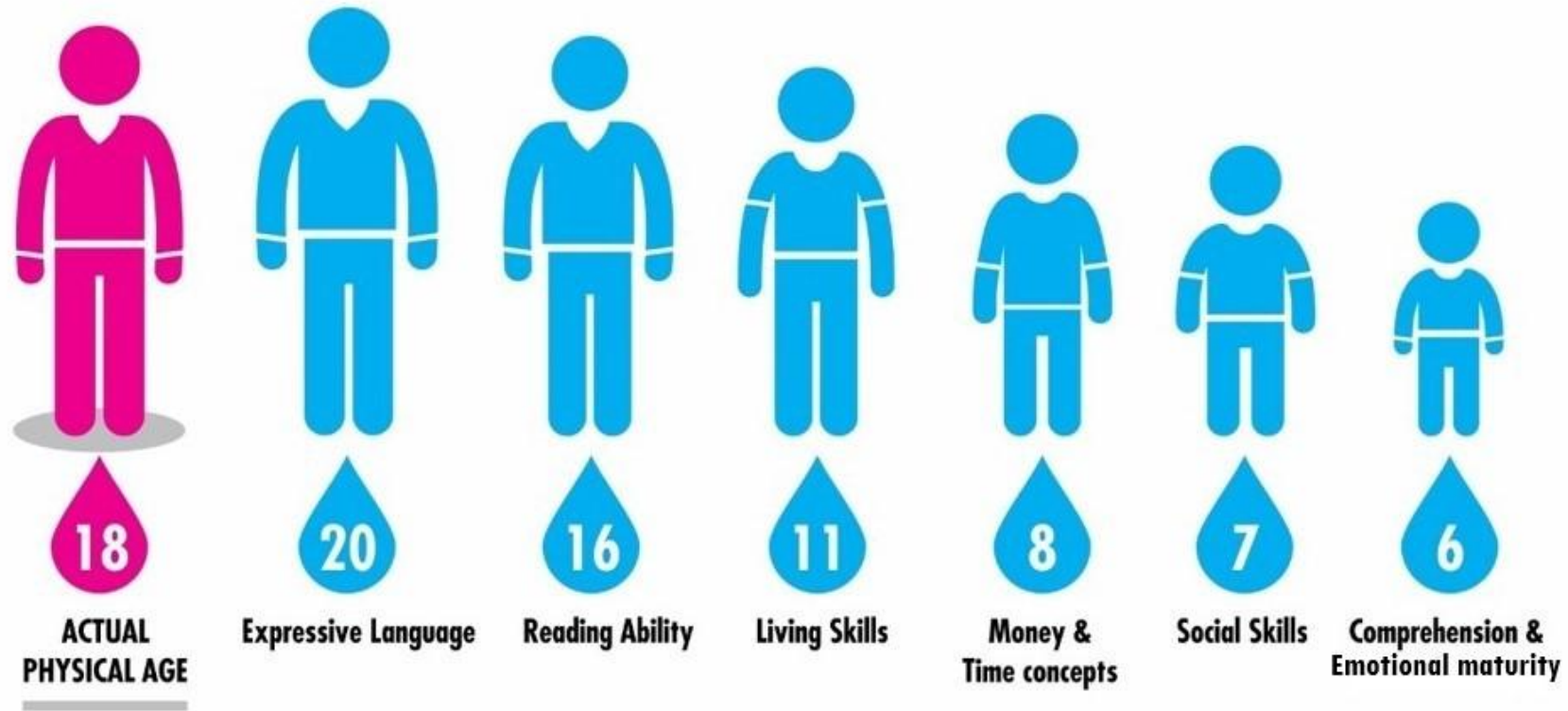


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Age Dysmaturity



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Perception & memory distortions



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Adjustments you can make

You may see:	So, we may conclude the individual is...	Instead of...
Lateness or missed shifts	Disinterested	An individual with a brain injury
Forgetfulness	Lacking motivation	Who is struggling to do the best they can
Incomplete tasks or messy work	Not desiring employment	Who wants to succeed
Mistakes in task completion	Lazy	Who often care very much about doing well
Reckless or dangerous decisions	Careless	Has difficulty making sense of how our brains work



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Adjustments you can make

Starting the job seeking process

What are their strengths

- What do you do in your spare time
- How do you hang out with – what do you do
- Do you play sport
- Do you like to work with animals
- Do you play an instrument
- Do you like to paint
- What sort of job would you like



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FASD in the workplace

Jacob is 23, has had 5 jobs since leaving school but not lasted more than a week. He has had a job at Domino's pizza hut for 5 months but has just left.



Emma is 18 has FASD and has just got her first job in a local café



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Impact on Individuals

- Difficulty remembering
- Speech and language disorders
- Difficulty with reading comprehension
- Literacy/numeracy and abstract thinking difficulties



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Impulsivity and FASD - Ricky



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Impacts of FASD



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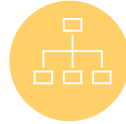


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The 8 essentials to success

STRUCTURE

Structure is the glue that holds together the routine, organisation, focus, and motivation for people living with FASD. Flexibility within structure will be necessary at times when behavioural support or sensory interventions are needed.



CONCRETE

Don't use words with double meanings, idioms, etc. Where possible, show rather than tell



CONSISTENT

Consistent, familiar, and predictable language, communication, and responses.



REPETITION

Re-teaching is needed frequently, as damages to the memory domain may have occurred.



ROUTINE

Unfamiliar and unpredictable changes to routine increases anxiety in a person living with FASD. Predictable routine gives a sense of safety and security. Tailored transition strategies can help reduce behavioural challenges.



SIMPLE

Remember the KISS acronym – **K**ee**P** **I**t **S**hort and **S**weet. This makes it easier to retain and recall information.



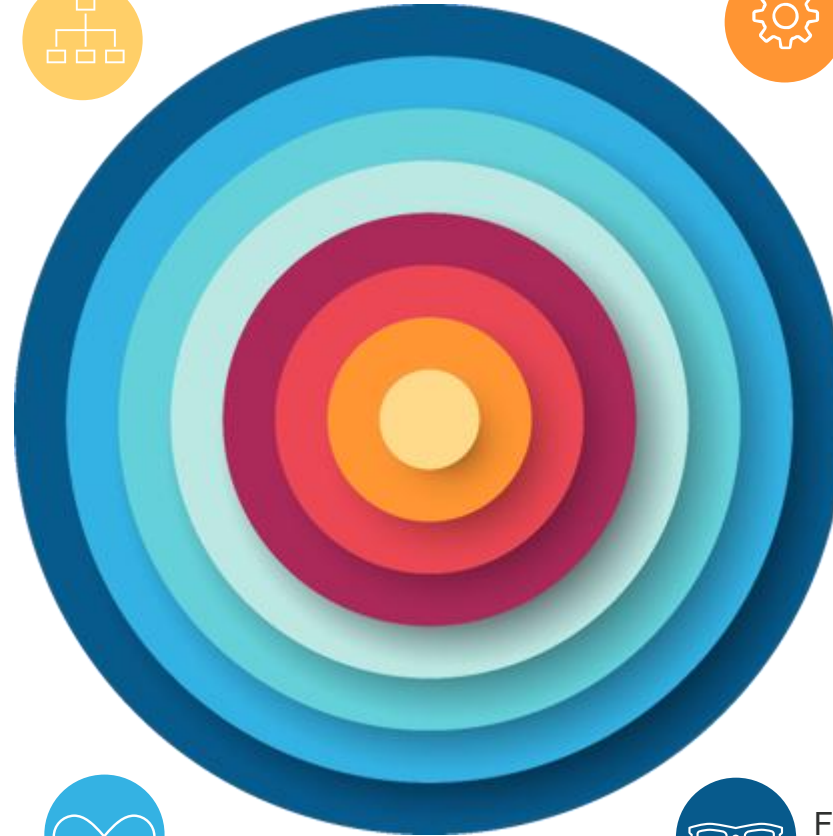
SPECIFIC

Say **exactly** what you mean



SUPERVISION

FASD issues, such as impulsivity, dysmaturity, impaired memory, and short attention focus, require individuals to be supervised. This is needed to encourage appropriate behaviours, and help keep them safe.



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Support strategies – visuals

Method:	
	1. Put two pieces of bread on a plate
	2. Spread margarine on the bread with a knife
	3. Place a piece of ham on the bread
	4. Place a piece of cheese on the bread
	5. Put the 2 nd piece of bread on top
	6. Place the sandwich on the toaster and turn on
	7. Turn off toaster, take out sandwich and cut in half
	8. Eat

Made with AI

How to Clean a Floor

1. Prepare the Supplies

Fill bucket with water and floor cleaner.



2. Sweep the Floor

Sweep or vacuum to remove dust and debris.



3. Mop the Floor

Dip mop in solution and wring out excess water.



4. Mop the Floor

Mop the floor in sections, working back and forth.





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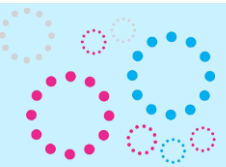
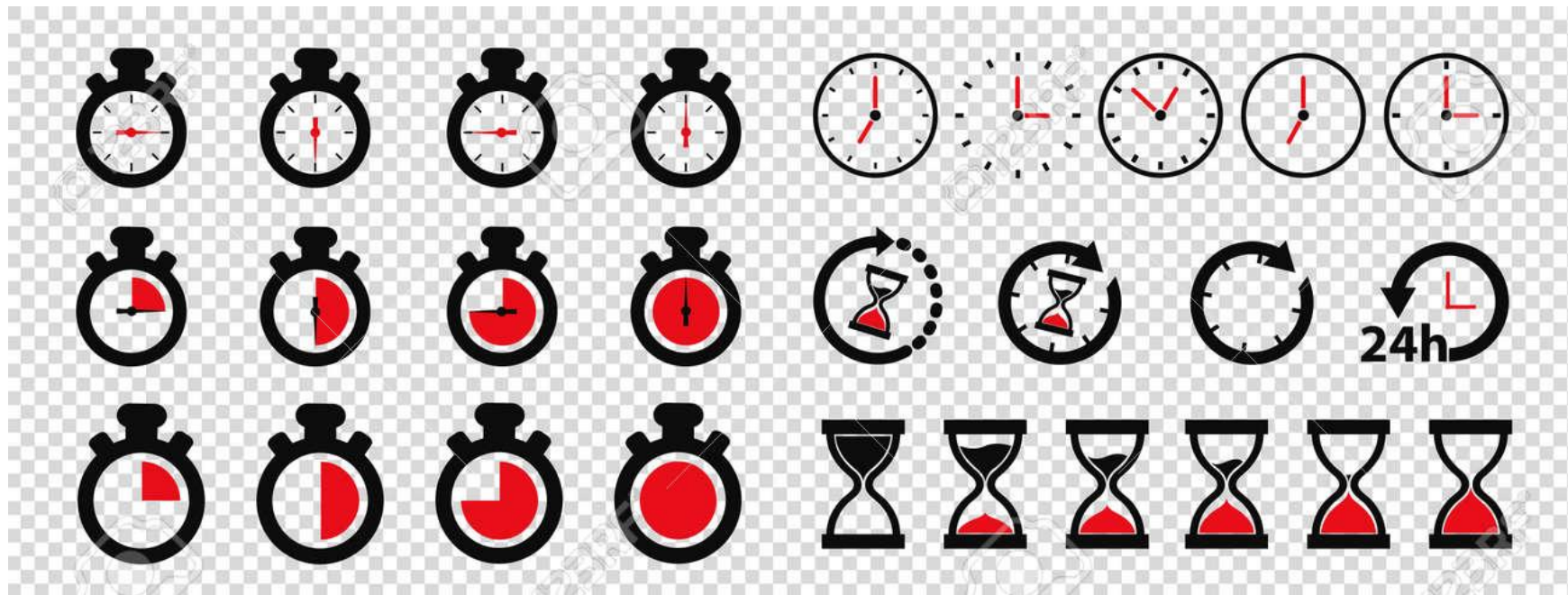


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Support strategies – visuals



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Questions?



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Thank you! – Stay FASD informed

NOFASD Australia is dedicated to reducing the harm caused by alcohol-exposed pregnancies and improving lives for those living with FASD.



NOFASD National Helpline 7 Days a week 365 Days of the year



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