



The Uniquely Abled Academy® Replication Guide

Element 3 - Marketing, Recruiting Selecting and Onboarding Trainees

Exhibit 3.16: Expanded Checklist for UAA Candidates

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There has been interest in opening a UAA to a wider population beyond those with an autism diagnosis while still maintaining the cohesiveness of the UAA cohort. The approach was to have the cohort members benefit from the same support needs and generally have the same unique abilities. The following checklist was developed.

We thank the Northwest Industrial Resource Center, Crawford Tech, and Erie County Community College for developing this list.

UAA Candidate Checklist for Exploration Meeting

- 18 years of age or will be by the scheduled UAA completion
- High school or GED diploma
- Looking for career opportunities
- Comfortable with computers
- Basic math and measuring skills (but may need refresher)
- Likes to work with hands and make things
- Able to visualize and think in 3 dimensions
- Thinks logically
- Ability to follow directions or adhere to a process
- Have basic organizational skills (although may need support)
- Can (and enjoys) working independently
- Understands the importance of working as a team (although may need support in how to operate effectively within a team)
- Likes a high degree of repetition in work
- Is a perfectionist- only willing to accept when something is done right - never 'good enough'
- Able to work independently to solve problems
- Ability to focus and pay attention to detail
- Physical ability to stand for long periods of time and operate the CNC machine and handle materials
- Maturity
- Ability to function in an industrial environment



Would you benefit from a learning environment that helps you develop your confidence for:

- teamwork
- dealing with difficult situations or when things don't go as expected in problem a solving
- interacting with supervisors and co-workers, social interactions, building friendships and relationships
- writing resumes
- job interviews
- making connections with employers
- transitioning to and operating in the workplace
- building self-confidence, self-advocacy