

HOT Evidence

Interventions to Support Participation for Autistic Adults at Work

Why This Matters

- ▶ Autistic adults may experience difficulty finding employment or experience working in jobs that do not fully utilize their skills and abilities.
- ▶ Poor employment options are associated with lower socioeconomic status and overall decreased job satisfaction or quality of life.
- ▶ Occupational therapy practitioners collaborate with autistic adults to provide interventions that promote vocational skills and participation at work.

Note: Identity-first language (e.g., "autistic adult") is used in this resource, as it is favored by many autistic communities and self-advocates. Practitioners should collaborate with clients and families and use language that is reflective of their preferences.

Improving Outcomes at Work

Evidence-Based Interventions

Competitive Employment



Emphasize strengths of the employee in relation to work tasks and environment



Use strategies to encourage participation in work routines



Provide direct instruction for work tasks



Coach on-site supervisors



Establish internships

Increased Autonomy in the Workplace



Conduct OT Evaluation to assess worker-environment-occupation fit



Identify assistive technology strategies and smart phone applications



Provide direct instruction on how and when to use strategies and applications

Social Participation



Use manualized interventions to teach interview skills and job-related pragmatic skills



Rehearse and role play what to do in different situations



Problem-solve challenges



Provide training on cognitive behavioral, social coping, and emotive techniques

Find the Evidence:

Visit AJOT Volume 77, Issue Supplement 1 to read the Systematic Review Brief on this topic