

Autism-going into adulthood



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Employment

Research has found that 53.4% of young adults with autism entered paid employment after leaving high school (Roux, et al 2013).

There is an increasing need for workers with the skills, thought patterns and work ethic that are common among those with autism. Such as being dependable, routine orientated, detail orientated and passionate.

<https://www.youtube.com/watch?v=tK0vz-TLqME>

Research has been conducted to identify ways of young adults with autism successfully securing and maintaining employment:

Important

- Match employment skills, abilities and interests to the job criteria
- Work experience and learning the skills required for work help in securing a job
- Focusing on strengths in the workplace is key to maintaining long term employment

Barriers

- Adults with autism felt communication barriers were the most challenging aspect of maintaining employment
- Employers felt that education and understanding of autism in the work place was the most challenging aspect

Local Support

Autism for Supported Employment Centre (Sheffield)	Autism Plus (Sheffield)	North Lincolnshire Autism Hub
A charity that helps individual on the Autism Spectrum to find paid work and work experience.	Support individuals to increase confidence and employability skills with Autism Plus Specialist Employment Support through a range of programmes and interventions.	Experienced staff work with individuals to develop bespoke programmes of activities tailored to individual's needs and aspirations.
They take a client centred approach and use job matching to support clients.	Offer preparing for work group support sessions.	They assist individuals to access opportunities in employment, training and independence.
Some of their partners include: RSPCA, Vue, Primark, John Lewis, Sainsburys, South Yorkshire Fire & Rescue.	Offer in work support – support people sustain paid employment through mentoring and guidance.	

Useful links

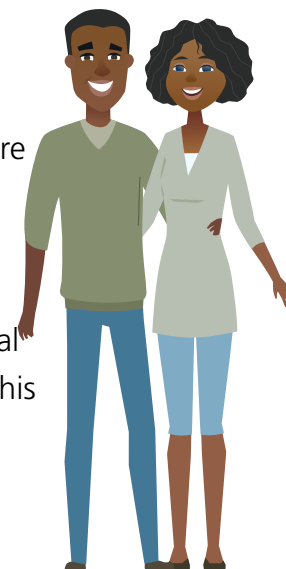
- **The National Autistic Society** – www.autism.org.uk/services/work.aspx
- **Exceptional Individuals** – www.exceptionalindividuals.com
- **Employment Factsheet** - <https://www.disabilitysheffield.org.uk/admin/resources/employment-factsheet-9.pdf>
- **Pluss** - <https://www.pluss.org.uk/>



Relationships

73% of autistic individuals indicated a current romantic relationship or a past romantic relationship. Furthermore, individuals whose partner was also autistic were found to be significantly more satisfied with their relationship (Strunz et al, 2016)

Autistic women described social relationships and experiences to be much the same of neurotypical women. Autistic women reported greater difficulty with social inference skills and experienced more negative social situations; however despite this they were happier and more self-assured in their adult relationships than they remembered to be in adolescence. (Sedgewick, Crane, Hill & Pellicano, 2019)



What is key to forming meaningful relationships?

Four autistic women discussed what they thought was key to forming meaningful relationships

Rachel Townsen

'For me, a meaningful relationship is having someone in my life that is willing to accept me as myself – the good, the bad and the ugly.'

Ella Tabb

'For me, a meaningful relationship is one in which there is trust, shared enjoyment and support. I think the key to forming meaningful relationships lies in three areas: shared special interests, starting slowly & being open and honest.'

Lana Grant

'Many people judge their success in relationships with how many friends they have or how exciting the relationship is. As I have become older I have realised that it's the quality of relationships that matter. Those qualities are loyalty, honesty, trust and not being judgemental.'

Robyn Steward

'For me, the key to meaningful relationships is: Understanding what is meaningful to the person and important to them. Understanding what type of relationship they want and do not want – a friend, someone to go to gigs with or a date.'

(The National Autistic Society)

Useful links

- **Course on Sexuality, Relationships and Autism** - <https://bit.ly/3qrY5pA>
- **An article on an individual's experience of relationships** - <https://bit.ly/2Vw6hqj>
- **Social relationships** - <https://bit.ly/2VwQ0BA>

Independence

A research study found that half of the Autistic individuals participating had 'fair to good' outcomes in adulthood and half had a 'poor' outcome.

60% lived at home with disability pension and several were in assisted living. Many had supervised jobs for a few hours a week (Eaves & Ho, 2008.)

There is a myth that individuals with autism cannot live independently, however there are differing degrees of how independent individuals with autism can be. <https://www.youtube.com/watch?v=iGv6qxelp3M>

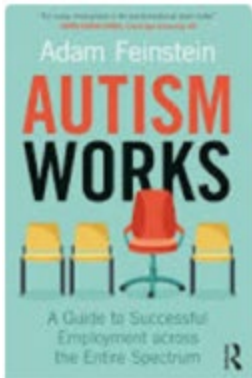


Useful links

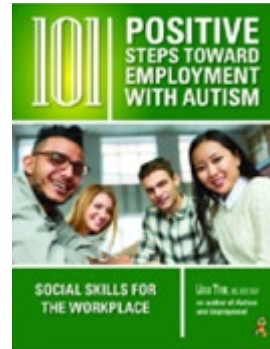
- **Life skills and Autism – how to teach your child independence**
<https://www.autismspeaks.org/life-skills-and-autism>
- **North Lincolnshire SEND Local Offer – Preparing for Adulthood (Education and Employment, Independent Living, Friends Relationships and Community, Good Health)**
<http://www.rotherhamsendlocaloffer.org.uk/homepage/7/preparing-for-adulthood>
- **Benefits and Care (The National Autistic Society)**
<https://www.autism.org.uk/about/benefits-care.aspx>
- **Personal Independent Payments**
This can help with some of the extra costs if you have a long term ill-health or disability
<https://www.gov.uk/pip>

Useful books

Employment

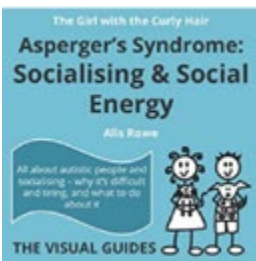


Autism Works — This book is a must-read for parents, employers and adults with autism, and for anyone interested in the present and future of people with autism in the workplace who will benefit from the positive message that employing autistic people is not an act of charity but one that makes sound economic sense.

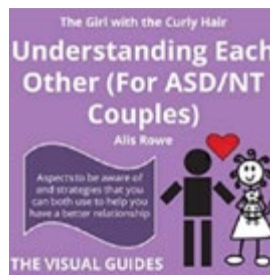


Positive Steps Toward Employment with Autism — A work book to help individuals break down difficult situations and prepare themselves for employment and independence. Individuals will learn and practice positivity in five areas that you may find especially difficult, including: mistakes/weaknesses things that go wrong, word choices, body language/voice, intensity

Relationships



Asperger's Syndrome: Socialising & Social Energy — This book is all about how to manage your social energy to better cope with social interactions, and how to build better relationships.



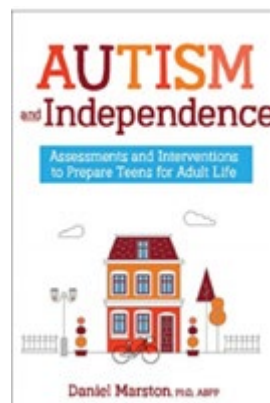
Understanding Each Other (For ASD/NT Couples) — This book breaks down the fundamental aspects of the relationship that both people ought to be aware of and gives possible strategies on how to cope with the challenging parts.

Independence



Adults on the Autism Spectrum Leave the Nest — This book provides a guide for parents on how to prepare their children for adulthood, and describes in detail the kinds of services people with Autism Spectrum Disorders (ASDs)

need in order to live independently, away from the parental home.



Autism and Independence — This book is a clinical resource to help teens and young adults with autism become their own person. Focusing on a population often overlooked, autism expert Dr. Daniel Marston wrote this game-changing guide, filled with strategies and skill building exercises.