

RETHINKING AUTISTIC EMPLOYMENT: FROM GATEKEEPING TO ACCESSIBILITY

Environmental barriers & flawed models drive unemployment,
not skill deficits. Low-cost adaptations are the key.

THE PROBLEM: GATEKEEPING & INACCESSIBLE ENVIRONMENTS

50% TO 85%
UNEMPLOYMENT RATE

Autistic adults face extreme exclusion
despite possessing skills equal or
superior to peers.

SYSTEMS MEASURE READINESS, NOT ACCESS

Misinterprets environmental
barriers (sensory overload, social
rules) as deficits.

ONLY 1.1%
**RECEIVE CRITICAL
SUPPORT**

Out of millions in need, very few
working-age autistic adults actually
receive employment services.

**TRADITIONAL
HIRING**

THE SOLUTION: ENVIRONMENTAL MODIFICATION & SUPPORT

**ACCOMMODATIONS
COST UNDER \$500**

Most adjustments are low-cost/free, yielding
high returns in retention & productivity.



**REDESIGN
SELECTION
PROCESSES**



**WORK-SAMPLE
TESTS &
TRANSPARENT
RUBRICS**



**ADVANCE
QUESTION
PROVISION**

Replace conversational
interviews.

**ACCESSIBLE
WORKPLACES**



**CAPABILITY
DEPENDS ON
CONDITIONS**

Unlocks full workforce potential
with noise-canceling, flexible
schedules, direct communication.