

1. Adequacy of opportunities

- Many autistic adults we support are capable of work or training, but there are no clear or well-publicised pathways.
- Information about what is available is not routinely shared with individuals or support providers.
- Employment/volunteering is rarely raised by social workers/case coordinators as a need or aspiration especially if person is pre/non verbal.

2. Funding for career changes and upskilling

- It is not clear what funding options exist for autistic people who want to train, upskill, or volunteer/work.
- The process for finding or applying for support in this area is difficult to navigate.
- Current LTC support does not cover volunteer/employment-related needs such as job-coaching or training access.

3. Existing programmes

- We are not aware of many of the vocational or lifelong learning programmes available, or how autistic adults can access them.
- This suggests that information is not reaching the people who would benefit, or the organisations supporting them.

4. Accessibility and inclusivity

a. Groups facing barriers:

- Autistic adults, including those with learning disabilities, sensory needs, anxiety, or communication differences.

b. Barriers include:

- Sensory environments that are overwhelming or unpredictable.
- Difficulties with forms, deadlines, communication, or multi-step instructions.
- Lack of one-to-one or autism-informed support.

- Pathways and information not being accessible or easy to understand.
- Many autistic adults we support cannot drive and may not be able to use public transport, so accessing training or workplaces is a challenge.

5. Meeting needs across different stages of life

- There are very few autism-friendly options for adults who have been out of work for a long time or who need structured, predictable, lower-pressure learning environments.
- Many individuals need clear information, steady pacing, and consistent support, which is not commonly available.

6. General employment observations

- Employment or vocational development is rarely discussed as part of a person's support plan or needs assessment.
- As a result, opportunities are missed for autistic adults who would like to explore work, volunteering, or training.