ASD-INtoJOB

NEWSLETTER 2

On August 30, 2024, the ASD-INtoJOB Autism Conference took place at the beautiful Lister Turm in Hanover. We had the privilege of attending insightful talks and workshops that provided new perspectives on autism. Professionals, individuals on the spectrum, and their families came together to exchange ideas, learn from each other, and explore ways to foster inclusion and understanding. Professor Anett Wolgast conducted a workshop with practitioners, including autistic adults, where she presented the project, and together they discussed the varying legal conditions across different European countries. It was an inspiring day for everyone involved!

AUTISM CONFERENCE IN HANNOVER

- Lecture by Dr. Marek Grummt: "Autism and Neurodiversity – Pedagogical Implications"
- Lecture by Dr. Peter Schmidt: "How an Autistic Person Sees the World"

Lunch Break (with buffet)

- Lecture by Isabella Sasso: "School Challenges, School Absenteeism, and Suggestions for the Education System"

or attend the offered workshops (e. g., about legal conditions across Europe by Prof. Dr. Anett Wolgast)

Coffee Break

- Lecture by Claus Lechmann: "Understanding, Diagnosing, and Treating Autism Over the Past 50 Years"

LET`S TALK ABOUT... AUTISM!

Location of the conference:
Lister Turm in Hanover

THATS US:

FHM

CRES
Centre for Research and European Studies
Future Business

APPDA | Coimbra

militos

Co-funded by the European Union

Read More

70

Interviews

(34 with autistic individuals and 36 with employers)

WORK PACKAGE 2 COMPLETE!

The ASD-INtoJOB project has achieved a key milestone with the completion of Work Package 2, examining the employment landscape for young autistic individuals in Germany, Portugal, Greece, Italy, and Romania. Through 70 interviews and policy analysis, the project identified critical challenges and opportunities in the workplace. While autistic individuals' valuable skills are widely recognized, barriers such as **insufficient transition support, inadequate workplace adjustments, and limited autism awareness persist**. National Assessment Reports from each partner highlight these findings in detail.

While legal frameworks and support systems vary between countries, some common needs have emerged:

Training:
Autistic employees require support to develop job-related skills and confidence, while employers and communities need training on autism awareness and inclusive workplace practices.

Tailored Adjustments:
Key supports include job coaching, roles designed around individual strengths, mental health resources, autism-friendly environments, clear communication, and visual organization.

Enhanced Transition Support:
Stronger school-to-work transition programs, such as career counseling and structured internships, are essential for workforce integration.

Addressing Stigma:
Reducing stigma and improving understanding of autism are crucial for fostering inclusive recruitment and workplace practices.

THANK YOU

to everyone who participated in our interviews across partner countries—your contributions have been invaluable! Special thanks to the supporting organizations **TraiNex GmbH**, **ZAK Hannover**, and **personalo.de** in Germany for their collaboration, which made this project possible.

ZAK Hannover

https://www.asdintojob.eu

ASD-INtoJOB

We are announcing our COOPERATION with:

#SPEKTRUMTAGS
NEUROLOGISCHE VIELFALT CONNECTEN

#SPEKTRUMTAGS® – a unique communication tool for barrier-free and explanation-free expression of special needs related to invisible impairments. As the equivalent of a "wheelchair ramp" for neurodiversity, they allow individuals to clearly communicate their needs – whether at a hair salon, restaurant, theater, workplace, or school. Through ID cards, schedules, and forms, #SPEKTRUMTAGS® create greater planning and procedural security for a truly inclusive society.

For neurodivergent individuals, everyday activities like visiting a hair salon or a restaurant can quickly become overwhelming. #SPEKTRUMTAGS® help break down these barriers by clearly and unmistakably communicating needs such as #lowcontact, #patience, or #structuredprocedures. This way, inclusion is not just an aspiration but a lived reality.

#SPEKTRUMTAGS® represent barrier-free communication where individuals do not have to explain themselves or specify reasons in detail. Required #SPEKTRUMTAGS can be communicated verbally or in writing (e.g., via email, SMS, WhatsApp) to express the desire for respectful acknowledgment.

#break

I need a break more often

What to expect in 2025...

- development of the ASD-INtoJOB Toolkits (WP3)
- pilot testing of these toolkits: one for autistic individuals and another for youth workers/coaches who support them

Stay tuned for newsletter 3 and follow us on:

Co-funded by the European Union