

CAREER PATH PLANNING AND PREPARATION OF A STAFF DEVELOPMENT STRATEGY (INCLUDING EMPLOYEES WITH ASD).

Good practices: Some entities specialized in caring for people with ASD have a career guidance service and work with the aim of improving the employability of the group, thereby promoting the improvement of their self-esteem, autonomy and independence. Next, we show the actions that some of the entities belonging to the Autism Spain Confederation have developed.

CASE 1

Description of the intervention:

AUTISMO VALLADOLID ASSOCIATION

- ✓ A 32-year-old person with ASD goes to the Autismo Valladolid association in search of a diagnosis. After receiving a diagnosis, she decides to go to the association's High Functioning service.
- ✓ her main concern is finding a job
- ✓ She recounts bad experiences in different companies where she only works for months until she is fired.
- ✓ She is focused on some exams that she approves, she begins to work in a different city than hers, but during the trial period they inform her that she has not passed this trial period.
- ✓ After this she decides to appeal even by criminal means, generating an anxiety and depressive period that has prevented her from working until then.
- ✓ She does not write resumes, or prepare oppositions from this bad experience.
- ✓ Has the idea of creating a youtube profile and making videos as a way of life.

Tools / programs used:

- ✓ The first thing we do from the association are vocational guidance interviews to analyze his profile and see the potential he has and how he perceives them.
- ✓ After this we ask you to show us different offers that you have looked for throughout the week on a weekly basis, to create the habit of an active job search.
- ✓ At the same time we work on the creation of an attractive curriculum for companies and on the development of socio-labor skills necessary for interviews and development of their day-to-day activities in a company.
- ✓ You are offered training and participate in employment programs developed in the association.
- ✓ We began to go to job fairs, accompaniments in the delivery of resumes and contacts with companies to carry out non-work practices that help them gain security and self-confidence.
- ✓ Do an internship, the possibility of a 1-day-a-week job arises, which we believe is currently the best proposal for a progressive approach, ensuring success for a longer day in the future.

Facilitators:

- ✓ Sensitized company.
- ✓ Family support.

Barriers:

- ✓ Bad experiences in working life.
- ✓ Low self-esteem.
- ✓ “Physical” invisibility of the TEA, since it does not understand the difficulties at first.
- ✓ Restricted interests of the person with ASD (Youtube).

Results obtained:

- ✓ He has currently been working for a year without any problem in the company and at the same time looking for employment and complementary training to continue with the development of it.
- ✓ This has generated a rise in self-esteem that has allowed him to advance in the field socializing and doing activities that he had never done, such as television interviews and radio and solo travel.