Getting ready to look for a job

Traditional interview and recruitment processes can be challenging for candidates on the autism spectrum. Interviews evaluate a candidate's social and communication skills and their ability to answer behavioural style interview questions, which is not really suited to the autistic style of thinking. It is therefore really important to prepare autistic jobseekers as much as you can for an interview. This Job Readiness Workbook is designed to step autistic jobseekers through the process of recognising their strengths and employment goals, provides advice about creating a resume/CV and cover letter and preparing for interviews.

Understanding the social rules of the workplace

An important part of onboarding an autistic employee is soft skills and work expectations training. Many of these soft skills or social conventions are assumed to be known, however they have never been explained or taught, for example, dress code and small talk. These Hidden Curriculum modules are designed to facilitate conversations and understanding around commonly confusing workplace rules.

Autistic employees can go through the modules with DES providers, or in their own time, or they can be done on-the-job with employers. Employers can add organisational context to the modules by relating the conversations to their workplace situation and procedures. The modules below aim to provide a safe structure for these conversations to take place. Without this structure they may otherwise be difficult conversations to have.