

Preparation for Career Opportunity for People with Autism

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Abstract

Autism is one type of special-needs person about whom society truly understands far too little. More people are now able to recognize or locate people with autism. However, there is still a tiny percentage of autistic people who are able to work. As a result, this research is focused on the problem conditions, necessary requirements, and influencing factors, including preparing career opportunity guidelines. The problem was exacerbated by a lack of confidence in society, according to the rules for providing professional prospects for people with autism and the failure of many organizations to collaborate in coordinating the preparation process in order to generate employment opportunities. Support from family and others, as well as belief in one's own self-worth and talents, are all factors that influence job options for people with autism. The following are some guidelines to help with career preparation for people with autism: Collaboration between relevant departments is clearly integrated. From birth to the beginning of a career path, there is a major responsible unit and a comprehensive continuous support system in place.

Keywords— Autism, Career, Preparation

I. INTRODUCTION

According to the learning humanism idea, when it comes to being "human," they appreciate and value it. They consider people to be valuable, capable, demanding, and passionately motivated to achieve their goals. Humans will try to evolve in a way that is beneficial to themselves and society if they are in the correct setting. It is even capable of transforming into a full human being [1]. This is in line with Article 1 of the 1948 Universal Declaration of Human Rights and the 1944 Philadelphia Declaration of the International Labor Organization: "... all human beings are born with equal human rights and dignity..." It affirms the notion that all human beings, including women and men, normal people and people with disabilities, have the right to equal wellbeing in terms of quality of life and spiritual growth. Everyone deserves and is capable of participating in all societal systems [2].

People with disabilities, or disabled people, are considered part of the world. According to the World Health Organization (WHO), the number of people with disabilities amounted to 5–10%

of all people in 2014 [3]. Kaewkangwan [4] define disability as significant and clear developmental and behavioral deviations from the norm in all dimensions of development, including physical, emotional, social, language, and intellectual development. What occurs will inevitably impair a person's ability to live a normal life.

People in society still have a limited awareness of certain sorts of disability. An autistic person or autistic disability (Autistic) is derived from the term "auto" or "self," which refers to a person who is fascinated with themselves, do not actually care about what's going on in the world, lack of social interaction, abnormalities and delays in social development. Stasis effects that restrict the growth of other regions are examples of communication in communication, which includes both speech and gestures that transmit varied meanings. As a result, behaviors resulting from developmental disorders act as a learning impediment on a daily basis, occupation and livelihood with a suitable standard of living.

Table1: Chemical Composition of 2024 AA

Manifestation and Appearance	Autistic Disorder	Childhood Disintegrative Disorder	Asperger's Syndrome	Rett's Syndrome	PDD-NOS
Social Interaction Disorders	√	√	√	√	√
language communication disabilities	√	√	√	√	√
Repeated obsessive behavior	√	√	√	√	√
intellectual disability		√		√	
Multiple developmental disabilities		√		√	
development towards having a highly specialized talent	√		√		√

Autistic people with problematic conditions have challenges in their occupations and day-to-day lives. On the other hand, many autistic people have unique specific qualities, such as strong recall and a brilliance in the story that piques their interest. As a result, promoting "ability" is a critical idea for upholding human dignity and fostering equality in society [5].

Currently, 90% of autistic individuals are unemployed. Coupled with the discovery ratio, the number of people with autism in the past 10 years tends to be higher. This can be seen in the 2010 United States Autism Syndrome Incidence Survey report that found a prevalence of 1:88. While the official Thailand survey of children aged 0–5 years in 2004 found 1 in 1,000 (0.1%), or about 370,000 people [6]. Therefore, it is imperative to focus on improving the quality of life of such individuals.

The provision of fair professional prospects for people with autism is therefore a crucial issue in helping individuals with autism live with dignity, based on the needs and problem situations that will influence society in the future. As a result, studying this career path is a preparation for determining the best method for preparing for and entering the professional world in a manner that is personalized to the individual's specific circumstances. It leads to economic self-sufficiency and the ability to cohabit harmoniously with others in society while maintaining equality, a self-sufficient and valuable existence, and human dignity as a member of society.

II. OBJECTIVES

1. To study the problem Needs and Factors Affecting the Success of Autistic Persons' Career path.
2. To study ways to prepare for career opportunities for people with autism.

III. RESEARCH METHODOLOGY

This qualitative study was conducting in-depth interviews with 13 people including autistic people, autistic parents, professionals, and establishments using a semi-structured interview form. When the data was saturated, the researchers decided to discontinue interviewing. The interview was retrieved from the audio recording tape by the researcher. Content analysis is a method of obtaining information from an interview by interpreting and categorizing according to issues, and then interpreting within the context of the relationship. Conclusions from various information collected according to inductive thinking was created. The conclusions were then organized into categories according to the research objectives. In this analysis, besides being contextual, it also compared with concepts, theories, and used a descriptive narrative to write a research.

IV. FINDINGS

4.1 Conditions, problems and needs are necessary to enter career opportunities for individuals with autism.

According to the study, autism sufferers had few professional possibilities. Occupation

begins with aptitude, which comes from an autistic person's compulsive personality feature. However, in many instances, a person's profession choice is dictated by necessity; for example, having a job vacancy is required. Career stability and progress depend on the establishment's and its associates' understanding and opportunities. Individuals with autism have a strong desire to pursue a career based on their aptitudes and interests. The provision of career preparation services begins with the family's preparation from birth. The establishment's numerous vocational training sections include vocational instruction and management, as well as practice in real circumstances under real conditions and ongoing training to ensure success.

Government assistance is tough to access. It is inflexible and does not cater to the needs of people with autism. Businesses and affiliated agencies continue to lack fairness and opportunity in the labor market. Individuals' attitudes in society and the workplace still lack faith in autistic people's talents.

4.2 Factors Affecting Success in Entering Autism's Career Opportunity

4.2.1 Internal Factors Affecting the Success of Autistic People's Career Choices

Individuals with autism who were given work chances examined their own professional demands with the help of self and family support. According to the study, they were willing to work and had the patience to do so. Despite the challenges posed by a variety of factors, including negative attitudes from others, barriers posed by the autistic person's condition, and issues resulting from work processes, people with autism who enter the workforce will try hard to overcome such issues. On the other hand, self-confidence, self-worth, and competence, on the other hand, are all elements that contribute to people with autism succeeding in the workforce. Another key component is the family's and related parties' step-by-step preparation for entering the profession. They are ready to learn the abilities required in each line of job. Career goals are

defined as a clear self-exploration and entry into the vocational training process in real-world settings or scenarios. It was discovered that autistic people did not have a proper transitioning process from multiple agencies when it came to the preparedness element for the transition process. It's merely a matter of family planning. Alternatively, the establishment may run its own operations. Individuals with autism were aware of their preferences and were able to examine their own employment demands. However, having a family is a vital element of selecting a job selection due to family support. Furthermore, it was discovered that people with autism who entered the occupation had a positive attitude about work, i.e., they loved their work and believed that they were valuable to their families when they worked.

4.2.2 External Factors Affecting the Success of Autistic People's Career Choices

It was discovered that effective career promotion plans for autistic persons in Thailand are based on the concepts of encouraging a suitable career. However, due to the establishment, it is unable to function efficiently in practice. There is still a lack of confidence among autistic people, as well as a lack of preparation for autistic people. Before accepting autistic people to work, establishments and connected individuals should prepare a long-term career plan. Thailand appears to be consistently developing initiatives to improve the quality of life for individuals with impairments. However, it lacks efficient propulsion. Labor market analysis, which is essential for planning for career preparation, has not been clearly implemented in this regard. In terms of organizing the information support system and career guidance, in Thailand, there is no clear form of service clearly being provided. No organization is responsible. Only career recommendations were made according to the guidelines set by each vocational training unit. Factors in cooperation from the government and related organization have a formal character according

to strict regulations but lack of flexibility in practice. The vast majority of autistic individuals who are successful in their careers are coordinated and operated by non-government organization because they are more agility. A community vocational training center is a facility that prepares people for autistic careers. It was discovered that in Thailand, if operated by organizations, vocational training will be limited to the funds available. It lacks consistency and the ability to examine autistic individuals' talents. Factors to consider while establishing a system to assist autistic people's job during the actual operation, it was discovered that Thailand lacked an established support system in this form. There is currently no clear and full application of effective transition service aspects. Employer factors, attitudes, and beliefs about autistic persons revealed that institutions that previously had the possibility to employ people with autism now have more confidence in their skills. About career survey, it is run by a family, a foundation, or a privately run vocational training unit. Participation in career planning for people with disabilities is still lacking in planning opportunities with those involved. An autistic person who receives family support, whether in terms of capital, practicing necessary skills or career advice, will be able to enter the proper career appropriately. At the same time, the community and local is also an important part of casting to support them based on career choice factors using local communities.

4.3 Guidelines for preparing career prospects for individuals with autism

Collaboration from all sectors was found to have a positive impact on career preparation for people with autism. Since autistic government organizations, private sector organizations, communities, and individuals have been included in society, the autistic person's family is the most significant factor. As a result, guidelines for entering a solid career opportunity, as well as supporting material on continuous career preparation, have been

developed. Supporting research in families, schools, and vocational training centers accounts for the majority of the success. However, the government must continue to provide clear preparation information in order to assist in the development of key personnel accountable for information coordination. Organizations/systems that support individuals with impairments are encouraged to cooperate. Integration of the public and private sectors is necessary. Establishing a location/equipment/professional training personnel using real equipment in a real place, under real-world training, ensures that they are appropriate and adequate specialists are supervised, with control of various impediments. Guidance and recruitment services should be provided with a quality and clear career entry plan. There is an employment database that collects a variety of job positions covering all areas. Professional aptitude analysis specialists are available and ready to make appropriate recommendations. Media services are also provided. Technology and facilities are easily accessible and use technology to be an important part of providing services as well as having comprehensive and effective occupational rehabilitation performed by experts. Funds, resources, and the environment are supported in proper operation close to the real situation. An efficient employment database system is necessary. As a result, the labor market will be more equitable. People with autism have equal access to jobs that are of interest to the general public. The most important thing is to build a good "attitude" that people have towards autistic people, which will lead them to a suitable career.

V. DISCUSSION

1. Persistence training efforts to overcome autism's barriers to autistic individuals and their families as backgrounds that drive future career opportunities Occupation organization of autistic individuals, although based on personal preferences, aptitudes, and interests, is appropriately supported by occupational information from family and

close contacts. Vocational skills training is intensively conducted within the workplace or the actual workplace, both by family vocational training and by the establishment vocational unit. They are all things that contribute to the success of their careers.

- Factors contributing to career preparation for individuals with autism include an important internal factor, "attitude and confidence." Both the confidence that autistic individuals have about themselves, that they are valuable, have the ability to perform various occupations as well as other people, and a positive attitude towards occupation as an important part of reflecting human values. With those convictions, efforts were made to overcome obstacles. Autistic people's positive attitudes are generally acquired via the promotion of family and close friends. Families are the most crucial caregivers for autistic children. It is the responsibility of everyone, not just one individual. "The power of family is the power of success." [7] in terms of external factors Individuals with autism need a comprehensive support system by integrating cooperation between governments enterprises, the private sector and their families. However, because of the existence of laws or policies promoting the employment of people with disabilities, the process cannot be efficiently executed. There aren't enough essential departments that are directly accountable for policymaking. In practice, there is a lack of coordination among agencies. Families are responsible for much of the success in external contributing variables or a non-governmental organization training unit that can work more rapidly and better fulfill the needs of autistic people.
- Guidelines for Creating Career Opportunities for Successful Autistic Individuals is a continual, methodical preparation for people of all ages and in all parts of life, meaning the preparation of necessary life skills. Self-exploratory analytical talents are among the skills and preparation for professional knowledge.

According to Siriratanarekha's concept [8], autistic people can operate normally if they are properly prepared, socially understood, and have been prepared since childhood in both basic skills for learning in various fields and skills. They can have a career and live a normal life like a normal person. To do so requires the integration of cooperation between families, experts, and government agencies and establishments. Along with professional training based on the concept of vocational education, it is necessary to set up a teaching environment like a real workplace. Practice working in real locations with real equipment to pursue a job as a generalist [9]



Fig.1. The results of career preparation for autistic individuals

VI. SUGGESTIONS

- Strengthening the families and close relatives of autistic people at birth or at birth with impairments should be prioritized, as families are crucial to assist. People with autism should be cared for at all phases of their lives until they are ready to enter the workforce.
- There should be a push for systematic cooperation in creating career opportunities between the government, the private sector, and enterprises. What are the limitations that the government cannot implement? Should they have been able to do so, they should be promoted or assigned to the private sector as a co-operation with the appropriate support of the government.
- In the form of a JOB CLUB, there should be an organization directly responsible for the creation of employment prospects for people with autism, with job titles categorized by skill. Considering the necessary needs of

- those with special needs of each type in order to establish a central unit that connects with other relevant agencies and people with disabilities of each type.
4. The establishment and individuals in society should have activities or the process of creating understanding about the competence of autistic individuals in order to have the right experience and build confidence in the ability of autistic people, such as an experiment giving entrepreneurs the opportunity to study in an agency where autistic people work or public relations to show their ability to work with people with autism, such as advertising, movies or short clips on social media.

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