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**"Accessibility at work"- Understanding the accessibility of the competitive working environment from the perspectives of individuals with ASD and their employers**

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**Introduction:** Despite the advantages of employing qualified adults with Autism Spectrum Disorder (ASD), this population experiences a high rate of unemployment. Most vocational interventions focus on training individuals, rather than using evidence based job accommodations and environmental adjustments, in order to facilitate successful employment of individuals with ASD level 1, addressing their unique needs and strengths. There is a lack of conceptual understanding and of valid tools to assess the workplace accessibility of people with ASD.

**Objective:** To identify the unique barriers and accommodations contributing to the working performance of individuals with ASD level 1, from the employers' and employees' perspectives. Such understanding will assist developing an assessment aiming to measure the extent of the working place accessibility for individuals with ASD.

**Methods:** Using a phenomenological approach, 19 employees with ASD and eight employers of people with ASD participated in profound semi structured interviews. The audio taped interviews were transcribed and analyzed using an open coding procedure by four researchers.

**Results:** The analysis of the interviews' contents yielded five themes relating to barriers and adaptations at work: 1. Managing daily routines; 2. Job performance; 3. Interacting with supervisor; 4. Interacting with colleagues; 5. Physical and sensory environment. The qualitative analyzed data was validated by focus groups consisting of professionals, employees and employers.

**Conclusions:** The research expands to the concept of workplace accessibility for successful inclusion of individuals with ASD level 1 in competitive labor market. Findings will serve as a basis for a new measure- "working environment accessibility measure" (WEA-M).