There is a significant concern for people with Autism Spectrum Disorder (ASD) because many employers avoid working with them. It is scientifically proven that most people with autism have problems with communication as they may find the whole process either frustrating or uninteresting. Instead, many employers prefer to hire people with autism in the short term and not a long time because of whether they will deliver or not. However, people with autism, just like other job seekers, deserve a chance to find their passions and earn their money. Companies that give people with autism job opportunities stand to attract positive public reviews hence attract new customers. However, people with ASD also have specific niches to perform to bring the best out of themselves (McMahon et al., 2020). While there are divergent views on how they can be employed, people with ASD will perform well under specific conditions that only favor them. This paper will focus on the employment opportunities for people with ASD and their limitations to the employment opportunities. Indeed, a person’s viability to a job opportunity depends on their potential to deliver in their tasks.

**Employment Opportunities for People with ASD**

**Jobs with Specific Goals**

People who have ASD may have difficulties chasing different goals at the same time. Instead, they work best in jobs that require specific purposes that do not get them confused. People with ASD thrive in answer particular tasks such as mathematical evaluations and scientifically oriented tasks with particular goals. A theory-based task will have too much information that may prove too difficult for a person with ASD; hence conceptual tasks seem easy to people with ASD. People who have ASD have difficulties expressing themselves either verbally or non-verbally, making it hard for employers to take them into the job spaces.

**Technology**

The field of technology provides a wide spectrum for people with ASD because the tasks involve the little details that most people with ASD find interest in. For example, jobs such as programming involve certain procedures that may be interesting to people with ASD. A study found that of the employed population of adults with ASD, 67% were involved in the technological sector. Of the 67%, more than half were involved in computing, coding and programming (Gaona et al., 2019). People with ASD find the freedom to implement their creativity through coding and other computing tasks. Since such tasks do not involve much communication and expression, communication is limited to the tasks and presentation, rather than engaging physically with clients and co-workers.

**Animal-Related**

Most children with autism find enthusiasm and comfort in animals by tending them. As they grow up, they can find a passion for caring for the animals. It is apparent that people with ASD may fail to find enthusiasm and passion in their colleagues but find them in other objects such as animals. Jobs such as veterinary may be suitable for someone with ASD because they get to do something which gives them the satisfaction they crave (Nicholas, 2019). Adults with ASD displayed varying concentration levels in similar and recurring tasks, with the majority being deeply engraved in recurring tasks. They preferred routine to quick changes in the manner in how they handle tasks. They would also be best in still environments with lesser disruption and noise that may distract them every other time.

**Science**

The scientific field proved to be an area of interest for most people with autism. Their attention to finer details and complex sequences and patterns makes it ideal for them to fit into scientific jobs. People with ASD are precise thinkers who handle one idea at a time and sometimes get lost in the thoughts they have (Goldfarb, 2019). Such are the best candidates for scientific jobs because the jobs require scrutiny and attention to detail, otherwise the results might be wrong and misplaced. The tasks in the scientific field include lab technicians and engineering. The complexity in such fields might be stressful to people with normal capacities but be interesting and fun to someone with ASD. For example, one of the best scientists to have lived, Steve Hawking, had autism but his thinking modules are still used to date. The difficulty of concentrating on many thoughts simultaneously gives people with ASD the best environment to maneuver the complex and complicated concepts in science.

**Manufacturing**

People with ASD may also find enthusiasm in manufacturing and assembly. The idea is that the difficulty to communicate with other people makes it hard for them to work with others; therefore, they find it easy to work with machines, objects and animals, which do not require to be communicated to through verbal communication. Working with objects gives them an escape route to strenuous working environments, which may be hard to cope with. People with ASD find it pleasurable to work in the manufacturing and processing, and assembly industries. Assembly industries give them the freedom to divert their concentration to machine parts which they may be highly interested in. the manufacturing industry also operates with concepts and not theoretical processes. Such people grow interested in the functionality of machines and machine parts, while other people will find comfort in working with others.

**Limitations to Employment**

**Poor Long-Term Employment**

Many employers avoid hiring people with ASD on a long-term basis but instead prefer short-term contracts. The reason is that many will be doubtful of the sustainability of people with ASD and how they can deliver on a long-term basis. Therefore, they hire them on a short-term basis and test their productivity before granting them other contracts. Some people with ASD may lose interest in working in retrained environments following the same routine. They may switch off in the middle of their tasks, in addition to being highly unpredictable. Their lack of diversity forces employers to hire them for the convenience of the day, and after that, they part ways. In the US, 50-75% of people with ASD remain unemployed. 57% have had short-term employment, while the remaining 43% have attained employment, despite being trained for particular tasks (Dorothy et al., 2013). When an employer hires a person on a long-term basis, they trust that they will deliver on their mandate. However, it might be difficult to know what it can take a person with ASD to succumb to pressure unless the person has a certified CV proving the same.

**Difficulty in Adjusting**

People with ASD might find it difficult to cope with the job pressure since they are limited to their mental abilities. When the working environment is altered even in the simplest terms, such as settings in positions, a person with ASD may require time to adjust to such alterations (Kumazaki, 2019). The same applies when a new aspect is introduced in the company, such as new machinery or protocols, it would be hard for them to follow the newly adjusted patterns to be productive again. During this time, they still have to get paid despite their little contribution. With changing times, business environments are prone to changes, and that means that employees, too, should be ready to incorporate these changes in their tasks to remain relevant (Scot et al., 2019). Unfortunately, it takes them quite a while to adjust.

**Difficulty in Communication**

People with ASD find difficulty in communicating during the work process. Often, they are too engaged in their tasks or find it hard to express what they require or just making submissions (Wei et al., 2018). They may lack what to say and when and may sometimes say inappropriate things, but they won't see a problem in whatever they say. The difficulty they find in connecting with their colleagues may slow down the output of a productive unit therefore lesser returns. Also, they may find it hard to connect with their superiors; so it becomes hard for them to implement instructions. People with ASD easily lose interest in communication and instead prefer to remain engaged in the tasks they do.

People with ASD display certain difficulties in adjusting to the job scenario, which is why many employers do not prefer to hire them. Even still, some employers only offer short-term contracts for fear of whether they will be productive for longer periods. However, people with ASD find enthusiasm in conceptual tasks such as science which require little communication. Indeed, everyone deserves a chance to serve to their full capacity to find interests since everyone has their role.

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