



PROJECT PRESENTATION

Job Placement of Autistic people

Presented by Erica Fazzini
7/7/2025, Venice



Co-funded by
the European Union

About JobAut



This project is funded by the [Erasmus+ Cooperation Partnerships programme](#) (KA220)

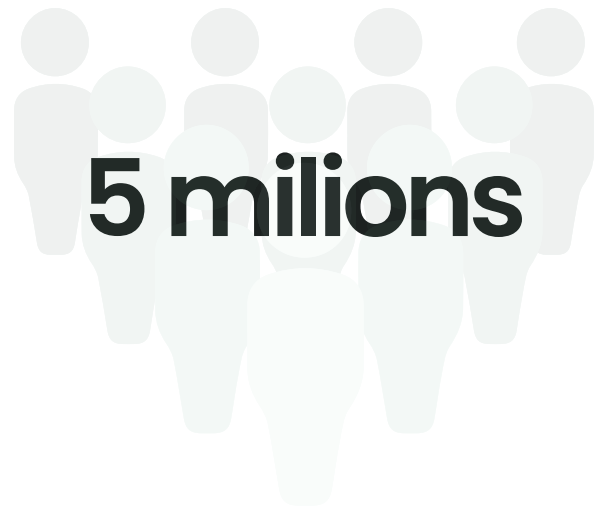
2 years project: [December 2024 - November 2026](#)



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Background

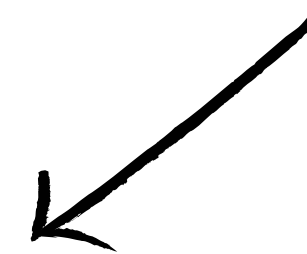


5 millions

Autistic people in Europe



Autism *manifests uniquely* in each person



many autistic people can achieve **independence despite challenges** in social interaction and communication

NEVERTHELESS

they often **face discrimination in employment**, with focus on disabilities over abilities and **workplace integration barriers**



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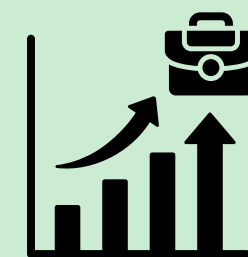
The Challenge: Skills Mismatch & Misrecognition

JobAut aims to revolutionise autism employment support through innovative coaching methodologies. We're creating specialised tools for job coaches to better serve autistic people.



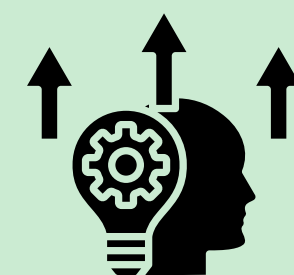
Innovate Job Coach Role

JobAut aims to improve autism employment support by training professionals with autism specific approaches.



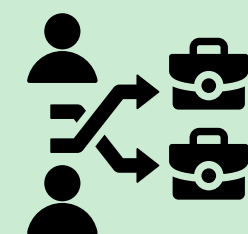
Create a Holistic Methodology

JobAut develops a coaching method to match autistic individuals' skills with suitable jobs and support them in shaping their own life path.



Tools for Unlocking Potential

Provide tools to help Job Coaches unlock and apply autistic individuals' potential.



Tackling Skills Mismatch in Autism Employment

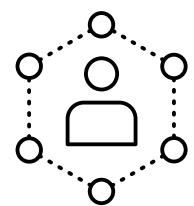
JobAut aims to overcome the **skills mismatch** between labour supply and demand.

Target Groups



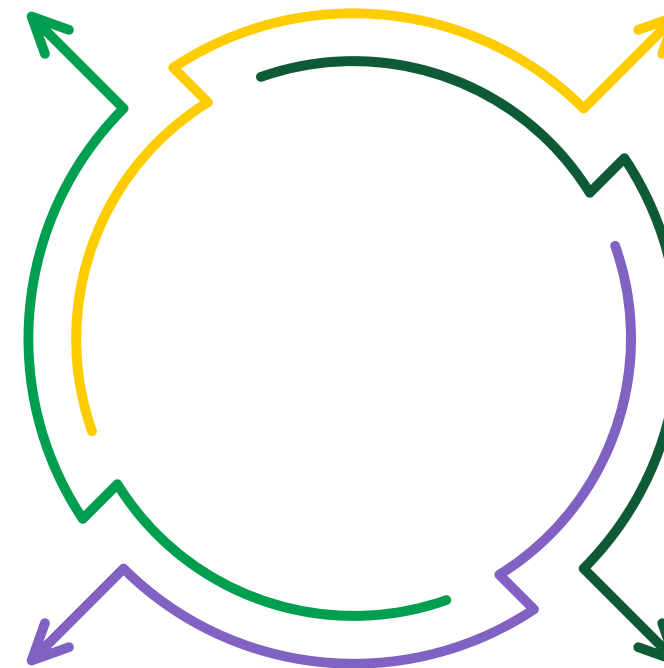
JOB COACHES

Primary target including health and social care professionals, postgraduates, and HR specialists



STAKEHOLDERS

Training organisations, advocacy groups, and policy makers.



AUTISTIC ADULTS

Autistic people (16-30 year olds) facing employment barriers despite unique abilities.



EMPLOYERS

Companies needing to shift focus from disabilities to abilities.



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HOW?

ICF and FROG methodology

The JOBAUT project integrates **two complementary methodologies** to define a new approach to job coaching for autistic people.

1

ICF

International Classification of Functioning, Disability and Health

The World Health Organization developed ICF as a tool to objectively assess a person's abilities, limitations, and the contextual (environmental and personal) factors that influence their functioning.



In the JOBAUT project, the ICF is used for the following:



- I **Mapping the Ability Profile** of People on Autism Spectrum
- II **Define an effective match** between a person's skills and the demands of a job profile.
- III **Overcome the medical approach** to disability by valuing capabilities rather than deficits.

HOW?

ICF and FROG methodology

The JOBAUT project integrates **two complementary methodologies** to define a new approach to job coaching for autistic people.

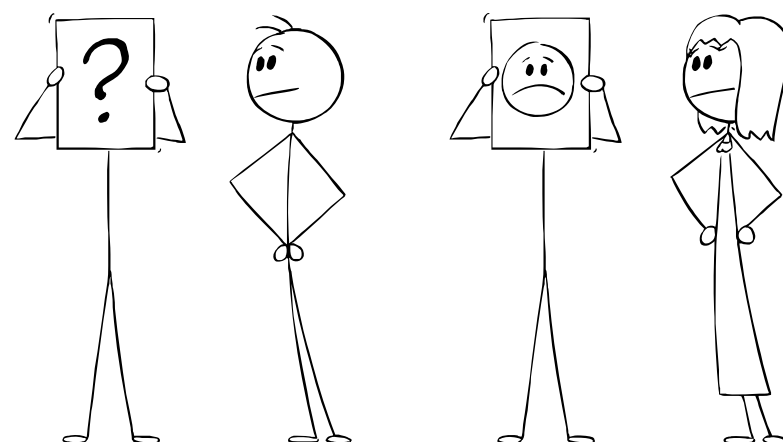
2

FROG

developed by **lyk-z & døtre**
social enterprise (NO)

FROG is developed to *strengthen the identity, motivation and personal resources of individuals in vulnerable situations.*

Drawing on neuroscience, co-active coaching and cognitive principles, FROG comprises **four dimensions**:



1. **Vision**: helping individuals to build a vision of their future.
2. **Identity**: strengthening personal identity.
3. **Communication**: improving interpersonal and communication skills.
4. **Impact**: Stimulating action and raising awareness of the individual's impact on society.



HOW?

ICF and **FROG** methodology

2

FROG

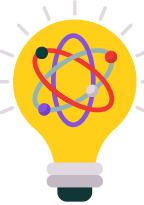




In the JOBAUT project, FROG is adapted to:



- I** Support autistic people in discovering their own goals, resources and values.
- II** Encourage self-determination and the development of an independent life plan.
- III** Make job coaching a person-centred, motivational process.



Integrating ICF and FROG

- combining
 -  A **SCIENTIFIC**, FUNCTIONAL ASSESSMENT OF ABILITIES (**ICF**)
 -  A **PERSONALISED**, RELATIONAL AND MOTIVATIONAL APPROACH (**FROG**)
- In order to **enable the job coach to**
 -  OBJECTIVELY ANALYSING THE **PERSON'S POTENTIAL**
 -  BUILD AN **INDIVIDUALISED PATHWAY** TOWARDS WORKING AND SOCIAL AUTONOMY
 -  SUPPORT AUTISTIC INDIVIDUALS IN NOT ONLY FINDING **EMPLOYMENT**, BUT ALSO IN **DEFINING THEIR LIFE PROJECT**.

The Jobaut methodology involves integrating ICF and FROG

PHASE 1 - INITIAL ASSESSMENT (ICF)



- Brief **interview** with autistic people and carer



- **Profiling of abilities** according to the ICF framework - skill mapping



- **Profiling of job profiles** according to the ICF framework – role mapping

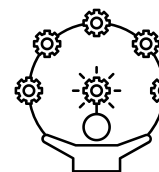


- **Matching** individual abilities to professional profiles.

PHASE 2 - MOTIVATIONAL COACHING (FROG)



- **Co-planning** of life and professional projects





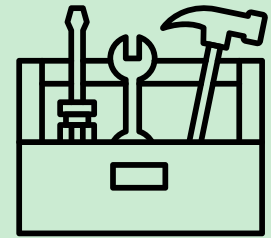
- Development of self-awareness and interpersonal **skills**


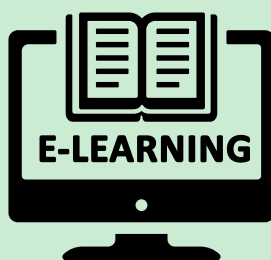


- Support towards achieving **autonomy** and **employment**

Results

The combination of the two methodologies leads to the following results

- 1  **R1) E-BOOKLET**
State of art, regulations and best practices on autism job placement.
- 2  **R2) COACHING METHODOLOGY**
Assessment and personalised coaching using ICF and FROG approached.
- 3  **R3) TOOLKIT**
Practical activities translating methodology into daily coaching practice.

- 4  **C1) TRAINING COURSE**
Bespoke learning modules for mastery of JobAut methodology and toolkit.
- 5  **R4) E-LEARNING PLATFORM**
Web-based access to all JobAut resources for EU employment community.

THE ULTIMATE AIM IS TO INNOVATE SOCIAL AND HEALTH SERVICES AND PROMOTE THE ACTIVE INCLUSION OF AUTISTIC PEOPLE IN THE EUROPEAN LABOUR MARKET.



Our partners

ENFOR - a private training and educational company based in Policoro (IT), providing tailored vocational education, job coaching, and social inclusion services.

Fundación INTRAS - a non-profit organisation that supports people with mental health issues in reclaiming their life projects.

Lyk-z & døtre - a Norwegian social entrepreneur working for inclusion and empowerment of individuals facing barriers and mental challenges.

SOCIAL IT - is an innovative SME specializing in the development of cutting-edge ICT solutions.

AUTISM EUROPE - has almost 90 member organisations in 40 countries (including 26 Member States) and represents an estimated 7 million autistic people and their families across Europe



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Thank you!

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