**Title**: Job Turnover for Autistic Adults

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**Introduction**: Burgeoning research shows that autistic adults face high rates of vocational instability (Howlin et al., 2013; Taylor et al., 2015; Taylor & Mailick, 2014). Vocational instability could be due to a variety of reasons, including upward job mobility, quitting due to unfavorable job conditions, and organizational layoffs. However, little is known about the reasons and circumstances of job turnover for autistic adults. The purpose of this study is to describe the rate and circumstances of job turnover for employed autistic adults over a 12-month period.

**Method**: Data were analyzed using baseline and 12-month follow-up data from a longitudinal study on employment stability among autistic adults. Participants in this study included 84 autistic adults who were employed at baseline and participated at the 12-month follow-up. Participants ranged from 18-35 years old (*M=*26.4) and 62% were male. All participants completed the Vocational and Educational Interview (Taylor & Seltzer, 2012) at both timepoints, allowing us to determine whether adults were working at baseline and if they were at that same job at follow-up. In cases where participants had multiple jobs, the job with the most hours was considered their “primary job”. Participants were also asked why they left the job. The reason for job turnover was coded as “employer-initiated” if the employer was responsible for the job ending (e.g., fired/asked to leave; job ended), or “employee-initiated” if the employee chose to leave the job (e.g., left for a better job; chose to leave due to negative work environment). Descriptive statistics examined frequency of job stability and type of job turnover.

**Results**: 36.9% (n=31) of participants were no longer working at their same primary job after one year, of which 32.2% were not working at all and 67.8% were still working but not at their primary job. 74.2% (n=23) reported employee-initiated reasons for leaving their primary job; the majority of these participants indicated that they resigned due to a negative work environment. 25.8% (n= 8) of participants reported employer-initiated reasons for leaving their primary job, with most (87.5%) indicating that their position had ended (e.g., seasonal position, temporary internships).

**Discussion:** These findings provide further evidence for high rates of job turnover for autistic adults (Taylor & DaWalt, 2017). Of those who left their jobs, few reported better job opportunities as a reason for leaving, consistent with prior literature indicating minimal opportunity for career progression for autistic adults (Davies et al., 2024). Of those whose employers discontinued the job, the majority indicated the position had ended (i.e., temporary), which is consistent with findings from Wei and colleagues (2018) and suggests the importance of moving towards promoting long-term employment opportunities. Our findings also highlight the impact of the work environment on job sustainability for autistic adults, which may suggest that cultivating a less stressful work environment could foster sustained employment for autistic adults.

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