

Autistic adults experience difficulties finding and keeping employment. However, research investigating reasons that might explain this difficulty produce mixed results. A survey was administered to 2449 autistic adults, and a statistical method was employed to categorize them based on their employment status over 8 years. Four employment groups that best captured the experiences of autistic adults were identified; this included a group that experienced stable unemployment, a group that experienced stable employment, a group that had high employment that reduced over time, and a group whose employment increased over the 8 years. Further analysis showed that those with fewer autistic traits, younger age, male gender, higher education, later diagnosis age and no co-occurring conditions were more likely to have stable employment. People whose employment changed over time were more likely to have a higher level of education than the stable unemployment group, and those in the increasing employment group were younger age and had no cooccurring conditions. These findings help us better understand that not all autistic adults' experiences of employment are the same. This helps with the focus on where employment programmes and support may be most needed, for example, for people who identify as women or have a co-occurring condition.