

CAREER GUIDANCE ATLAS FOR AUTISTIC PEOPLE



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CAREER GUIDANCE ATLAS FOR PEOPLE WITH AUTISM

IMPRESSUM

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INTRODUCTION

In today's world of work, clarity, structure, and an understanding of individual needs are increasingly essential for successful professional inclusion. Individuals on the autism spectrum often possess exceptional strengths – such as focus, precision, visual thinking, and a strong preference for routine – which can bring great value to many vocational professions.

The Atlas of Vocational Occupations in the Spectrum is a digital collection that analyzes various careers through the lens of sensory and social accessibility. Its purpose is to assist students, parents, educators, and professionals in making informed career choices by providing information tailored to the specific needs and strengths of autistic individuals.

Each occupation included in the Atlas is evaluated across seven key elements:

1. Level of sensory stimulation
2. Required social interaction
3. Job structure and routine
4. Visual support and task clarity
5. Possibility of working in a quiet environment
6. Level of independence
7. Potential for specialization and focus

The occupational analyses included in this Atlas were developed using a structured framework that considers both sensory and social dimensions of the workplace. Each description combines professional insights with practical adaptation strategies designed to improve accessibility and comfort for autistic individuals in vocational contexts.

The Atlas is designed not only as a source of information but also as a practical tool for promoting inclusion in vocational education and employment. It encourages educators, employers, and families to recognize and value the diverse strengths that autistic individuals bring to their professions.

This publication is part of the broader effort of the Green ASC VET (Metautism) project to promote inclusive vocational education and help every individual find their place in the world of work – calmly, clearly, and with respect for their unique abilities.

The Atlas is not a closed book but a living document that continues to evolve and expand, embracing new occupations and adaptations in an era increasingly shaped by artificial intelligence.

3D COMPUTER GRAPHICS TECHNICIAN



Sensory stimulation

● Moderate – The job involves visual complexity and long hours in front of a screen, but the load can usually be managed with breaks and screen filters.

Adjustments: Use low-brightness or anti-glare monitors; software for reducing blue light; ergonomic workspace; regular short eye-rest breaks; alternating task types to reduce visual fatigue.

Social interaction

● Low – Most tasks are done independently or in small teams, with minimal need for verbal communication.

Structure and routine

● High – Projects follow clear and predictable phases (modeling, texturing, rendering).

Visual clarity

● Very high – The work is inherently visual and relies on reference images, sketches and storyboards.

Noise level

● Low – Work is often done in quiet studios or remotely, reducing sensory load.

Independence

● High – Many tasks can be performed independently, especially in freelance or remote settings.

Specialization and focus

● Very high – Allows deep specialization (character modeling, architectural visualization, animation, rendering).

WELDER (ARC WELDER)



Sensory stimulation

● High – Welding involves intense light, loud noise and heat.

Adjustments: Auto-darkening welding mask; ear protection; fire-resistant clothing; shorter work intervals; choosing tasks with lower sensory load.

Social interaction

● Low – Tasks are mostly performed independently.

Structure and routine

● High – Welding follows clear procedures and standards.

Visual clarity

● Moderate – Instructions rely on diagrams and drawings, but the process requires precision and experience.

Adjustments: Clear visual instructions in the welding process specification, checklists, marking colors, possibly video demonstrations.

Noise level

● High – Workshops are loud and busy.

Adjustments: Noise-reducing headphones; quieter work zones; working during less busy shifts; advance noise warnings.

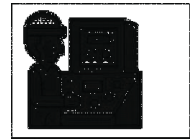
Independence

● High – Welders often work independently after training.

Specialization and focus

● High – TIG, MIG, underwater welding and other specializations.

CNC MACHINE OPERATOR



Sensory stimulation

● Moderate to high – Machines produce noise and vibration.

Adjustments: Ear protection; anti-vibration gloves; predictable environment; breaks in quiet areas.

Social interaction

● Low – Most tasks are performed independently.

Structure and routine

● Very high – CNC work follows precise, repetitive steps.

Visual clarity

● High – Based on technical drawings, digital instructions and machine displays.

Noise level

● Moderate – Industrial environments can be noisy, but some CNC stations are quieter.

Adjustments: Quieter work areas; flexible scheduling; noise-reducing headphones; working during quieter periods.

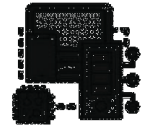
Independence

● High – Operators work independently after training.

Specialization and focus

● High – Specialization by material (metal, wood, plastic) or machine type.

COMPUTER TECHNICIAN



Sensory stimulation

- Low – Work is done in offices or technical labs with minimal sensory input.

Social interaction

- Moderate – Occasional communication with users or team members.

Adjustments: Clear written instructions; small-team or independent work; predictable collaboration routines; quiet spaces for communication.

Structure and routine

- High – Daily tasks follow clear procedures (diagnostics, installations, updates).

Visual clarity

- High – Manuals, diagrams and digital interfaces provide clear guidance.

Noise level

- Low – IT environments are quiet and controlled.

Independence

- High – System monitoring, troubleshooting and backups can be done independently.

Specialization and focus

- High – Hardware, software, networks, cybersecurity.

INDUSTRIAL PAINTER



Sensory stimulation

● High – Exposure to strong chemical smells, loud spray equipment and protective gear.

Adjustments: Masks with activated-carbon filters; ear protection; ventilated workspaces; regular breaks; choosing lower-intensity tasks.

Social interaction

● Low – Most tasks are performed independently.

Adjustments: Clear visual labels and written instructions.

Structure and routine

● High – Work follows predictable steps (surface prep, priming, painting, finishing).

Visual clarity

● Moderate to high – Relies on color codes, diagrams and visual instructions.

Adjustments: Visual task sequences; labeled tools; video demonstrations; checklists.

Noise level

● High – Industrial environments are often loud.

Adjustments: Quiet prep areas; noise-reducing headphones; scheduling during quieter periods.

Independence

● High – Many tasks are done independently within safety protocols.

Specialization and focus

● High – Spray painting, powder coating, anti-corrosion coatings and more.



Image 1 Gardener
Illustrator Eva Gale

GARDENER



Sensory stimulation

● Moderate – Exposure to natural elements (sun, wind, smells, textures, nature sounds).

Adjustments: Gradual exposure; choosing greenhouse or indoor plant tasks; protective clothing; scheduling work around weather conditions.

Social interaction

● Low – Most gardening tasks are done independently or in small teams.

Adjustments: Clear written or visual task lists; minimal supervision.

Structure and routine

● High – Gardening follows seasonal cycles and predictable routines.

Visual clarity

● High – Tasks rely on visual cues (plant appearance, soil moisture, garden layout).

Adjustments: Photo guides; diagrams; labeled tools; visual step-by-step instructions.

Noise level

● Low – Work is usually done outdoors or in greenhouses with natural, low-intensity sounds.

Independence

● High – Many tasks can be performed independently.

Specialization and focus

● High – Possibility to specialize in plant types, propagation methods or landscape design.

DIGITAL MARKETING & BRANDING SPECIALIST



Sensory stimulation

● Low – Mostly computer-based work with minimal sensory load.

Adjustments: Blue-light filters; noise-reducing headphones; regular breaks.

Social interaction

● Moderate – Communication with clients and teams is required.

Adjustments: Written communication; clear instructions; small-team or independent work.

Structure and routine

● Moderate – Some tasks follow routine (content schedules), others require flexibility.

Adjustments: Digital calendars; reminders; planning templates.

Visual clarity

● High – Work relies on visual tools and dashboards.

Adjustments: Visual task lists; color-coded systems; diagrams.

Noise level

● Low – Work is done remotely or in quiet offices.

Adjustments: Remote work; quiet spaces; headphones.

Independence

● High – Many tasks (SEO, analytics, content planning) can be done independently.

Specialization and focus

● High – Social media, SEO, branding, content strategy, email marketing.

LAB TECHNICIAN



Sensory stimulation

● Moderate – Controlled environment, but some tasks involve chemical smells or bright lighting.

Adjustments: Masks with filters; gloves; adjusted lighting; ventilation; sensory breaks.

Social interaction

● Low – Mostly independent work with occasional reporting.

Adjustments: Written task lists; digital reporting tools; minimal group interaction.

Structure and routine

● Very high – Work follows strict, repetitive protocols.

Visual clarity

● High – Manuals, labels, diagrams and visual instructions.

Adjustments: Color-coded labels; step-by-step checklists; diagram-based instructions.

Noise level

● Low – Laboratories are quiet and orderly.

Independence

● High – Many tasks (sample analysis, documentation, equipment maintenance) can be done independently.

Specialization and focus

● Very high – Microbiology, chemistry, hematology, environmental testing.

MECHATRONICS TECHNICIAN



Sensory stimulation

● Moderate – Exposure to machine noise, tool vibration and bright screens.
Adjustments: Ear protection; anti-vibration gloves; non-glare lighting; regular breaks; task selection based on sensory comfort.

Social interaction

● Low – Mostly technical, independent work with occasional collaboration.
Adjustments: Written instructions; digital communication tools; clearly defined team roles.

Structure and routine

● Very high – Work follows systematic procedures (diagnostics, assembly, testing, programming).

Visual clarity

● High – Technical drawings, manuals and digital schematics provide clear guidance.
Adjustments: Color-coded wiring diagrams; visual step-by-step instructions; diagnostic tools with clear displays.

Noise level

● Moderate – Workshops may have background noise, but many tasks occur in quieter spaces.
Adjustments: Quiet work areas; flexible scheduling; noise-reducing headphones; quiet rest spaces.

Independence

● High – Many tasks are performed independently, especially in maintenance and calibration.

Specialization and focus

● Very high – Robotics, automation, sensors, control systems, industrial programming.

PROJECT ASSISTANT



Sensory stimulation

● Low – Office-based work with minimal sensory demands, though multitasking may be stressful.

Adjustments: Quiet workspace; flexible task planning; digital task-management tools; short breaks.

Social interaction

● Moderate to high – Regular communication with team members, clients and supervisors.

Adjustments: Written communication; small-team collaboration; mentorship; scheduled meetings.

Structure and routine

● High – Scheduling, tracking progress and documentation follow structured processes.

Visual clarity

● High – Project-management tools (Gantt charts, visual calendars, task boards) provide strong visual structure.

Adjustments: Color-coding; visual timelines; digital checklists.

Noise level

● Low to moderate – Offices are generally quiet but may include calls and meetings.

Adjustments: Quiet rooms; remote work; noise-reducing headphones; asynchronous communication.

Independence

● Moderate – Some tasks are independent, others require coordination.

Adjustments: Clear role definitions; mentorship; independent work between scheduled check-ins.

Specialization and focus

● Moderate to high – Focus on organization, data tracking and process improvement.

VETERINARY TECHNICIAN



Sensory stimulation

● High – Exposure to animal sounds, smells and physical contact.

Adjustments: Protective equipment; shorter intervals; low-stimulus tasks; good ventilation.

Social interaction

● Moderate – Communication with veterinarians, pet owners and colleagues, sometimes in emotional situations.

Adjustments: Structured communication protocols; written instructions; work in quieter clinic areas; mentorship.

Structure and routine

● High – Standardized medical procedures (medication, instrument prep, assisting in procedures).

Visual clarity

● Moderate to high – Charts, medical records and digital schedules.

Adjustments: Color-coded tables; visual task lists; easy access to manuals.

Noise level

● High – Clinics are often noisy and unpredictable.

Adjustments: Quiet zones; noise-reducing headphones when safe; scheduling during calmer periods; rest spaces.

Independence

● Moderate – Some tasks are independent, others require teamwork.

Adjustments: Clear task definitions; mentorship; independent work between check-ins.

Specialization and focus

● High – Surgery assistance, lab diagnostics, nutrition, rehabilitation.

WEB DESIGNER



Sensory stimulation

● Low – Computer-based work in a quiet, controlled environment.

Social interaction

● Moderate – Occasional communication with clients and team members.

Adjustments: Structured written communication; visual project summaries; predictable meeting schedules.

Structure and routine

● High – Design follows clear steps (research, sketching, prototyping, coding, testing).

Visual clarity

● Very high – The work is inherently visual (layouts, color systems, typography).

Adjustments: Visual project boards; color-coded task lists; step-by-step workflows.

Noise level

● Low – Quiet offices or remote work.

Independence

● High – Most tasks (layout creation, coding, testing) can be done independently.

Specialization and focus

● Very high – UI/UX, accessibility, typography, front-end coding, responsive design.

CARPENTER / JOINER



Sensory stimulation

● Moderate to high – Exposure to noise from tools and machines, dust and physical activity.

Adjustments: Noise-reducing headphones; dust masks and goggles; anti-vibration gloves; clearly structured tasks; short breaks; quieter workshop areas.

Social interaction

● Low – Most carpentry tasks are done independently or in small teams.

Adjustments: Written or visual instructions; checklists; sketches; minimizing unnecessary social interaction.

Structure and routine

● High – Carpentry follows clear steps such as measuring, cutting and assembling.

Visual clarity

● High – Work relies on drawings, sketches and precise measurements.

Adjustments: Color-coded diagrams; visual step-by-step guides; templates.

Noise level

● High – Workshops and construction sites are often noisy.

Adjustments: Smaller or enclosed workshops; noise-reducing headphones; scheduling during quieter periods.

Independence

● High – Many tasks (custom builds, repairs, restoration) can be done independently.

Specialization and focus

● High – Furniture making, restoration, wood finishing, precision joinery.



Image 2 Librarian
Illustrator Eva Gale

LIBRARIAN

Illustrator Eva Gale



Sensory stimulation

● Low – Libraries are quiet, calm environments with soft lighting and minimal noise.

Social interaction

● Moderate – Some communication with visitors and colleagues is required, but many tasks are independent.

Adjustments: Clear written or visual communication guides; work in quieter sections; digital communication (email, chat).

Structure and routine

● Very high – Daily routines such as shelving, cataloguing and inventory checks are predictable.

Visual clarity

● High – Classification systems, labels and visual markers provide strong structure.

Adjustments: Color-coded labels; clear signage; step-by-step checklists; digital tracking systems.

Noise level

● Very low – Libraries are among the quietest workplaces.

Independence

● High – Many tasks (cataloguing, database updates, preservation) can be done independently.

Specialization and focus

● High – Possibility to specialize in thematic areas or digital archives.

WAREHOUSE WORKER / LOGISTICS OPERATOR



Sensory stimulation

● Moderate to high – Warehouses are often noisy, brightly lit and dynamic.

Adjustments: Noise protection; safety glasses and gloves; structured work-flows; quieter zones; regular breaks.

Social interaction

● Low – Most tasks are independent (sorting, scanning, packing).

Adjustments: Written or digital instructions; visual training materials; clear labeling.

Structure and routine

● Very high – Tasks follow repetitive, predictable procedures (receiving, sorting, storing, packing).

Visual clarity

● High – Labels, signs and digital systems provide strong visual structure.

Adjustments: Color-coded warehouse maps; checklists; visual zone markers.

Noise level

● High – Warehouses are busy and loud.

Adjustments: Quiet zones for packing/admin tasks; flexible scheduling; ear protection.

Independence

● High – Many tasks can be performed independently after training.

Specialization and focus

● High – Work in specific zones (cold storage, dispatch, labeling).

DELIVERY DRIVER



Sensory stimulation

● Moderate – Driving, handling packages and moving through varied environments.

Adjustments: Route planning; protective gear; quiet breaks; consistent delivery routes.

Social interaction

● Moderate – Brief communication with customers or warehouse staff.

Adjustments: Clear written delivery instructions; digital confirmations; support for stressful interactions.

Structure and routine

● High – Deliveries follow fixed routes and schedules.

Visual clarity

● High – GPS navigation, delivery lists and route maps.

Adjustments: Visual route previews; color-coded delivery lists.

Noise level

● Moderate – Driving is quiet, but delivery locations vary.

Adjustments: Route selection; noise-reducing headphones where safe; scheduling during quieter hours.

Independence

● High – Driving, navigation and delivery tasks are mostly independent.

Specialization and focus

● Moderate to high – Local delivery, medical supplies, fixed routes.

BAKER



Sensory stimulation

● Moderate – Exposure to heat, smells and repetitive machine sounds.

Adjustments: Heat-resistant gloves; ventilation; short breaks; ear protection; task selection based on comfort.

Social interaction

● Low – Most tasks are independent or done in small teams.

Adjustments: Written or visual instructions; avoiding verbal multitasking; individual workstations.

Structure and routine

● Very high – Strict, repetitive steps (measuring, mixing, proofing, baking, cooling).

Visual clarity

● High – Recipes, ingredient lists and visual cues (color, texture).

Adjustments: Laminated visual recipes; color-coded tools; graphic step-by-step guides.

Noise level

● Moderate – Bakeries can be noisy, but early shifts are quieter.

Adjustments: Early schedules; ear protection; quiet zones for prep or decorating.

Independence

● High – Many tasks can be done independently after training.

Specialization and focus

● High – Bread, pastries, cakes, gluten-free products.

PASTRY CHEF



Sensory stimulation

● Moderate – Exposure to smells, textures and heat.

Adjustments: Protective gear; ventilation; short breaks; task selection based on sensory comfort.

Social interaction

● Low – Mostly independent work in small, quiet teams.

Adjustments: Written or visual instructions; checklists; individual workstations.

Structure and routine

● Very high – Precise, repetitive steps (measuring, mixing, shaping, baking).

Visual clarity

● High – Recipes, measurements and visual cues (color, texture, decoration patterns).

Adjustments: Laminated illustrated recipes; color-coded ingredients; step-by-step diagrams.

Noise level

● Moderate – Kitchens can be noisy, but pastry labs are often quieter.

Adjustments: Early or quiet shifts; noise-reducing headphones; tasks in quieter areas.

Independence

● High – Many tasks (prep, baking, decorating) can be done independently.

Specialization and focus

● Very high – Chocolate work, cake decorating, gluten-free baking, sugar art.

TRACTOR OPERATOR



Sensory stimulation

● Moderate to high – Exposure to engine noise, vibration and outdoor conditions (sun, wind, dust).

Adjustments: Noise-reducing headphones; sunglasses or visor; dust masks; scheduling tasks based on weather; quiet break areas.

Social interaction

● Low – Most tasks are performed independently with minimal communication.

Adjustments: Written or radio instructions; clear checklists; communication only when necessary.

Structure and routine

● High – Agricultural work follows daily and seasonal cycles (plowing, sowing, harvesting).

Visual clarity

● Moderate to high – Tasks rely on field maps, terrain cues and machine control panels.

Adjustments: GPS navigation; digital field maps; color-coded tools; visual step-by-step guides.

Noise level

● High – The cabin reduces noise but engine sound remains constant.

Adjustments: Sound-dampening cabin materials; quiet breaks; scheduling during low-traffic hours.

Independence

● Very high – Tractor operators often work fully independently.

Specialization and focus

● High – Specialization in machinery types, techniques or crops (precision plowing, irrigation systems).

PRINTER / PRESS OPERATOR



Sensory stimulation

● Moderate – Exposure to machine noise, vibration and ink smells.

Adjustments: Masks with filters; noise-reducing headphones; ventilation; regular breaks.

Social interaction

● Low – Mostly machine-based, independent work.

Adjustments: Written or visual instructions; digital task lists; dedicated workstation.

Structure and routine

● High – Repetitive, predictable steps (setup, calibration, printing, finishing).

Visual clarity

● High – Templates, color codes, diagrams and visual control systems.

Adjustments: Color-coded materials; visual checklists; sample outputs.

Noise level

● Moderate – Print shops vary in noise depending on equipment.

Adjustments: Quiet work zones; noise-reducing headphones; scheduling quieter tasks.

Independence

● High – Most tasks can be done independently after training.

Specialization and focus

● High – Digital printing, offset printing, textile printing.

HVAC TECHNICIAN (HEATING, VENTILATION & AIR CONDITIONING)



Sensory stimulation

● Moderate to high – Exposure to noise, temperature changes and chemical smells.

Adjustments: Noise-reducing headphones; respirator masks; gloves; shorter intervals; ventilated spaces.

Social interaction

● Low to moderate – Occasional communication with clients and team members.

Adjustments: Written instructions; structured communication; independent work with support available.

Structure and routine

● High – Standardized diagnostic and maintenance procedures.

Visual clarity

● Good – Technical diagrams, manuals and control panels.

Adjustments: Color-coded schematics; illustrated guides; digital diagnostic tools.

Noise level

● Moderate – Depends on system type and location (machine rooms, rooftops).

Adjustments: Quiet-hour scheduling; noise-reducing headphones; prioritizing quieter maintenance tasks.

Independence

● Moderate to high – Many tasks can be done independently after training.

Specialization and focus

● High – Refrigeration, ventilation, automation systems.

STUDIO PHOTOGRAPHER



Sensory stimulation

● Low to moderate – Quiet environment, but flashes and artificial lighting may be intense.

Adjustments: Diffused or natural lighting; breaks between shoots; predictable lighting setups; adjustable flash intensity.

Social interaction

● Moderate – Communication with clients, models or team members.

Adjustments: Structured communication; visual examples; working with familiar assistants; visual signals during shoots.

Structure and routine

● Moderate – Project-based work, but studio sessions follow clear phases (prep → shooting → editing).

Adjustments: Standardized shooting routines; daily schedules; checklists.

Visual clarity

● Very high – Mood boards, sample photos and shot plans provide strong visual guidance.

Adjustments: Visual planning tools; digital previews; step-by-step lighting guides.

Noise level

● Low – Studios are quiet, controlled spaces.

Independence

● High – Equipment setup, shooting and editing can be done independently.

Specialization and focus

● High – Product, portrait, artistic or commercial photography.



Image 3 Crane operator
Illustrator Eva Gale

CRANE OPERATOR



Sensory stimulation

● Moderate to high – Exposure to noise, vibration and heights.

Adjustments: Sensory support plan; noise-reducing headphones; insulated cabins; cushioned seating; predictable scheduling.

Social interaction

● Low – Mostly independent work with occasional radio communication.

Adjustments: Standardized radio protocols; written or visual instructions.

Structure and routine

● High – Work follows strict safety rules and procedures.

Visual clarity

● Moderate – Based on visual signals, diagrams and instructions; requires spatial awareness.

Adjustments: Visual guides; checklists; color-coded signals; video demonstrations.

Noise level

● Moderate – The cabin is quiet, but the construction site is noisy.

Adjustments: Noise-reducing headphones; insulated cabins; quiet break areas.

Independence

● High – Operators work independently in the cabin.

Specialization and focus

● High – Requires sustained concentration, precision and adherence to safety standards.

BRICKLAYER (SMALL TEAMS)



Sensory stimulation

● High – Exposure to noise, dust, weather and physical strain.

Adjustments: Protective gear; shorter intervals; low-stimulus tasks; shaded or ventilated areas.

Social interaction

● Moderate – Basic communication and coordination within a small team.

Adjustments: Structured communication; visual signals; working with familiar team members; mentorship.

Structure and routine

● High – Repetitive, predictable tasks (mixing mortar, laying bricks, leveling).

Visual clarity

● Good – Construction drawings, visual guides and alignment markers.

Adjustments: Color-coded reference lines; step-by-step diagrams; clearly labeled materials.

Noise level

● High – Construction sites are loud and dynamic.

Adjustments: Ear protection; quieter work zones; scheduling during calmer periods.

Independence

● Moderate – Team-based work, but individual responsibilities can be clearly defined.

Adjustments: Clear task assignments; partial independent work; mentorship.

Specialization and focus

● Medium to high – Finishing work, decorative masonry, structural reinforcement.

Adjustments: Assigning structured, repetitive tasks; precision-based responsibilities.

ACCOUNTANT



Sensory stimulation

● Low – Work is done in a quiet, organized office environment with minimal sensory input.

Adjustments: Stable lighting and temperature; short screen breaks; ergonomic workstation.

Social interaction

● Moderate – Occasional communication with clients, supervisors or colleagues, but most tasks are independent.

Adjustments: Clear written communication; structured meetings; independent work with periodic check-ins.

Structure and routine

● High – Accounting involves repetitive, clearly defined procedures (data entry, reporting, balance checks).

Visual clarity

● Very good – Work relies on spreadsheets, databases and accounting software.

Adjustments: Color-coded systems; templates; step-by-step digital workflows.

Noise level

● Low – Offices are typically quiet and low-noise.

Adjustments: Quiet rooms; remote work; noise-reducing headphones.

Independence

● High – Analysis, bookkeeping and reporting can be done independently.

Specialization and focus

● High – Tax consulting, auditing, payroll, financial analysis.

ONLINE SALES OPERATOR



Sensory stimulation

● Low – Work is usually done from home or in a quiet workspace with minimal sensory load.

Adjustments: Comfortable workspace; adjustable lighting; regular breaks to prevent digital fatigue.

Social interaction

● Moderate – Written communication with customers, suppliers or delivery services.

Adjustments: Pre-written templates; automated systems; written communication instead of verbal.

Structure and routine

● High – Daily tasks (product posting, order processing, packaging) are repetitive and structured.

Visual clarity

● Good – E-commerce platforms provide visual dashboards and order overviews.

Adjustments: Color-coded labels; step-by-step checklists; visual reminders.

Noise level

● Low – Work is done independently in a quiet environment.

Adjustments: Quiet workspace; headphones; flexible scheduling.

Independence

● High – Customer management, order processing and marketing can be done independently.

Specialization and focus

● High – Focus on specific products, platforms or niche markets.

DATABASE ADMINISTRATOR



Sensory stimulation

● Low – Computer-based work in quiet, controlled environments.

Adjustments: Comfortable lighting; screen filters; regular breaks.

Social interaction

● Moderate – Occasional communication with IT teams, developers or users.

Adjustments: Written communication; asynchronous collaboration; structured formats.

Structure and routine

● High – Technical, structured and repetitive tasks (maintenance, monitoring, backups).

Visual clarity

● Very good – Software interfaces, data models and visual management tools.

Adjustments: Color-coded alerts; step-by-step procedures; visual documentation.

Noise level

● Low – Offices or remote work allow high concentration.

Adjustments: Quiet workspace; flexible hours; remote work options.

Independence

● High – Most tasks (optimization, monitoring, maintenance) are independent.

Specialization and focus

● Very high – Data security, performance optimization, SQL development, cloud systems.

MECHANICAL TECHNICIAN



Sensory stimulation

● Moderate – Exposure to workshop noise, vibration and tools.

Adjustments: Ear protection; safety glasses; gloves; tidy workspace; sensory breaks.

Social interaction

● Moderate – Technical collaboration with colleagues or engineers.

Adjustments: Written and visual instructions; checklists; small stable teams.

Structure and routine

● High – Standardized procedures (assembly, testing, maintenance).

Visual clarity

● High – Technical drawings, manuals and CAD tools.

Adjustments: Color-coded diagrams; 3D models; labeled components.

Noise level

● Moderate – Workshops can be noisy, but offices and project rooms are quieter.

Adjustments: Quiet workspaces; flexible scheduling; noise-reducing headphones.

Independence

● High – Many tasks can be done independently after training.

Specialization and focus

● High – Mechanical design, CAD modeling, CNC processes, system maintenance.

ELECTRICAL TECHNICIAN



Sensory stimulation

● Moderate – Exposure to light signals, device sounds and electromagnetic fields.

Adjustments: Protective gloves; safety glasses; insulated tools; clear step sequences; good lighting.

Social interaction

● Moderate – Collaboration with colleagues, engineers or clients.

Adjustments: Written and visual instructions; checklists; small stable teams.

Structure and routine

● High – Precise, repetitive procedures (wiring, testing, maintenance).

Visual clarity

● High – Technical documentation, wiring diagrams and circuit drawings.

Adjustments: Color-coded wiring diagrams; illustrated manuals; digital simulation tools.

Noise level

● Moderate – Workshops may be noisy, while labs and offices are quieter.

Adjustments: Quiet workspaces; flexible scheduling; noise-reducing headphones where safe.

Independence

● High – Installation, testing and repair tasks can be done independently.

Specialization and focus

● High – Automation, electrical installations, maintenance, renewable energy systems.

PHARMACY TECHNICIAN



Sensory stimulation

● Moderate – Exposure to medication smells, bright lighting and small-item handling, but the environment is controlled and predictable.

Adjustments: Masks with odor filters; anti-glare glasses; stable lighting; short breaks; well-ventilated, organized spaces.

Social interaction

● Moderate – Communication with pharmacists, colleagues and occasionally customers.

Adjustments: Written instructions; structured communication channels; work in quieter areas; mentor support.

Structure and routine

● High – Precise, regulated procedures (preparation, packaging, labeling, dispensing).

Visual clarity

● High – Documentation, labels, dosage tables and medication software provide strong structure.

Adjustments: Color-coded systems; digital task lists; visual checklists.

Noise level

● Low – Pharmacies are quiet, organized and well-lit.

Adjustments: Earplugs or noise-reducing headphones; quiet break areas.

Independence

● Moderate – Work is supervised, but many tasks can be done independently after training.

Specialization and focus

● High – Compounding, logistics, administrative tasks, specific medication categories.

ANIMAL SHELTER CARETAKER



Sensory stimulation

● High – Exposure to animal noise, smells, physical contact and unpredictable situations.

Adjustments: Noise-reducing headphones; masks and gloves; structured intervals; low-stimulus tasks; regular breaks.

Social interaction

● Moderate – Communication with colleagues, visitors and veterinarians.

Adjustments: Written task lists; quiet work zones; emotional support or mentorship.

Structure and routine

● High – Feeding, cleaning and monitoring follow a stable daily routine.

Visual clarity

● Moderate – Tasks are practical and physical; visual guides may be limited.

Adjustments: Photo-based guides; labeled instructions; diagrams; step-by-step task sheets.

Noise level

● High – Shelters are often loud and dynamic.

Adjustments: Quiet administrative zones; noise-reducing headphones; scheduling during calmer hours.

Independence

● Moderate – Many tasks can be done independently, but coordination is needed.

Specialization and focus

● Moderate – Care for specific species, behavioral support, veterinary assistance.

Adjustments: Structured training; specialization based on strengths; repetitive, precise tasks.



Image 4 Forklift operator
Illustrator Eva Gale

FORKLIFT OPERATOR



Sensory stimulation

● Moderate – The job involves engine noise, vibrations and movement through a busy warehouse environment.

Adjustments: Ear protection; vibration-reducing seats or mats; predictable routes and schedules; individualized sensory support plans.

Social interaction

● Low – Most tasks are performed independently with occasional coordination.

Adjustments: Visual communication systems; written or visual task lists; minimizing verbal multitasking.

Structure and routine

● High – Tasks follow clear, repetitive procedures (loading, unloading, stacking, moving goods).

Visual clarity

● Moderate – Work relies on visual markers, warehouse layouts and instructions, requiring spatial awareness.

Adjustments: High-contrast floor markings; checklists; visual step-by-step guides; consistent zone layout.

Noise level

● Moderate – Warehouses are often noisy and dynamic.

Adjustments: Working during quieter hours; noise-reducing headphones; quiet rest areas.

Independence

● High – Most tasks are performed independently within safety procedures.

Specialization and focus

● High – Requires sustained concentration, coordination and precision.

ILLUSTRATOR / ANIMATOR



Sensory stimulation

● Moderate – Long screen time, color work and visual concentration.

Adjustments: Low-brightness screens; blue-light filters; visual breaks; ergonomic workspace.

Social interaction

● Low – Mostly independent work with minimal communication, usually digital.

Structure and routine

● High – Creative processes follow clear phases (sketching, outlining, coloring, animating).

Visual clarity

● Very high – Storyboards, references and visual guides provide strong structure.

Adjustments: Visual checklists; color-coded workflow boards; organized reference folders.

Noise level

● Low – Studio or remote work in quiet environments.

Independence

● High – Illustrations and animations are often produced independently.

Specialization and focus

● Very high – Styles, techniques, character design, thematic genres.

CERAMIC ARTIST / POTTER



Sensory stimulation

● Moderate – Tactile stimuli from clay, textures and glazes; heat from kilns.

Adjustments: Gloves; ventilation; material choice based on comfort; regular breaks.

Social interaction

● Low – Mostly independent work.

Adjustments: Written or visual feedback; independent studio time; optional group participation.

Structure and routine

● High – Predictable phases (shaping, drying, firing, glazing, decorating).

Visual clarity

● High – Sketches, samples and visual references guide the process.

Adjustments: Step-by-step visual guides; labeled materials and tools; organized workspace.

Noise level

● Low – Studios are quiet and focused environments.

Independence

● High – Modeling, glazing and firing are often done independently.

Specialization and focus

● Very high – Styles, techniques, motifs, materials (porcelain, raku, stoneware).

ELECTRONIC ASSEMBLY TECHNICIAN



Sensory stimulation

● Low – Quiet work with fine motor tasks and minimal sensory load.

Adjustments: Ergonomic workspace; adjustable lighting; visual breaks.

Social interaction

● Low – Mostly independent tasks with occasional reporting.

Adjustments: Written or digital communication; clear instructions; small familiar teams.

Structure and routine

● Very high – Precise, repetitive procedures (testing, soldering, assembly).

Adjustments: Step-by-step checklists; labeled equipment; visual diagrams.

Visual clarity

● High – Technical schematics, diagrams and component layouts.

Adjustments: High-contrast diagrams; magnifiers; digital displays.

Noise level

● Low – Labs and workshops have controlled noise levels.

Adjustments: Sound-absorbing materials; quiet shifts.

Independence

● High – Many tasks can be performed independently.

Specialization and focus

● Very high – PCB design, microcontrollers, signal testing.

GOLDSMITH / JEWELER



Sensory stimulation

● Low – Quiet, focused work with small tools and materials.

Adjustments: Ergonomic tools; adjustable lighting; short visual breaks to reduce eye strain.

Social interaction

● Low – Mostly independent work with minimal customer contact.

Adjustments: Written instructions; communication through sketches or digital design tools; focus on workshop tasks rather than direct customer service.

Structure and routine

● High – Repetitive, precise tasks (stone setting, soldering, polishing) follow clear steps.

Adjustments: Detailed step-by-step guides; organized tool and material layouts.

Visual clarity

● High – Work relies on drawings, patterns and design sketches.

Adjustments: High-contrast images; magnifiers; clearly labeled tools and materials.

Noise level

● Low – Workshops are usually quiet and controlled.

Adjustments: Maintain low noise levels; soft lighting; tidy, structured workspace.

Independence

● High – Most tasks are performed independently.

Adjustments: Self-paced work; clear quality-control procedures; mentoring for new techniques.

Specialization and focus

● Very high – Stone setting, engraving, design.

Adjustments: Encourage specialization based on interests; structured, repetitive tasks that support deep focus.

CAD TECHNICAL DRAFTSPERSON



Sensory stimulation

● Low – Computer-based work in a quiet, controlled environment.

Adjustments: Low-brightness monitors; blue-light filters; ergonomic seating; visual breaks.

Social interaction

● Low – Minimal communication, mostly independent work with occasional coordination.

Adjustments: Written/digital communication; clear task descriptions; asynchronous collaboration.

Structure and routine

● Very high – Tasks follow precise design standards (drafting, revisions, documentation).

Adjustments: Step-by-step task lists; visual progress tracking; organized digital folders.

Visual clarity

● Very high – CAD software provides strong visual structure through detailed drawings and layers.

Adjustments: Custom color schemes; zoom tools; grid overlays; templates.

Noise level

● Low – Offices or remote workspaces are typically quiet.

Adjustments: Maintain low noise; noise-reducing headphones; flexible remote work.

Independence

● High – Most drafting and modeling tasks are done independently.

Adjustments: Clear goals; mentor feedback at key stages; self-paced workflow.

Specialization and focus

● Very high – Architecture, mechanical engineering, civil engineering.

Adjustments: Structured skill development; focused specialization in preferred CAD domains.

ARCHIVIST



Sensory stimulation

● Low – Calm work with paper or digital records and minimal sensory input.

Adjustments: Adjustable lighting; ergonomic workspace; gloves or masks for dust sensitivity.

Social interaction

● Low – Mostly independent work with occasional collaboration.

Adjustments: Written/digital communication; clearly defined roles; quiet, separate work areas.

Structure and routine

● Very high – Archival work follows systematic procedures for cataloguing and preservation.

Adjustments: Visual workflows; step-by-step task lists; structured storage systems.

Visual clarity

● High – Tasks rely on visual organization through labels, colors and databases.

Adjustments: Clearly labeled shelves; color-coded folders; intuitive digital tools.

Noise level

● Very low – Archives and libraries are quiet, controlled environments.

Adjustments: Maintain quiet spaces; allow headphones if needed.

Independence

● High – Most cataloguing and archival tasks are independent.

Adjustments: Clear goals; self-paced work; mentoring for complex projects.

Specialization and focus

● High – Historical, photographic, digital archives.

Adjustments: Structured training; specialization based on interests.

OPTICAL TECHNICIAN



Sensory stimulation

● Low – Quiet work with small, precise components such as lenses and frames.
Adjustments: Ergonomic tools; soft lighting; visual breaks.

Social interaction

● Low – Mostly independent work with minimal communication.
Adjustments: Written work orders; visual task lists; clear digital communication.

Structure and routine

● High – Tasks follow clear steps (cutting, fitting, polishing lenses).
Adjustments: Standardized protocols; visual guides; organized workstations.

Visual clarity

● High – Precise measurements, diagrams and digital alignment tools.
Adjustments: High-contrast screens; magnifiers; clearly labeled equipment.

Noise level

● Low – Optical labs are quiet, well-lit and controlled.
Adjustments: Stable lighting; minimal background noise; organized workspace.

Independence

● High – Many preparation and assembly tasks are done independently.
Adjustments: Clear quality standards; self-paced workflow; periodic mentor checks.

Specialization and focus

● High – Lens production, coatings, repairs.
Adjustments: Encourage specialization; consistent practice for mastery.

SOFTWARE TESTER



Sensory stimulation

- Low – Computer-based work in a quiet environment.

Adjustments: Low-brightness monitors; blue-light filters; ergonomic setup; regular breaks.

Social interaction

- Low – Mostly independent work with written or digital communication.

Adjustments: Structured communication formats; clear reporting templates; written instructions.

Structure and routine

- High – Test cases, scripts and reports follow clear, repetitive steps.

Adjustments: Step-by-step guides; documentation templates; visual progress tracking.

Visual clarity

- High – Documentation, bug-tracking tools and visual test results.

Adjustments: Organized dashboards; color-coded priorities; simplified interfaces.

Noise level

- Low – Offices or remote workspaces are quiet and controlled.

Adjustments: Quiet rooms; flexible hours; noise-reducing headphones.

Independence

- High – Testing is often performed independently following defined procedures.

Adjustments: Clear goals and deadlines; mentor support for complex tasks; self-planned workflow.

Specialization and focus

- High – Automated testing, security testing, performance analysis.

Adjustments: Focused, structured tasks; skill development in specific tools and methods.



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