

What is our project about?

The PROC-ASD: PROMoting Coding careers for adults with autism spectrum disorder, is an Erasmus+ project founded. The project has a duration of 24 months, and it is implemented in four countries: Cyprus, Greece, Spain, Romania and Germany.

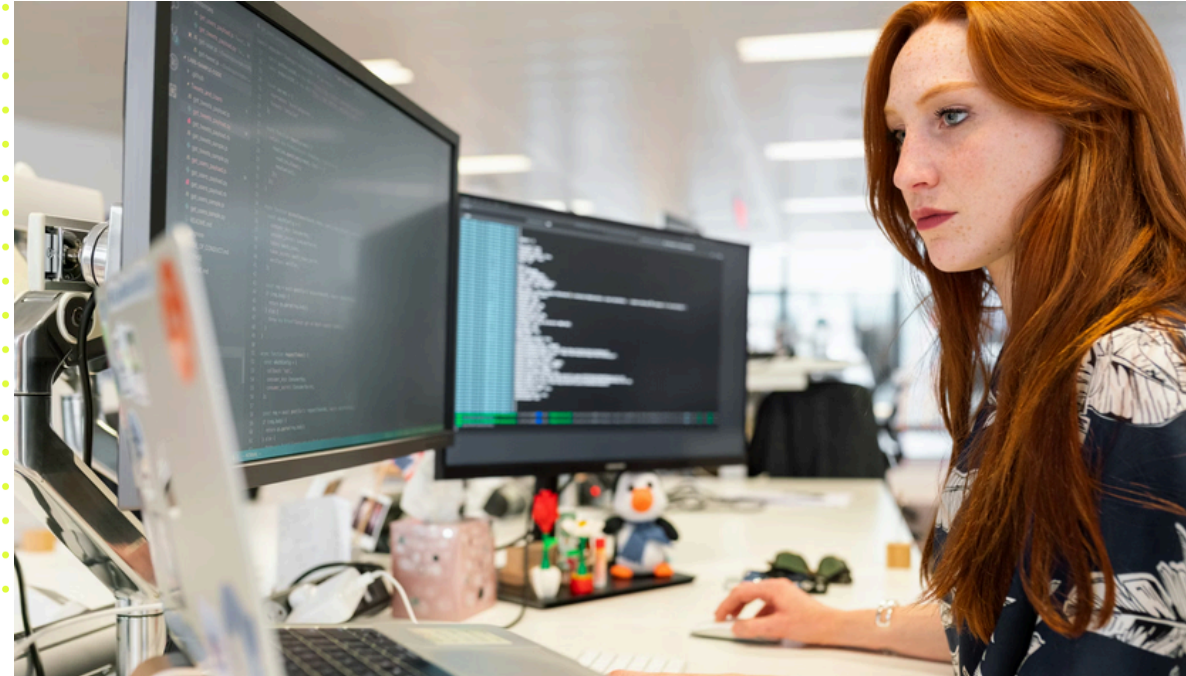
The PROC -ASD partnership consists of seven partners as follows:

- 1.NGO NEST BERLIN EV (Coordinator, Germany)
- 2.Inquiry Fuse LTD (Cyprus)
- 3.Symplexis (Greece)
- 4.Open Horizons (Greece)
- 5.Autismo Córdoba (Spain)
- 6.Social Enterprises S.L (Spain)
- 7.ASSOC (Romania)

Supporting employment of people with ASD in the technology industry

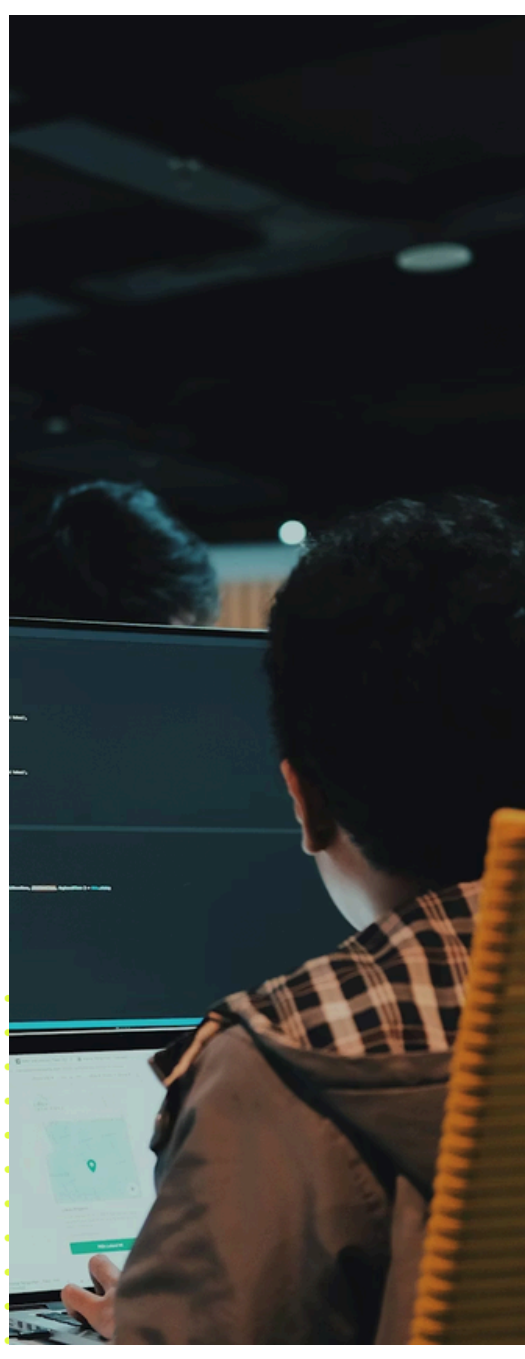
The growth of employment opportunities in the information technology sector and the shortage of well-trained professionals in this field is a recurring theme in recent years in Europe. In detail, more than 7 million people in Europe are on the autism spectrum and less than 10% are employed. Yet many adults with Autism Spectrum Disorder (ASD) possess strengths that are highly valued in technology careers, including exceptional attention to detail, logical thinking, and pattern recognition.

Our project believes this represents a missed opportunity - not only for individuals with ASD, but also for the technology industry. By empowering adult educators with the skills and tools to deliver inclusive coding education, we aim to unlock untapped talent, promote equal employment opportunities, and help build a more diverse and innovative digital workforce.



The main outcomes of the project!

- To promote the employability of people with ASD to participate fully in society on an equal basis with others, by facilitating the creation of a special pilot training program for students with ASD.
- To develop the skills of ICT adult education trainers providing coding/programming training so that they can reach and include people with ASD in education.
- To reach out to NGOs, CSOs and all organizations working with people with ASD about the possibilities of building skills and pursuing a career in ICT and how to access training opportunities.
- To disseminate and raise awareness with activities designed to reach out to ICT employers, employer organisations and recruiters about the benefits of employing people with ASD and how they can support their inclusion.
- To reach out to veterinarian trainers during the implementation of project activities, training and maximizing VUA in outreach efforts.



Project's Kick-off meeting in Athens!

The official kick-off meeting for the PROC-ASD project took place in Athens on 26-27 of January 2026, hosted by Symplexis. The event provided fundamental discussions for the next steps of the project, and all partners were looking forward to starting this great collaboration.

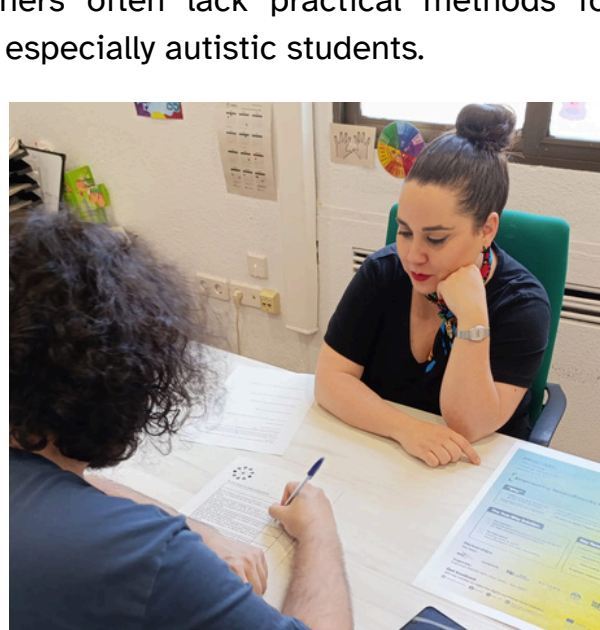


Focus groups results

During the last months all partners had to collect real data and map the learning needs to develop the ideal training material. Therefore, they implemented some focused groups or personal interviews with six adults with autism who are interested in ICT sector, from each country. They also collected data and presented three good practices /case studies from each country.

All partners gathered data by interacting through focus groups or personal interviews with people with autism in order: to increase knowledge of the specific learning needs of adults with autism in the ICT and coding field, to identify barriers and enabling factors affecting the participation of adults with autism in ICT training and to identify skills gaps among adult ICT trainers in delivering courses to learners with autism. From these focus groups or interviews each country ended up to some main conclusions and recommendations. Mostly they agreed, that although strong ICT programs exist, trainers often lack practical methods for teaching neurodivergent learners, especially autistic students.

As of it, it's recommended to use highly structured, visual, and step-by-step teaching methods, training educators in ASD-specific support and assistive technologies, guaranteeing accommodation as a legal right, improving research and data collection, and designing coding courses that match learners' interests and use clear, direct language.



At the same time the partnership reached out to ICT trainers to gather information through a questionnaire to identify experience, challenges, skills gaps, and training needs of adult ICT trainers, particularly in relation to delivering inclusive training to adults with ASD. Results showed that in Cyprus, 60% of these experts have never worked with adult learners with autism. Likewise, in Greece, Romania and Spain, their experience was limited and varied across contexts. But an interesting result was shown by Germany's responders to the survey who all of them (100%) reported that they had actively worked with adult students on the autism spectrum.

Continuing, partners showed great practices with a noticeable gap in ICT programmes specifically targeting autistic people interested in technology. Although, through other running projects, they suggest how PROC- ASD can be implemented to fill the gap. Overall, the study results create a need for trainers to receive better training through both formal programs and special educational development activities.

Our partner Symplexis is developing the **Course Guidelines** for a training program in coding specific to people with ASD, highlighting the specific learning objectives and outline of the upcoming online course, as well as the most appropriate learning methods to be used to delivering the bootcamps to persons with ASD (including blended and collaborative learning). Social Enterprises with the support of the partners will develop the online course contents in English and the partners' languages. Also, they will design the online platform which will be easily accessible both via desktop and smartphones/ tablets. Later on, they will organize a Train the Trainers webinar online on the use of the platform and on the upcoming delivery of the bootcamps.

FOR MORE INFORMATION FIND US ONLINE:



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[PROMoting Coding careers for adults with ASD \(Erasmus+\)](#)



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