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The Co-Production Model of the Career Promotion Public Services for Autistic Persons: The Contributing Factors and An Improvement for the New Innovative Model

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Abstract

The quality and effectiveness of agency and government service provision for individuals with autism are critical in Thailand. This study examines services designed to enhance, deliver, and support occupational and employment opportunities for individuals with autism, including an exploration of the co-production of these services, their causal relationships, and their overall quality. Moreover, it proposes an optimal co-production model to maximize occupational service support for individuals with autism. A mixed-methods approach was used, integrating both qualitative and quantitative techniques. The data were collected from documentary analysis and fieldwork from 34 officials and practitioners experienced in working with autistic individuals, as well as 19 experts. The respondents represent a diverse range of stakeholders, including private entrepreneurs, academics, government officials, and civil society organizations, all are engaged in promoting the employment of autistic persons. The study's findings indicate that the seven-step existing process models and mechanisms for enabling employment opportunities for autistic individuals are significantly supported by occupational promotion centers located in central and provincial areas, as well as by specialized provisions within educational institutions. In addition, collaboration among enterprises, community groups, parent associations of autistic individuals, educational institutions, and local hospitals is crucial in increasing the quality of employability and occupational services for autistic persons. These collaborations contribute, albeit moderately, to the co-production of skills, knowledge, and abilities in autistic individuals.

Keywords: *Autistic Person, Autistic Occupational, Co-Production Model for Autistic, New Innovation for Autistic, Public services for autistic Persons.*

Introduction

Disability can significantly barrier individuals' participation and effectiveness in society, including challenging the principles of equality and justice (Ruškus, 2023). The United Nations Convention on the Rights of Persons with Disabilities (CRPD), adopted on December 13, 2006, concentrates on the fundamental rights of persons with disabilities, promoting dignity, autonomy, self-determination, independence, non-discrimination, inclusion, and respect for diversity. Thailand demonstrated the CRPD on July 29, 2008, and has strengthened its commitment to the convention's principles through additional measures implemented since August 28, 2015 (Srisom et al. 2023). However, with some progress, individuals with disabilities, including those with autism, continue to face systemic disadvantages in Thailand, such as inadequate career development programs, limited access to employment-related information, insufficient advocacy

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for inclusive employment, and weak initiatives for promoting self-reliance and work experience, etc (Watson et al. 2020).
International research has consistently emphasized the underemployment of individuals with autism, showing substantial restrictions in job availability and working hours. For example, Howlin et al. (2004), contacted 68 autistic individuals from childhood - age 7 to adulthood - age 29, and found that only two were employed full-time with regular salaries. Most participants transitioned to adulthood working as volunteers or in part-time roles, with an average of just five working hours per week. Moreover, a longitudinal which followed 66 autistic individuals over a decade (Taylor et al. 2011), indicated that only 12% received employment support and were employed in full-time positions. In addition, many people with autism are underemployed, there are limits on work or hours of work. Howlin et al. (2004), followed 68 autistic individuals from the ages of 7 to 29 and found that only two autistic individuals were employed on full salaries. When concentrating on adulthood, most are employed as volunteers or working part-time. The average working time is five hours per week.

This research, therefore, advocates for policy reforms to increase capacity development and improve the quality of life for individuals with disabilities, especially those with autism, an analysis of factors that facilitate and motivate stakeholders across various sectors to respond as co-producers in delivering career promotion services focus on public sector involvement was considered (Badr et al. 2023).

Research Objectives

1. To identify the key factors that allow various sectors to engage as co-producers.
2. To design and propose a praxis-innovative model that increases co-production career promotion services for individuals with autism, encouraging greater career stability.

Literature Review and Theoretical Orientation

Theoretical framework for promoting co-production in delivering career services to individuals with autism

The co-production approach shows collaborative service design and delivery by all stakeholders, including caregivers and service providers, encouraging mutual benefits and active participation. Over the past 30 years, it has become an important framework for public service delivery, especially across Europe. This approach gathered resources from various sectors, such as private businesses, non-profit organizations, communities, and individual citizens who receive government support (Criado, 2020; Sadik-Zada et al. 2022). The main principles of co-production are thoroughly established in existing literature (Maragno et al. 2023), including the following aspects: 1) Co-production is applicable at all levels of government for the delivery of public services (OECD 2011). 2) Co-production often operates at the local level, allowing accessibility and oversight for public service users (Mulvale et al. 2021), also used in areas such as health, education, environment, safety, relief, and welfare (OECD 2011) (Cinquini et el. 2022). 3) Co-production can take place at various stages of the public service delivery cycle, enabling citizens to influence how services are delivered (Mergel, 2025). 4) The co-production of goods and the co-production of public services concentrate on improving targeted social outcomes (Alford, 2013; Osborne et al. 2021). 5) Effective co-production needs well-defined guidelines

and insights, including frameworks that accelerate collaboration between organizations (Bojovic, 2021).

The principles of co-production emphasize the following importance:

1) Sharing power includes participants working together collaboratively to reach a united understanding.
2) Incorporating diverse perspectives and skills requires engaging all contributors throughout the research process to improve outcomes and encourage inclusivity.
3) Respecting and valuing the knowledge of all participants.
4) Ensuring reciprocity, so that all parties benefit from their contributions.
5) Building and maintaining strong relationships through clarity in roles, responsibilities, and a shared commitment to unlocking individual potential (Chin, 2024).

A review of the literature and theoretical conceptual framework for promoting co-production in providing career services to people with autism

A review of relevant studies highlights the critical need for tailored employment promotion initiatives for individuals with disabilities, including those with autism. Parental involvement is emphasized as a key component in these efforts. Fernández et al. (2024), evaluated employment support services for autistic adults and proposed strategies to enhance employment opportunities, elevate performance standards, and develop specialized training programs. These training programs rely on support personnel, such as trainees, to cultivate skills, improve job performance, and expand employment prospects, ultimately enhancing the quality of life for individuals with autism (Yan, 2024). Moreover, the study underscores the importance of parental involvement in advocating for employment opportunities for their adult children and securing sustainable career pathways. In addition, integrated community cooperation is vital to ensure best practices, which necessitates effective collaboration across agencies and communities (Zainuri et al. 2023). To achieve this, strong indicators for assessment and capacity-building initiatives must be established (Hoover et al. 2021).

Conceptual Framework

The research conceptual framework presented in Figure 1 is grounded in insights from the literature review and incorporates the following key attributes: 1) Alignment with internationally recognized principles, ensuring consistency with global standards and best practices, and 2) A comprehensive approach to service provision that fosters co-production by actively engaging all sectors in the process. For the co-production of services, it consists of the following activities: course-based training for various careers; setting up a social business; borrowing money for self-employment and employment services. The expected goal of the co-production of services is career stability and self-worth. The participatory production process, therefore, responds to policies at the local level. It is enabled through the utilization of factors supporting co-production such as law enforcement, compliance with policies, social and economic conditions, ideology, attitude, point of view, volunteer mindset, and participation of relevant parties. The conceptual model, illustrated in Figure 1, features two orienting attributes: 1) Alignment with international standards, and 2) Guiding the practical provision of co-production services that involve all relevant sectors. Especially, co-production activities include career-oriented training courses, the development of social enterprises, micro-loans for self-

employment, and employment support services. The overarching objective of these services is to ensure career stability and promote individual self-esteem (Liljeholm et al. 2024). This participatory approach to service production addresses local policy goals by incorporating various enabling factors. These factors include the enforcement of laws, adherence to policies, prevailing social and economic contexts, shared ideologies and attitudes, a mindset of volunteerism, and active stakeholder engagement (Johansen et al. 2024), as listed in Figure 1.

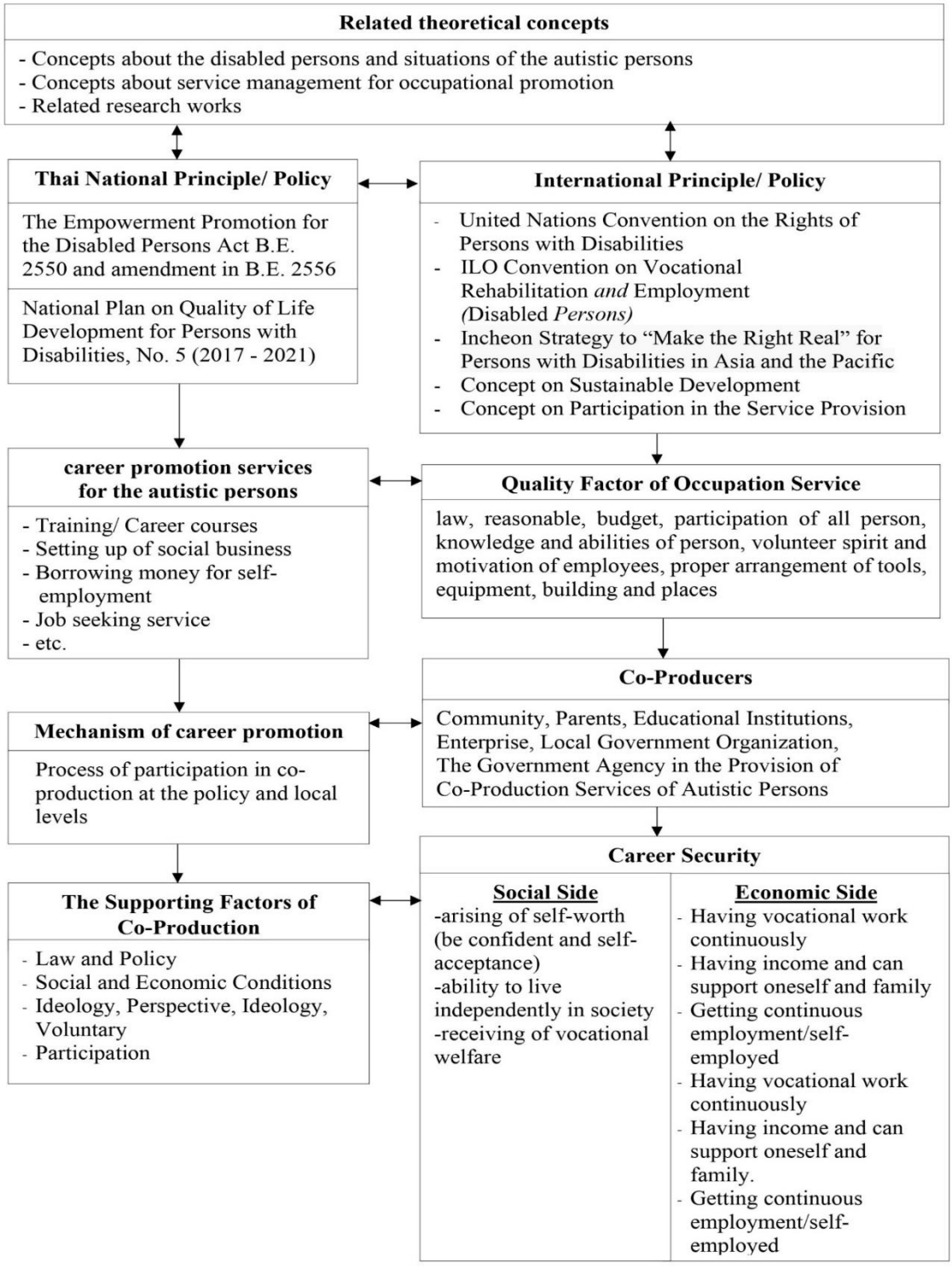

Related theoretical concepts
- Concepts about the disabled persons and situations of the autistic persons
- Concepts about service management for occupational promotion
- Related research works
Thai National Principle/ Policy
The Empowerment Promotion for the Disabled Persons Act B.E. 2550 and amendment in B.E. 2556
National Plan on Quality of Life Development for Persons with Disabilities, No. 5 (2017 - 2021)
International Principle/ Policy
- United Nations Convention on the Rights of Persons with Disabilities
- ILO Convention on Vocational Rehabilitation and Employment (Disabled Persons)
- Incheon Strategy to "Make the Right Real" for Persons with Disabilities in Asia and the Pacific
- Concept on Sustainable Development
- Concept on Participation in the Service Provision
career promotion services for the autistic persons
- Training/ Career courses
- Setting up of social business
- Borrowing money for self-employment
- Job seeking service
- etc.
Quality Factor of Occupation Service
law, reasonable, budget, participation of all person, knowledge and abilities of person, volunteer spirit and motivation of employees, proper arrangement of tools, equipment, building and places
Co-Producers
Community, Parents, Educational Institutions, Enterprise, Local Government Organization, The Government Agency in the Provision of Co-Production Services of Autistic Persons
Mechanism of career promotion
Process of participation in co-production at the policy and local levels
Career Security
Social Side
-arising of self-worth (be confident and self-acceptance)
-ability to live independently in society
-receiving of vocational welfare
Economic Side
- Having vocational work continuously
- Having income and can support oneself and family
- Getting continuous employment/self-employed
- Having vocational work continuously
- Having income and can support oneself and family.
- Getting continuous employment/self-employed
The Supporting Factors of Co-Production
- Law and Policy
- Social and Economic Conditions
- Ideology, Perspective, Ideology, Voluntary
- Participation

Figure 1. Conceptual Framework on Co-Production of Career Service for the Disabled

A logical explanation of the above conceptual framework is as follows.

The conceptual framework highlights co-production activities as a dynamic, participatory process that integrates multiple stakeholders to achieve social and economic empowerment (Bandola-Gill, 2023). In practical terms, these activities encompass career-oriented training programs, the establishment of social enterprises, micro-loans for self-employment, and employment support services. The ultimate goal of these initiatives is not only to enhance career stability but also to foster self-sufficiency and reinforce individual self-esteem (Perez, 2023). This framework emphasizes a multi-dimensional approach where service production is shaped by a complex interplay of structural and contextual enablers. These include legal and policy frameworks that provide institutional backing, socio-economic conditions that influence opportunities, shared ideologies and cultural attitudes that drive participation, and a mindset of volunteerism that strengthens community involvement. Additionally, active stakeholder engagement, ranging from government agencies to private sector actors and civil society, ensures that these services are responsive to local needs and sustainable in the long run (Nonet et al. 2022). By integrating these factors, the co-production model aligns with local policy objectives and encourages a more inclusive, resilient, and community-driven approach to service delivery (Munenzon, 2024).

Research Methodology

The research design utilizes mixed methods to fully investigate the effectiveness and quality of procedures that support career advancement for people with autism spectrum disorders. The qualitative component of this study employs semi-structured interviews with eight academics specializing in disability studies and occupational promotion services and the quantitative uses questionnaire with 34 officials and practitioners working in government agencies. Research data will be gathered through focus group discussions with parents and advocates, among other participants. The researchers will perform thematic analysis on qualitative data to determine typical obstacles and successful methods. and study utilizes structured surveys delivered to 19 academic experts and stakeholders to quantify both service effectiveness and stakeholder interaction levels. Statistical tests will determine how co-production projects affect service results. The study employs purposive sampling as its sampling strategy to obtain participants from different stakeholder groups whose direct involvement supports autistic individuals. The research protocol follows all ethical principles by gaining voluntary subject permission and upholding privacy protections. The research procedure spans multiple months for data collection before combined analysis between qualitative and quantitative components commences. The research structure aims to assess current service delivery methods alongside developing transformational co-production models that boost career options and success rates for autistic people in Thailand.

The research presented in this article utilized a mixed-methods design, combining qualitative and quantitative approaches. Data collection activities comprised three main components:

1. Data were sourced from electronic databases in Thailand as well as the Springer and ProQuest databases. The document review focused on issues aligned with the research objectives, including 1) The provision of occupational promotion services for individuals

with autism, 2) Thailand's career service frameworks for autistic individuals, and 3) processes related to the career participation of autistic individuals. A total of 149 relevant academic papers were reviewed.
2. Surveys targeted public sector personnel and practitioners professionally engaged with individuals with autism. A total of 34 participants were surveyed, comprising 16 employees from autism potential development centers in Khon Kaen Province and 18 employees from the Centre for Autism Persons Development in Nonthaburi Province, Thailand.
3. Data were gathered using the Delphi method, drawing insights from 19 experts. These experts included academics specializing in disability studies, Private sector or entrepreneurs employing autistic persons under Article 33 or 35 of the Empowerment of Persons with Disabilities Act B.E. 2550 (2007), Officers or persons working in the field of autism, and Civil Society Organization or NGO such as Autistic Parents Club.

Data Collection

Surveys were conducted with public sector personnel and practitioners professionally involved with individuals with autism. A total of 34 respondents participated, comprising 16 employees from autism potential development centers in Khon Kaen Province and 18 employees from the Center for Autistic Persons Development in Nonthaburi Province, Thailand The study also utilized the Delphi method to collect input from 19 experts, including disabled academics, private-sector providers of career promotion services, and entrepreneurs employing autistic individuals in compliance with Articles 33 and 35 of the Empowerment of Persons with Disabilities Act (2007).

Data Analysis

Quantitative data from questionnaires were analyzed using multiple regression analysis to identify key factors influencing sectoral participation in co-production. This method quantified the impact of variables such as policy support, financial incentives, and stakeholder engagement. The Delphi technique was used to establish an expert's consensus on a suitable framework for future co-production of occupational promotion services (Monforte, 2022). Combining these approaches ensured both empirical rigor and expert validation, strengthening the study's conclusions.

Ethical Consideration

This study was approved under No. 2020/044(B2) by the Office of The Committee for Research Ethics (Social Sciences), Faculty of Social Sciences and Humanities, Mahidol University, Thailand. All research procedures complied with ethical guidelines to ensure the protection of participants' rights, confidentiality, and informed consent.

Results

Factors enabling various sectors to collaborate in delivering co-production occupational promotion services for autistic persons, along with contributing key determinants of effective public service provision for autistic disabled persons. This study identified 19 sub-factors

supporting public services for individuals with autism, derived from a questionnaire completed by 34 participants. The factors were classified into three groups as follows.

1. Legal and policy factors

(A1) The United Nations Convention on the Rights of the Persons with Disabilities (CRPD).
(A2) Persons with Disabilities Empowerment Act, B.E. 2550 (2007), Sections 33 – 35.
(A3) Education for Persons with Disabilities Act B.E. 2551 (2008).
(A4) International Labor Convention No. 159 on Vocational Rehabilitation and Employment (Disabled Persons) Convention (1983) (A5) The Inson Strategy for Employment.
(A6) The Incheon Strategy for joint-vocational training.
(A7) The need for public services in vocational training.
(A8) The Economic and Social Development Plan No. 12.

2. Factors on Budget

(A9) State Budget Limitations.

3. Factors on ideology and knowledge

(A10) Cognitive readiness.
(A11) Volunteering in career-building motivation.
(A12) Gaining trust from the government.
(A13) Good attitudes in different sectors.
(A14) A sense of shared ownership of the service.
(A15) Ability to make decisions from the beginning in terms of policy.
(A16) Participation in action.
(A17) Receiving privileges under the Act on Empowerment of Persons with Disabilities.
(A18) Tolerance of people with disabilities as citizens have rights and welfare.
(A19) Human rights considerations and equality.

Key findings of factors enabling various sectors to provide co-production in public occupational promotion services for autistic persons include: 1. The United Nations Convention on the Rights of Persons with Disabilities (CRPD), affirms the right to equal access to employment and promotes inter-sectoral collaboration in creating inclusive labor opportunities. 2. International Labour Convention No. 159 (1983), which emphasizes rehabilitation and employment for individuals with disabilities. 3. The Incheon Strategy, which supports employment for working-age individuals with disabilities by enabling cooperative career promotion efforts among various sectors. 4. The need for public services in vocational promotion training as a social welfare for persons with disabilities.

The majority consensus from the responses highlights four key factors that support the significance of the variables: The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) emphasizes equality in fundamental work rights, including freely chosen or accepted employment in the labor market, while promoting cross-sector collaboration. The International Labor Organization (ILO) Convention No. 159 (1983): Focuses on the rehabilitation and employment of persons with disabilities. The Incheon Strategy: Facilitates employment opportunities for working-age persons with disabilities who are able and willing to work, encouraging sectors to co-organize career promotion services. Public Demand for

Vocational Promotion Training: Highlights the need for accessible social welfare and vocational training services for persons with disabilities across various sectors, fostering participation in the provision of career promotion services. The findings reveal that 26.5% of respondents strongly agreed with the significance of these factors, particularly their role in fostering collaboration among different sectors. At the "very agree" level, 38.2% of respondents emphasized the importance of volunteering as a motivating factor in creating career opportunities across sectors. This highlights its central role in organizing career promotion services for individuals with autism to enable co-working opportunities.

The remaining factors received a moderate level of agreement, with no respondents expressing "slight" or "least" agreement. These results underscore the broad recognition of the importance of collaborative efforts and inclusive employment strategies for individuals with disabilities. Furthermore, an analysis using Pearson correlation statistics examined the relationships among 19 factors. The results revealed that Factor A15 "early decision-making in policy and service design to facilitate cross-sector collaboration in organizing career promotion services for individuals with autism", and Factor A17 "benefits provided under the Act on Empowerment of Persons with Disabilities to support collaborative occupational services" showed the strongest correlation. The Pearson Correlation Coefficient for these factors was 0.956, indicating a very high level of association, as shown in Table 1.

Table 1: Correlation of factors that allow various sectors to provide co-production occupational promotion services for autistic persons

Variable	Mean	SD	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12	A13	A14	A15	A16	A17	A18
A1	4.00	.887	1																	
A2	3.39	.781	.899**	1																
A3	3.85	.818	.804**	.885**	1															
A4	3.96	.898	.733**	.874**	.830**	1														
A5	3.85	.989	.799**	.882**	.875**	.947**	1													
A6	3.78	.934	.751**	.768**	.912**	.816**	.880**	1												
A7	3.78	.974	.600**	.674**	.858**	.733**	.754**	.892**	1											
A8	4.00	.877	.649**	.764**	.870**	.820**	.853**	.932**	.898**	1										
A9	3.81	.879	.673**	.801**	.863**	.904**	.898**	.843**	.828**	.901**	1									

A10	3.889	.847	.628**	.690**	.798**	.748**	.746**	.777**	.733**	.784**	.871**	1							
A11	3.885	.907	.602**	.663**	.796**	.743**	.756**	.789**	.767**	.790**	.888**	.929**	1						
A12	3.889	.081	.766**	.737**	.764**	.685**	.723**	.741**	.664**	.749**	.804**	.788**	.929**	1					
A13	3.774	.859	.705**	.768**	.811**	.770**	.796**	.779**	.705**	.792**	.891**	.913**	.788**	.851**	1				
A14	3.778	.934	.509**	.638**	.691**	.662**	.747**	.742**	.738**	.733**	.781**	.617**	.913**	.892**	.884**	1			
A15	3.778	.892	.729**	.790**	.831**	.794**	.817**	.799**	.729**	.810**	.916**	.937**	.671**	.772**	.766**	.738**	1		
A16	3.774	.903	.677**	.690**	.798**	.801**	.746**	.777**	.767**	.736**	.828**	.902**	.937**	.917**	.902**	.623**	.932**	1	
A17	3.885	.907	.684**	.746**	.804**	.761**	.805**	.785**	.736**	.791**	.895**	.877**	.907**	.929**	.837**	.822**	.956**	.928**	1
A18	3.881	.834	.652**	.666**	.748**	.687**	.751**	.754**	.706**	.694**	.781**	.832**	.877**	.947**	.897**	.763**	.933**	.884**	.903**
A19	3.778	.847	.671**	.753**	.839**	.819**	.794**	.804**	.839**	.737**	.866**	.865**	.906**	.869**	.869**	.715**	.869**	.810**	.823**	.911**

Note** :p< .01) 2-tailed

After applying the Delphi method, over three rounds with input from 19 experts, informed the development of a comprehensive model for enhancing co-productive vocational services for individuals with autism. The findings demonstrated strong expert consensus in each round, as reflected in the mean, median, and interquartile range (IQR). Opinion shifts between rounds two and three were minimal, highlighting a high level of agreement regarding service management activities and mechanisms for co-producing career promotion services to ensure occupational stability for individuals with autism. The proposed activities focus on establishing career promotion goals aimed at achieving employment consistency with individual autism profiles, fostering independence in the workplace, and ensuring financial self-sufficiency for individuals and their families. Experts also emphasized the importance of professional welfare provisions equivalent to those for the general population, long-term employment support, and the development of social skills to strengthen community integration. Additional objectives of the improved model include enhancing self-esteem (confidence and self-acceptance), supporting independent living, and conducting systematic evaluations of occupational skills, social capabilities, and income sufficiency. These efforts and objectives are integral to a participatory process that aligns with the broader goals of co-productive vocational services.

The redesigned-innovative practices within the key seven steps are:

1. Evaluation: assessing the individual need for employment, occupation, and career readiness and developing individual development plans for young people and adults, through the work skills preparation model.
2. Consulting: giving continuous and contingent job coaching to the staff of local government organizations establishments and agencies that employ individuals with autism.
3. Training: reformulating a long-term training or integrated vocational training and vocational education curriculum, organizing training courses in necessary skills, communication skills, and career-related skills according to the ability of the individual, and organizing workplace adaptation training.
4. Employment assistance: matching job simulations to job searching and training, identifying the most appropriate job vacancies for individuals, organizing joint internship programs, and facilitating employment assistance with specific resources
5. Support for the business establishment for employees or the self-employed: providing expert business consultancy to create sustainable businesses and supporting self-employment spaces both online and offline, in line with Article 35 of the law on the empowerment of autistic persons
6. Technology support: remodeling job interviews by working with families, businesses, and academic institutions using new information technology, and restructuring the database of needs for occupations and employment of persons with autism
7. Other support related to occupational work: Support on travel budget for job application, employment and training, personal support to care for a specific autistic person and visiting an autistic person upon employment, and providing ongoing support

The above approach conforms with the research of Chen et al. (2015), which argues that successful hiring strategies arise from matching autistic persons with suitable employment. Thus, it helps improve recruitment services and creates more employment opportunities for people with autism. This new model also aligns with the work of Nicholas et al. (2015), who suggests that

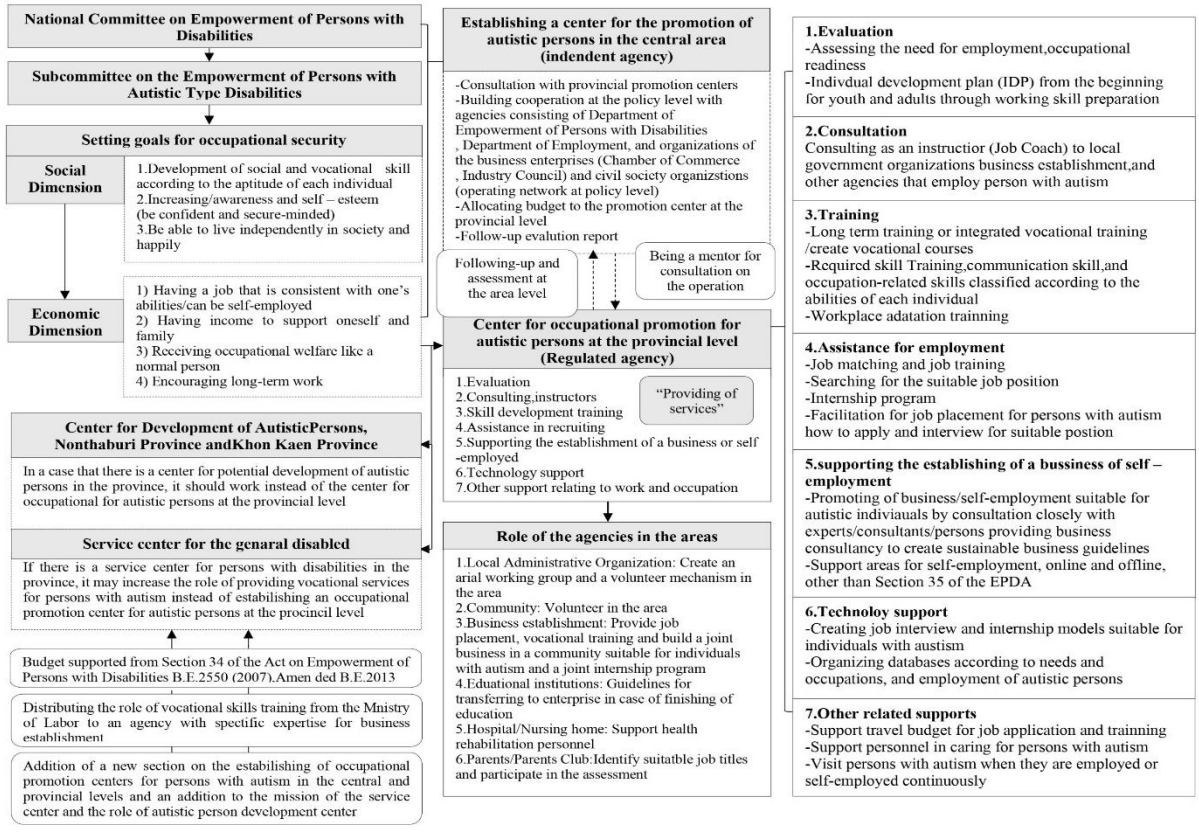
when developing employment support services for adults with autism, supporting officers and professionals must be trained to high proficiency performance standards. The involvement of parents is also important for securing integrated networking.

The research results are also consistent with the theory of co-production that exists at three levels. First, supervision means making a joint agreement with the participating parties in terms of planning and joint service. Second, arranging a joint service or taking part in the arrangement of service. Third, the administration or establishment of an organization with parties of both public and private sectors to co-work to produce public services with the state central authorities.

Discussion

In order to advance the Co-Production Model for Vocational Services for Individuals with Autism, the research highlights the importance of revising co-production practices to resolve current challenges and enhance the efficiency of retail service management systems. It is essential to establish clear goals that address both social and economic dimensions. In the social context, the initial goal should prioritize the development of social skills in individuals with autism. The subsequent phase should focus on boosting their sense of self-worth and motivation. The final stage aims to enable individuals to live independently within society. From an economic perspective, the first objective is to promote employment among individuals with autism. The second stage involves ensuring they earn sufficient income to support themselves and their families. The final step includes offering occupational welfare and securing long-term employment opportunities. Autism-focused career centers should take the lead in drafting policies and presenting them to the government. These centers should advocate for resources to address fundamental needs such as career development, budget allocation, and providing consultative and supervisory roles as “nanny” institutions.

At the provincial level, these centers should champion innovative service delivery in partnership with relevant entities, including the Department of Empowerment of Persons with Disabilities and the Ministry of Labour. Policy frameworks should also emphasize monitoring the activities of provincial career promotion centers. Collaborative efforts involving the Department of Empowerment of Persons with Disabilities, the Department of Labor Skill Development, the Ministry of Interior, the Chamber of Commerce, the Federation of Thai Industries, civil society organizations, autism parent clubs, and the Thai Autistic Association are essential for achieving long-term success. The current co-production system can be enhanced by innovative redesigning of the career promotion model to better the first step till the end to ensure job security for individuals with autism. This recommendation is based on findings derived from interviews,



surveys, and the Delphi method. Refining the co-production concept and approach would also help mitigate issues, bolster the existing framework, and stimulate new forms of collaboration among involved parties. The main revisions to the

operational model, resulting from this reorientation of the co-production concept, are summarized and depicted in Figure 2.

This study confirms that the research framework holds essential value for developing better services that assist autistic individuals in finding employment. Multiple key stakeholders representing government agencies, educational institutions, and community organizations demonstrate that service delivery requires co-production methods. The research data demonstrates both existing employment challenges, including insufficient career development resources and restricted access to relevant information, but successful collaborations result in better employment opportunities for autistic job seekers. The research indicates that successful support systems develop through intergroup partnerships between these various groups. Research should concentrate on understanding the distinct pathways that collaboration between stakeholders creates an impact on employment results for autistic people. Analysts must study co-production systems that become successful to obtain valuable information about proven best strategies and implementable practices for different environments. Research involving extended observation should explore how continuous collaborative support services affect autism-related careers to create a complete understanding of the employment advantages provided through sustained assistance. Future studies in these fields enhance the autism employment research base while helping decision-makers and practitioners establish effective employment programs.

Conclusion and Recommendation

This research overarches an existing co-production public service model and suggests a reformed model and its seven substantial stages to enhance career opportunities for individuals with autism. As a whole, the proposed-reformed model emphasizes innovative collaboration among multiple agencies, led by local government organizations, and incorporates multidisciplinary support systems, to improve some key activities of all seven stages of the public service model for persons with autism. These include rehabilitation, health and mental well-being initiatives, and career promotion strategies that align with community development, business involvement, healthcare institutions, and parental engagement in law enforcement participation. The activities and agencies involved should prioritize addressing the unique needs of individuals with autism. The government is advised to strengthen the capacity of disability service centers to provide career-oriented support. This requires consensus among stakeholders to reform the seven-step service delivery model, which includes 1) Evaluation 2) Consultation 3) Training 4) Employment assistance 5) Support for entrepreneurship or self-employment 6) Technology support, and 7) Other related supports.

In a view of praxis, aiming at the application of theory to practice, these recommendations are rooted in the theoretical framework of co-production in public services. The framework should be adapted for vocational support services for individuals with disabilities, positioning government agencies as the primary actors while encouraging collaboration with non-governmental organizations. Furthermore, integrating international standards and legal best practices into the proposed guidelines is crucial. This integration will ensure that a newly developed model that addresses weaknesses of the existing seven-stage model will better achieve the public service objectives and comply with global standards.

Disclosure statement

The authors affirm that there are no conflicts of interest associated with this research.

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Data availability statement

The datasets used in this study are available from the corresponding author upon reasonable request, subject to ethical considerations and approval.

Contribution statement

Pakkanan Pattaranawig was responsible for conceptualization, writing the original draft, reviewing and editing, project administration, methodology, funding acquisition, formal analysis, and data curation. Somsak Amornsiriphong contributed to writing, specifically in the review and editing process.

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