Inclusive Employment Pathways: Career Success Factors for Autistic Individuals in Software Engineering

Appendix

Table 1: List of selected primary studies

No.	Study
S1	K. Eiselt and P. Carter, "Integrating social skills practice with computer programming for students on the autism spectrum," in 2018 IEEE Frontiers in Education Conference (FIE), pp. 1–5, IEEE, 2018.
S2	M. Moster, E. Kokinda, M. Re, J. Dominic, J. Lehmann, A. Begel, and P. Rodeghero, "Can you help me? An experience report of teamwork in a game coding camp for autistic high school students," in Proceedings of the ACM/IEEE 44th International Conference on Software Engineering: Software Engineering Education and Training, pp. 50–61, 2022.
S3	W. Wang, K. B. Ewoldt, M. Xie, A. M. Mestas-Nuˉnez, S. Soderman, and J. Wang, "Virtual summer camp for high school students with disabilities-an experience report," in Proceedings of the 54th ACM Technical Symposium on Computer Science Education V. 1, pp. 458–464, 2023.
S4	S. Stuurman, H. J. Passier, F. Geven, and E. Barendsen, "Autism: Implications for inclusive education with respect to software engineering," in Proceedings of the 8th Computer Science Education Research Conference, pp. 15–25, 2019.
S5	A. Begel, J. Dominic, C. Phillis, T. Beeson, and P. Rodeghero, "How a remote video game coding camp im- proved autistic college students' self-efficacy in communication," in Proceedings of the 52nd ACM Technical Symposium on Computer Science Education, pp. 142–148, 2021
S6	M. Sharfuddeen Zubair, D. Brown, M. Bates, and T. Hughes-Roberts, "Are visual programming tools for children designed with accessibility in mind?," in Proceedings of the 12th International Conference on Education Technology and Computers, pp. 37–40, 2020.
S7	M. S. Zubair, D. J. Brown, T. Hughes-Roberts, and M. Bates, "Designing accessible visual programming tools for children with autism spectrum condition," Universal Access in the Information Society, vol. 22, no. 2, pp. 277–296, 2023.
S8	K. Gama and A. Lacerda, "Understanding and supporting neurodiverse software developers in agile teams," in Proceedings of the XXXVII Brazilian Symposium on Software Engineering, pp. 497–502, 2023.
S9	M. R. Morris, A. Begel, and B. Wiedermann, "Understanding the challenges faced by neurodiverse software engineering employees: Towards a more inclusive and productive technical workforce," in Proceedings of the 17th International ACM SIGACCESS Conference on computers & accessibility, pp. 173–184, 2015.
S10	H. Annabi, K. Sundaresan, and A. Zolyomi, "It's not just about attention to details: Redefining the talents autistic software developers bring to software development," in Annual Hawaii International Conference on System Sciences, 2017.
S11	D. Adiani, A. Itzkovitz, D. Bian, H. Katz, M. Breen, S. Hunt, A. Swanson, T. J. Vogus, J. Wade, and N. Sarkar, "Career interview readiness in virtual reality (CIRVR): a platform for simulated interview training for autistic individuals and their employers," ACM Transactions on Accessible Computing (TACCESS), vol. 15, no. 1, pp. 1–28, 2022.

No.	Study
S12	S. Haanappel and S. Brinkkemper, "Software testing by people with autism," in International Conference on Computer Safety, Reliability, and Security, pp. 251–262, Springer, 2010.
S13	M. Das, J. Tang, K. E. Ringland, and A. M. Piper, "Towards accessible remote work: Understanding work-from-home practices of neurodivergent professionals," Proceedings of the ACM on Human-Computer Interaction, vol. 5, no. CSCW1, pp. 1–30, 2021.
S14	A. Zolyomi, A. Begel, J. F. Waldern, J. Tang, M. Barnett, E. Cutrell, D. McDuff, S. Andrist, and M. R. Morris, "Managing stress: The needs of autistic adults in video calling," Proceedings of the ACM on Human-Computer Interaction, vol. 3, no. CSCW, pp. 1–29, 2019.
S15	J. Gribble, A. Hansen, D. Harlow, and D. Franklin, "Cracking the code: the impact of computer coding on the interactions of a child with autism," in Proceedings of the 2017 conference on interaction design and children, pp. 445–450, 2017.
S16	M. Elshahawy, K. Aboelnaga, and N. Sharaf, "Codaroutine: A serious game for introducing sequential programming concepts to children with autism," in 2020 IEEE global engineering education conference (EDUCON), pp. 1862–1867, IEEE, 2020.
S17	J. Tang, "Understanding the telework experience of people with disabilities," Proceedings of the ACM on Human-Computer Interaction, vol. 5, no. CSCW1, pp. 1–27, 2021.
S18	M. S. Zubair, D. Brown, T. Hughes-Roberts, and M. Bates, "Evaluating the accessibility of scratch for children with cognitive impairments," in International Conference on Universal Access in Human-Computer Interaction, pp. 660–676, Springer, 2018.
S19	V. Koushik and S. K. Kane, "It broadens my mind" Empowering people with cognitive disabilities through computing education," in Proceedings of the 2019 CHI conference on human factors in computing systems, pp. 1–12, 2019.
S20	J. Carrero, A. Krzeminska, and C. E. H¨artel, "The DXC technology work experience program: Disability-inclusive recruitment and selection in action," Journal of Management & Organization, vol. 25, no. 4, pp. 535–542, 2019.
S21	M. R. Snodgrass, M. Israel, and G. C. Reese, "Instructional supports for students with disabilities in k-5 computing: Findings from a cross-case analysis," Computers & Education, vol. 100, pp. 1–17, 2016.
S22	D. Hedley, R. Cai, M. Uljarevic, M. Wilmot, J. R. Spoor, A. Richdale, and C. Dissanayake, "Transition to work: Perspectives from the autism spectrum," Autism, vol. 22, no. 5, pp. 528–541, 2018.
S23	K. Ellis, L. Kruesi, S. Ananthanarayan, H. Senaratne, and S. Lindsay, "Piece it together": Insights from one year of engagement with electronics and programming for people with intellectual disabilities," in Proceedings of the 2023 CHI Conference on Human Factors in Computing Systems, pp. 1–17, 2023.
S24	S. M. Shah, C. Elliott, and P. Nedungadi, "Square pegs and round holes: Pedagogy for autistic students in computing education," IEEE Transactions on Education, vol. 67, no. 6, pp. 919–930, 2024.
S25	E. C. J. De Ara´ujo, W. L. Andrade, and A. L. S. Oliveira, "Identifying programming skills impacted in students with cognitive disabilities," in 2022 IEEE Frontiers in Education Conference (FIE), pp. 1–8, IEEE, 2022.
S26	I. Cardoso-Pereira, G. Gomes, D. M. Ribeiro, A. de Souza, D. Lucena, and G. Pinto, "Supporting the careers of developers with disabilities: Lessons from zup innovation," IEEE Software, vol. 40, no. 5, pp. 58–65, 2023.
S27	M. Elshahawy, M. Bakhaty, and N. Sharaf, "Developing computational thinking for children with autism using a serious game," in 2020 24th international conference information visualisation (IV), pp. 761–766, IEEE, 2020.
S28	Y. Chinchay, J. Gomez, and G. Montoro, "Unlocking inclusive education: A quality assessment of software design in applications for children with autism," Journal of Systems and Software, vol. 217, p. 112164, 2024.
S29	Y. Wang, M. Tang, Y. He, and T. Y. Tang, "Interactive design with autistic children using llm and iot for personalized training: The good, the bad and the challenging," in Companion of the 2024 on ACM International Joint Conference on Pervasive and Ubiquitous Computing, pp. 1000–1003, 2024.

List of selected primary studies – continued from previous page

No.	Study
S30	M. Moster, E. Kokinda, D. M. Boyer, and P. Rodeghero, "Experiences with summer camp communication via discord," in Proceedings of the 46th International Conference on Software Engineering: Software Engineering Education and Training, pp. 56–65, 2024.