



Autism Works!

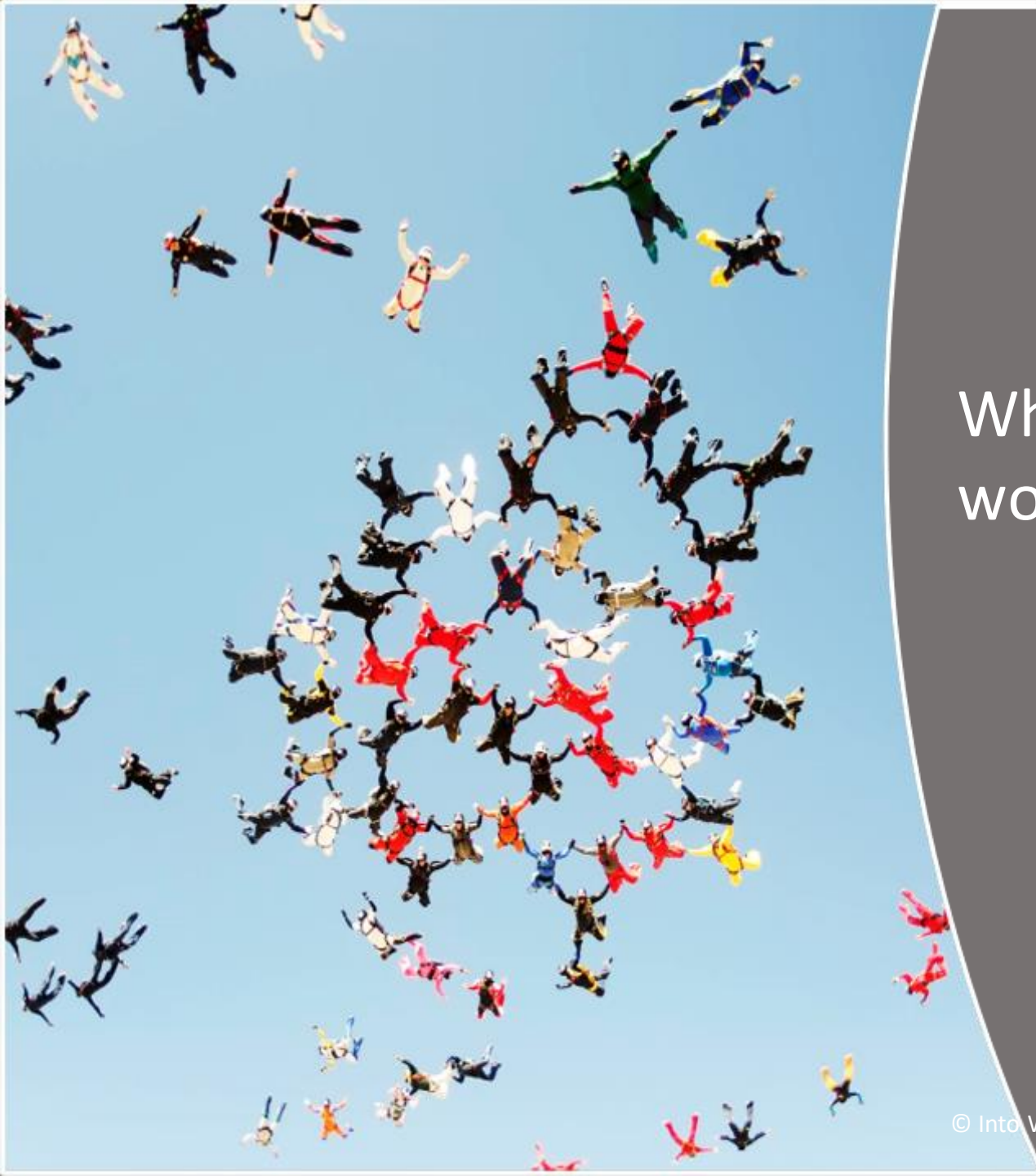
How to be an Autism Confident Employer
Breakfast Briefing

Into Work

Programme for today



- Introduction
- What is Autism?
- What does an autistic person experience?
- What does autism friendly recruitment look like?
- Any questions



Group Activity

When you think about autism, what words spring to mind for you?





communication difficulties

very focussed, high intelligence

anxiety

frustrations

social difficulties

routine

hidden talents

logical, think differently

emotions



What is Autism?

Into Work

Current understanding of autism



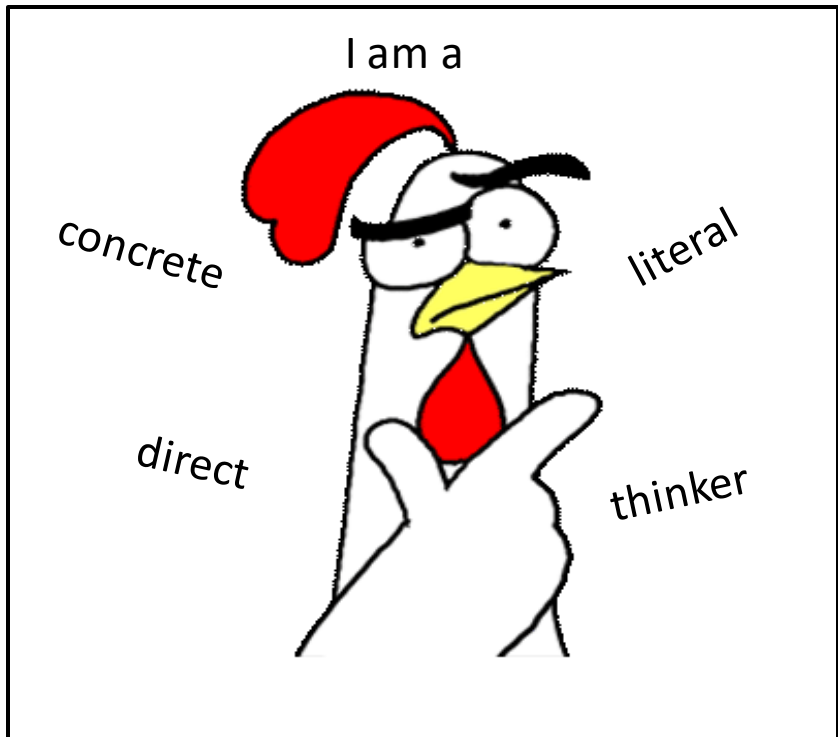
- Autistic people **process information** and experience their environment through their senses fundamentally differently
- Numbers of autistic people in the population between 1 in 100 and 1 in 25
- Genetic
- Autism is **not** a disease or mental illness: no cure or treatment



What does an autistic person experience?

Challenges
Strengths

Social communication challenges



- Interpreting nuanced or vague requests
- Understanding unwritten social rules or workplace dynamics
- Reading body language & facial expressions
- Understanding and predicting thoughts, feelings and reactions of others
- These are as a result of being a concrete, literal, & direct communicator

Sensory challenges



- Highly individual. For example, can include hyper/hyposensitivity to:
 - Sounds
 - Lighting
 - Smells
 - Physical contact
 - Internal feelings
- Sensory over-stimulation is overwhelming!

Things autistic employees often do well:



- Focused concentration for long periods
- Spotting errors or changes
- Identifying logical rules and patterns
- Remaining objective and open-minded when others are driven by emotion
- Plain-speaking, honesty!

A circular color wheel with concentric rings and radial lines, featuring several black dots placed at various points. The wheel is divided into segments of different colors, including shades of green, yellow, orange, red, purple, and blue. The dots are located at various points on the wheel, including the center and the outer rings.

Autism- friendly recruitment

Job advertisements and descriptions

Job advertising



- Wording – reflects core skills for the role? Clear?
- Expected hidden skills
- Describe the working environment
- Provide info/images of work environment
- Disability-inclusive as badge of pride!

Put what you think of this ad in the chat or unmute and say...



grizzlysgrill • Follow

grizzlysgrill We are looking for a fun new hard-working dishwasher to join this crazy team of ours! #stafflove #werehiring #joinus #reataurantlife



5 likes

JULY 16, 2015

Add a comment...



Benefits: Statistics



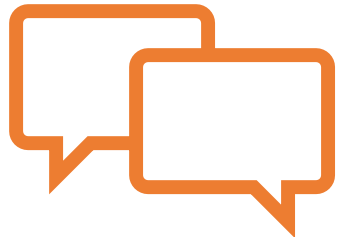
Productivity and work quality

- Autistic professionals make fewer errors and are **90% - 140% more productive** than non-autistic employees (JP Morgan Chase Autism at Work programme)

Talent retention

- **Retention rates of more than 90%**, higher than industry averages (four largest US autism hiring programs (SAP, JPMorgan Chase, Microsoft and EY))

Benefits: Quotes



‘I’m autistic, I work at the centre of the UK government on Covid response ... we with autism tend to be truthful and blunt... and an absolute dedication to facts and precision is a boon — when an emergency is unfolding, nothing is more important than accurate and truthful information.’ **Helen Jeffries, Deputy Director, COVID Task Force, Cabinet Office**

‘The more that organizations can normalize the conversations around valuing people who think a little differently, the more they can drive innovation, increase productivity and generate a sense of belonging across the entire organization’. **Nathalie Hofman, Principal, Forensic & Integrity Services, Ernst & Young LLP**

Complete course



Much more information on:

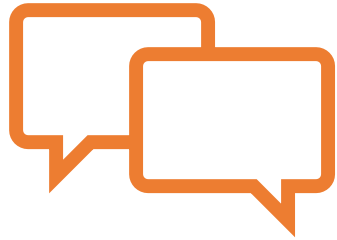
- What is Autism?
- What does an autistic person experience?
- What does autism friendly recruitment look like?

Also covers:

- Autism friendly work environment
- Retention and good management
- Career progression

Course co-produced by autistic people and delivered by trainers with lived experience of autism. Currently run online as 3 x 1.5 hour sessions

Feedback from course attendees



'I found the confidence that was instilled very useful' Line Manager

'The speakers ... used specific examples to illustrate concepts, and this is what made this seminar stand out from simply 'helpful' to very, very informative, where I actually have a much deeper understanding of the issues surrounding autism in the workplace and how to best support autistic employees.' Manager

'[Trainers] Suzanne, Tanya and Fiona were fantastic, I really appreciated their points of view and methods for delivering the information.' Training manager

Any Questions



Thank you!