
AUTISM IN THE WORKPLACE – HOW CAN EMPLOYERS SUPPORT INDIVIDUALS?



INTRODUCTION

- Thomas Cliffe
- TRACK
- Café Track
- The Story So Far
- Why?



AUTISM IN THE WORKPLACE

- National Autistic Society
- 16% Full Time Employment
- 32% Any sort of employment

DID YOU KNOW

Only

16%

of autistic adults in the UK are in full-time paid employment.

Only

32%

are in some kind of paid work.



SKILLS IN THE WORKPLACE

- high levels of concentration
- reliability, conscientiousness and persistence
- accuracy, close attention to detail and the ability to identify errors
- technical ability
- detailed factual knowledge and an excellent memory
- A different perspective



SUPPORTING AUTISTIC INDIVIDUALS

CHANGING THE ENVIRONMENT AND NOT THE PERSON



RECRUITMENT AND SELECTION

- Job Carving
- Vacancy
- Application
- Selection
- Environment



SUPPORTING EMPLOYEES, EMPLOYERS AND CUSTOMERS

- Routine
- Clear Instructions
- The Job Role
- Communication
- Mentoring – internal and external, timings, end of day
- Colleagues – awareness without special treatment (Acceptance)
- Policy and Documentation



KEY POINTS

- Small environmental changes can make a life changing difference
- This is not a nice thing to do, it is a sound business decision to create opportunities for all
- Chance to shape “How we do things” to include all.



QUESTION AND ANSWER

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