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

- Thomas@track.org.uk
- Website: www.track.org.uk
- Facebook/ Twitter/ Instagram - @TRACKnnLtd
- LinkedIn Tom Cliffe