NEURODIVERSITY INCLUSION TRAINING

Unlocking neurodiverse talent within the workplace

auticon

FAST COMPANY

WORLD CHANGING IDEAS 2020

Unlocking neurodiverse talent within the workplace

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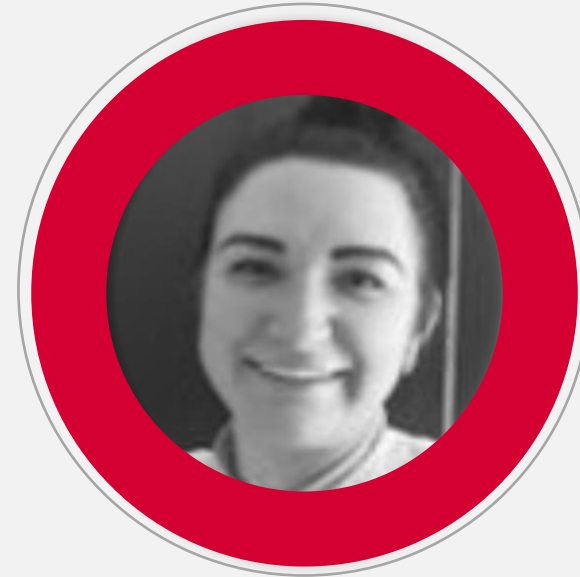
- An introduction to auticon

- An overview of neurodiversity, autistic strengths and the workplace experience

- auticon recruitment - a different perspective

- Summary and discussion

Introductions

Maria Hamilton
International Training Programme Lead

Amber Canham
Recruitment Lead

About auticon: our mission

- A social enterprise providing IT consulting in the fields of data analytics, cybersecurity and quality assurance

- Founded in 2011 with a mission of to promote neurodiversity and improve the employment prospects of adults on the autism spectrum

- Global reach with international offices

- 200 autistic employees on permanent contracts

- Our experience in neurodiversity as well as hiring, training and creating neurodiverse inclusive work environments has enabled us to develop our neurodiversity inclusion service

About auticon: our goal

- Providing high quality careers for skilled autistic adults with STEM related backgrounds

- Shifting perceptions and improving awareness of autism and neurodivergent conditions

- A catalyst to encourage neurodiversity within the workplace

UK Impact - auticon consultants

Diagnosis	Employment	Education	Age range
• 100% autistic • Many with additional co-occurring conditions such as ADHD, Dyslexia and Dyspraxia	• 24% in employment prior to auticon • 4% employed in relevant role to their skill and education prior to auticon	• 95% of have a STEM degree • 50% postgraduate degree • 15% PhD	• 24-61 years old

Combining autistic talent & technical skills

Our consultants have superior cognitive abilities that give them a competitive advantage in the areas we specialise in.

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Data Analytics

Insurance
Business Intelligence & Reporting

Consumer Goods
Predictive Analytics

Accounting
Data Visualisation & Machine Learning

Quality Assurance

Automation
Functional Testing

Information
Test Case Review & Root Cause Analysis

Pharmaceutical
Data Quality Validation

Software Development

Banking
Migration & Replatforming

Legal
Digitalisation & Automation

Automotive
Stabilisation & Modernisation

Cybersecurity

Accounting
DevSecOps

Aviation & Aerospace
Threat Assessment & Continuous Monitoring

Education Services

AWARENESS | Autism and neurodiversity awareness at work

FOUNDATION | Neurodiversity and autism within the workplace

FOUNDATION | ADHD, Dyslexia and Dyspraxia within the Workplace

ADVANCED | Supporting the disclosure of neurodiverse conditions
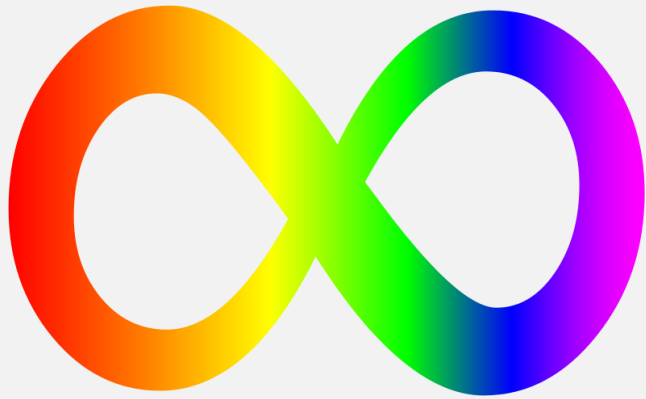
ADVANCED | Workplace assessment

ADVANCED | Inclusive communication

ADVANCED | Recruiting neurodivergent talent

An overview of neurodiversity and neurodivergence within the workplace

Understanding neurodiversity

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⊙ NEURODIVERSITY / NEURODIVERSE
How **all** brains are different; we all think differently and have differing cognitive abilities

⊙ NEURODIVERGENT / NEURODIVERGENCE
A specific neurodevelopmental condition/s which relate to differences how the brains a structured or wired
(i.e. Autism, ADHD, Dyslexia, Dyspraxia)

⊙ CONDITION or DISORDER
disorder – is overly medicalised and adheres to a deficit-based model of disability
condition – is (for most) seen as a more respectful term

⊙ CORRECT TERMINOLOGY –
Neurotypical is often used. Instead consider using….not neurodivergent; not autistic, does not have [*autism*]
Use identity first language as generally preferred. Sarah is autistic, not Sarah has autism

Neurodivergent conditions

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- Autism Spectrum Condition
- ADHD/ADD
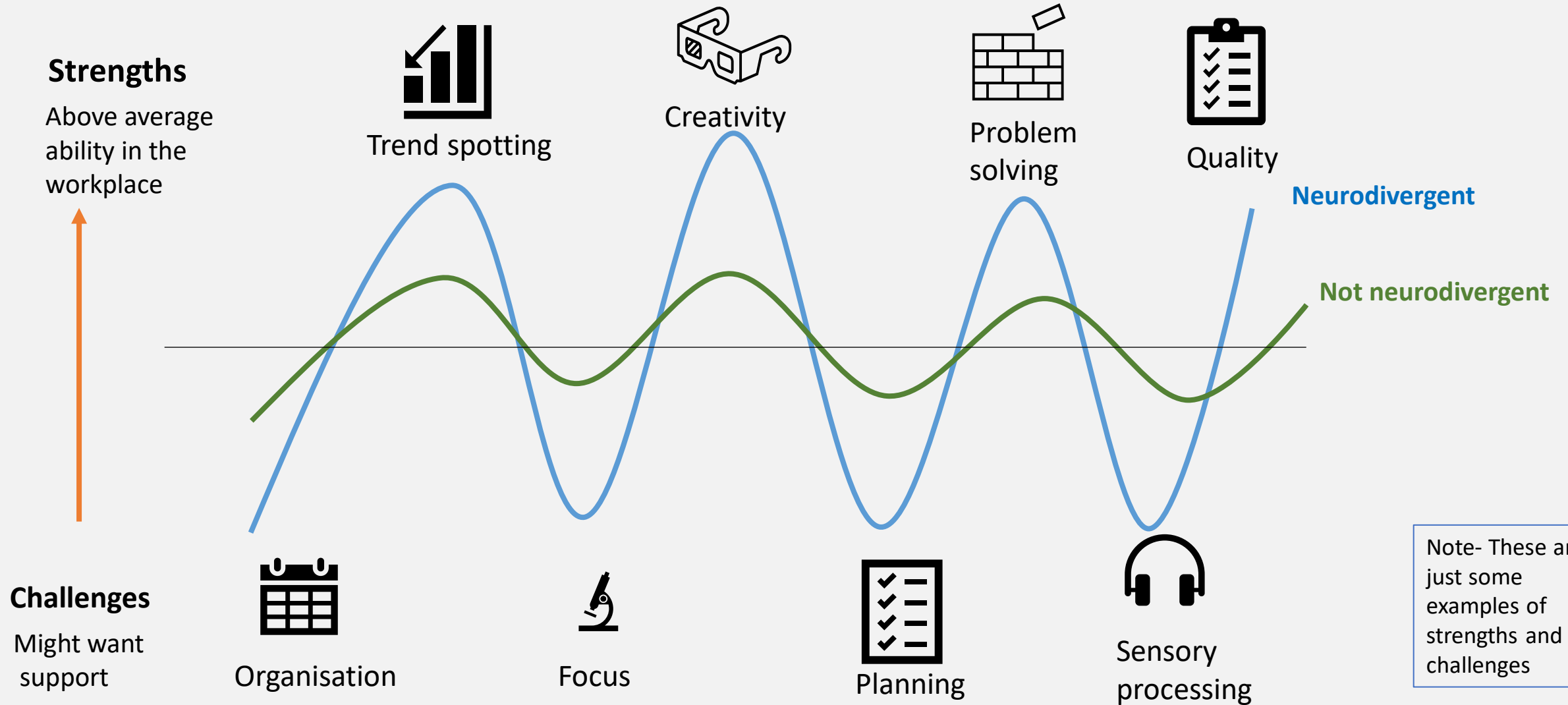- Dyslexia
- Dyspraxia

Diagnosis rate of 1 in 7/ (15%)

Individuals can have co-occurring neurodivergent conditions such as ADHD, Dyslexia and Dyspraxia

"If you've met one person with autism, you've met one person with autism."

- **Stephen Shore**
autistic author, speaker and thought leader

# Understanding the cognitive profile of neurodivergent individuals

Strengths

Above average ability in the workplace

Trend spotting

Creativity

Problem solving

Quality

Neurodivergent

Not neurodivergent

Challenges

Might want support

Organisation

Focus

Planning

Sensory processing

Note- These are just some examples of strengths and challenges

An overview of autism, strengths and the workplace

Understanding Autism Spectrum Condition

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Autism is a life long neuro-developmental condition which impacts how an individual experiences and interacts with the world and other people:
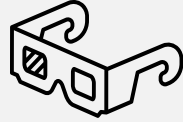
Social communication and Social interaction

Cognitive differences

Sensory Perception
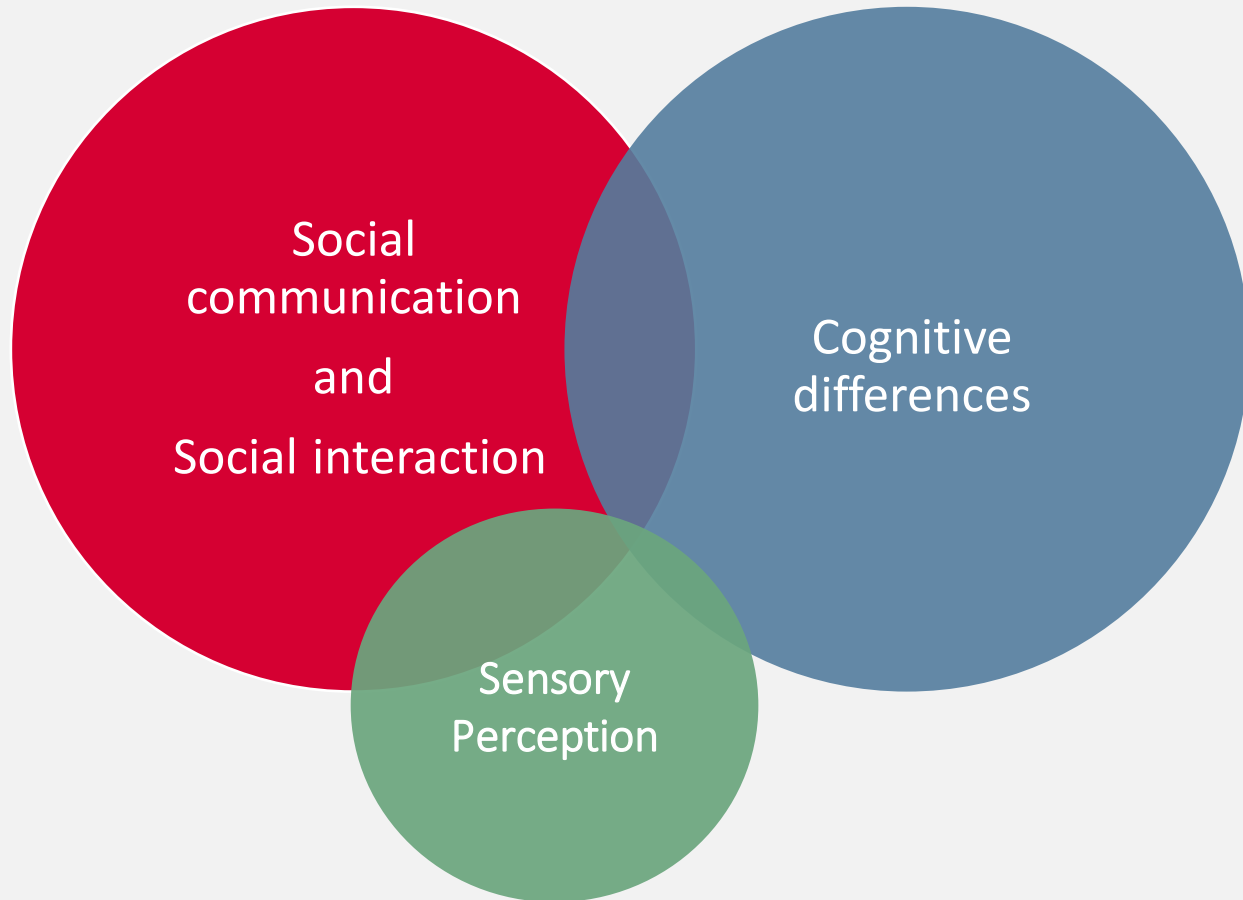
Statistics

Estimated 1 in 100 people are autistic 700,000 (UK)

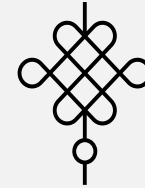Diagnosis: 3:1 Male to female

Cognitive strengths- examples
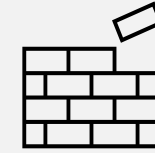
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HONESTY

SEE THINGS DIFFERENTLY
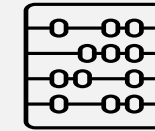
CREATIVITY

PROBLEM SOLVING

ANALYTICAL THINKING

ACCURACY

PATTERN RECOGNITION

FACTUAL MINDSET

INNOVATIVE THINKING

QUALITY

TREND SPOTTING

RETAINING INFORMATION

Workplace challenges

A spectrum condition

By Fredy Gasser, Die Post
Photo copyright Urs Graber

Beat Steiner
Consultant
Switzerland

Autism at work

- Social etiquette
- Onboarding
- Unplanned changes
- Ambiguous instructions
- How to prioritise work
- Masking
- The office environment set up

Why we need neurodiverse teams in the workplace

- Case studies show increased productivity and innovation in teams

- Adjustments helps the client team not just our consultant

- Skills shortage and recruitment challenges

- Untapped talent – autistic FTE is just 16%

**"I like to feel useful. Society is made up of people who make something bigger than themselves.
And that means work. That means being able to contribute to a shared idea."**

Tom Cowley
auticon UK
Consultant

Customer praise

"It was great working with auticon. They took the time to understand us as an organization and what we were trying to achieve. They really get that there isn't a one-size-fits-all approach and took us through what could be changed now and what we could think about in the future."

- Yorath Turner Chartered FCIPD | Head of Digital Capability & Talent

"Our experience with auticon has been that any adjustments we need to make are far outweighed by the extraordinary abilities and skills they bring to the firm."

- Owen Clay, Partner

Within the first week they were able to surpass the average amount of processed test cases of 125 per day by almost 50%. We're more than content with the auticon consultant's pace and quality of work."

- Rainer Degenhardt, Program Manager

Another Perspective

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WE'RE HIRING

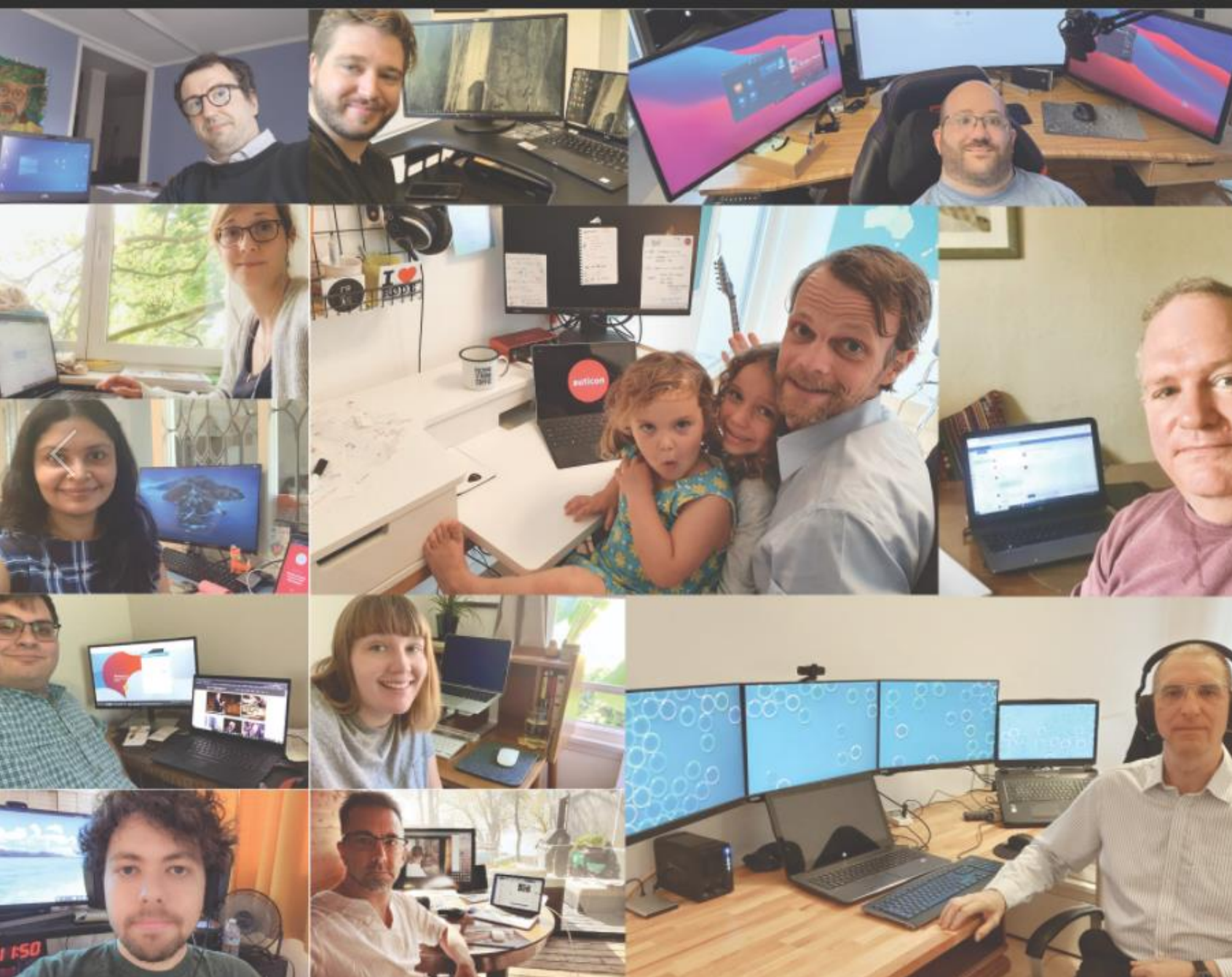auticon

Come and join our team

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Permanent employment as an IT consultant or data consultant.

- Continuous employment based in London, Edinburgh and Dublin

- Professional development

- Fascinating and complex projects

- Autism-positive work environment

What are we looking for ?

- Have studied towards a STEM subject or social science subject

- More than one year of relevant professional experience

- At least one modern commercial programming language

- Diagnosis of autism

Our work culture

Celebrating individual difference, working as a team

Our values

- People first and team spirit

- Individual difference is valued

- Open and transparent in our communications

auticon consultant support model

Job Coach

Consultant

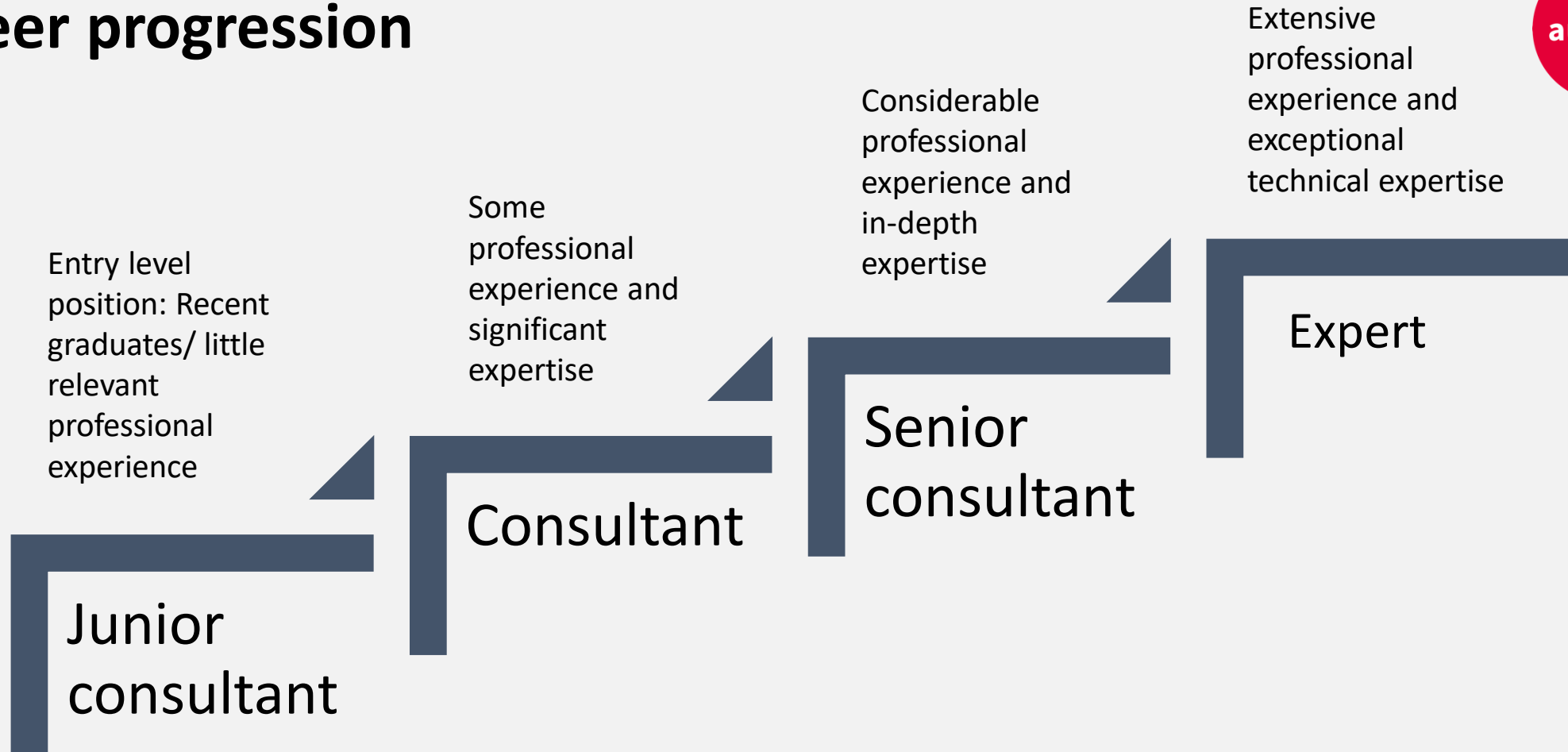- Brief, prepare, support and mediate

Support covers:
- Social communication
- Mental wellbeing
- The sensory environment
- Structure & routines
- Workplace adjustments

Line manager

- Technical Support
- Manages work tasks

Career progression

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Entry level position: Recent graduates/ little relevant professional experience

Junior consultant

Some professional experience and significant expertise

Consultant

Considerable professional experience and in-depth expertise

Senior consultant

Extensive professional experience and exceptional technical expertise

Expert

Technical skills sought

DATA SCIENCE

CYBERSECURITY

DATA SCIENCE	(shared)	CYBERSECURITY
R	Python	CISSP
Power BI	SQL	CompTIA
Tableau	AWS	Splunk
Alteryx	Azure	Cisco
Excel	Java	Darktrace
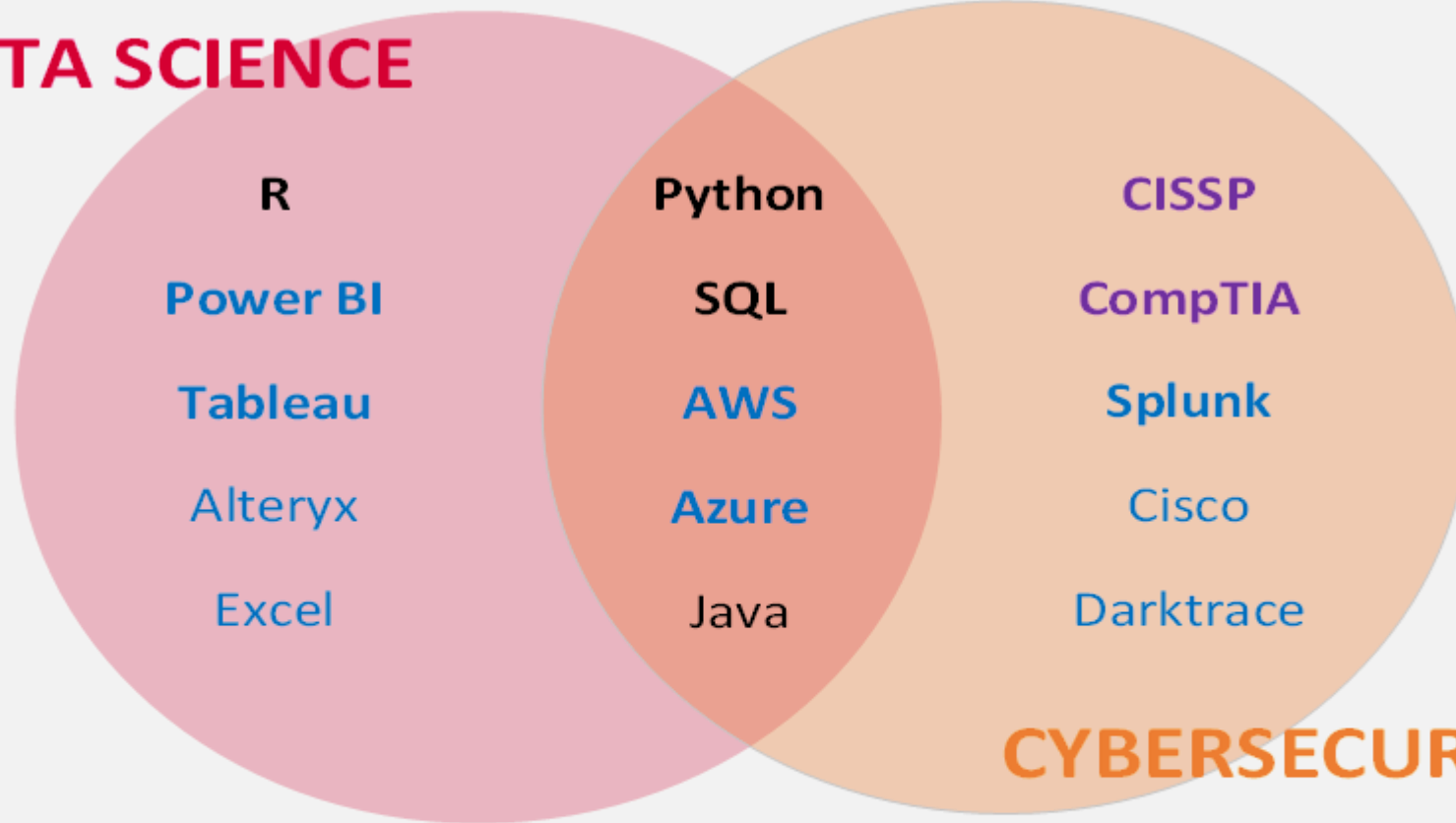
Technology | **Proprietary** | **Certification**

Of Particular Interest: { AI | ML | NLP | Pandas | Tensorflow | etc }

Nice to See: { Git | Certified Ethical Hacker | Linux (Kali) | etc}

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Cognitive skills sought

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Pattern recognition

Attention to detail

Sustained concentration

Logical analysis

Error detection

How to apply

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← Job Openings

Data Scientists | Data Analysts | Data Engineers in the Edinburgh and Glasgow area

Consultant (Edinburgh) · Edinburgh, Edinburgh, City of

We are expanding our data science practice in Edinburgh and Glasgow (Scotland) and are looking for data scientists, data analysts, and data engineers to join our team.

Please apply if you have previously worked in any of these data-related areas. And, if you haven't, please contact us anyway if you have good numeracy skills and meet at least three of these four criteria:

- Fluency in Python or R
- Experience in the use of data analysis tools
- Ability to process large data sets accurately
- Experience in the use of relational databases

Additionally, it would be nice, but not necessary, if you have:
- Previously used Tableau, Power BI, Qlikview, Spotfire, etc.

Apply for This Job

Link to this job

https://auticon.bamboohr.com/jobs/vie

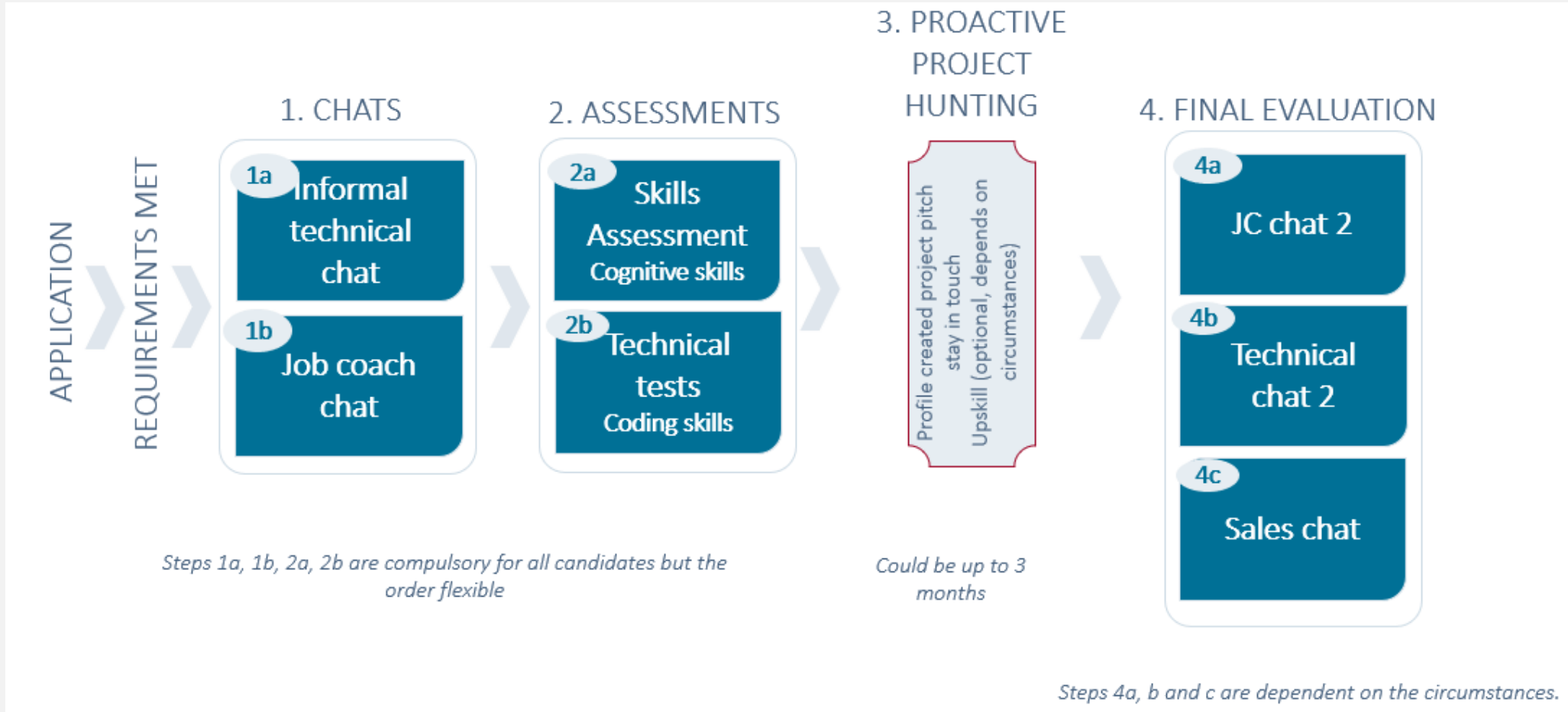in   twitter   f

Location
Edinburgh, Edinburgh, City of

Department
Consultant (Edinburgh)

Employment Type
Full-Time

Recruitment Journey

What our consultants say – onboarding

What our consultants say – projects

auticon spend a lot of time and effort making sure that a role is right for me before I get to meet the company. They also speak to the company about autism, me as an individual and how they can get the best out of me. I also have a weekly 1-1 with someone from auticon, who is hugely helpful. It is wonderful working for a company that acts as my advocate.

– **Chris**
auticon consultant
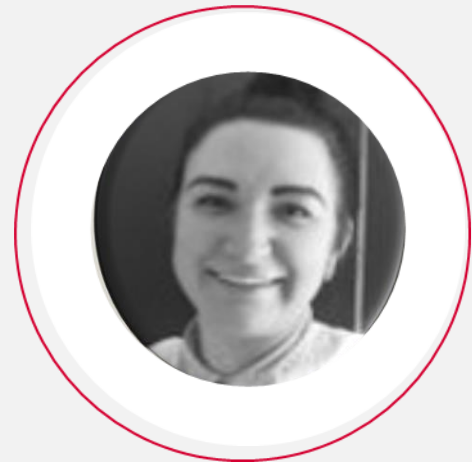
Hear from one of our consultants (https://youtu.be/rrN4JpyB7xs)

Contact us

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For training and consultancy enquiries

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For recruitment enquiries

Website - https://auticon.co.uk/now-hiring/