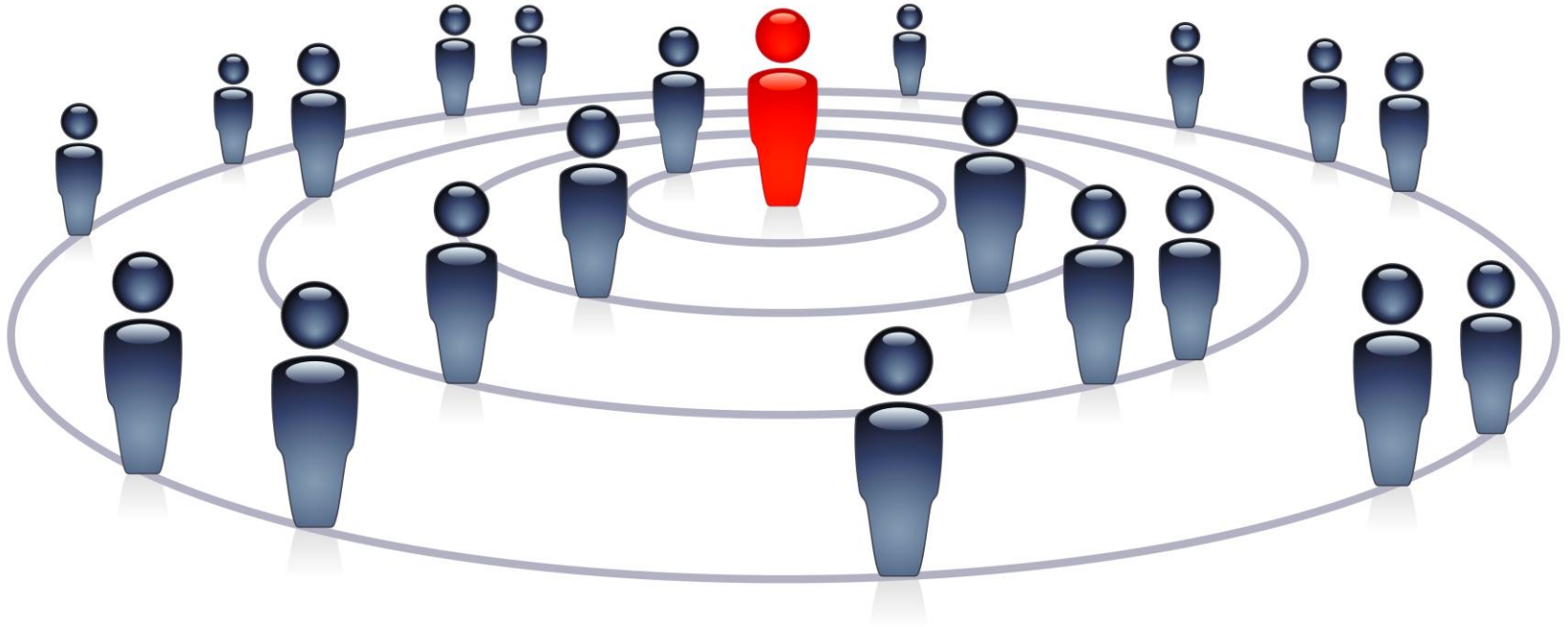




Employable me?
Yes! Yes! Yes!

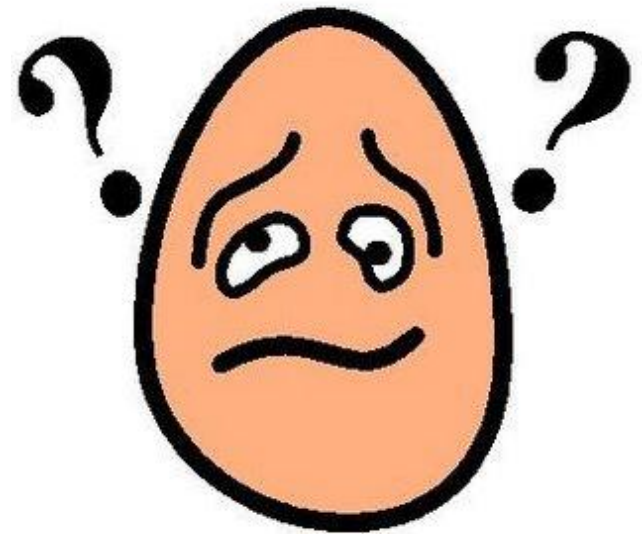


AUTISM IS UNIQUE!





Autism is a neurodiverse condition which finds it difficult to make sense of a neurotypical world.



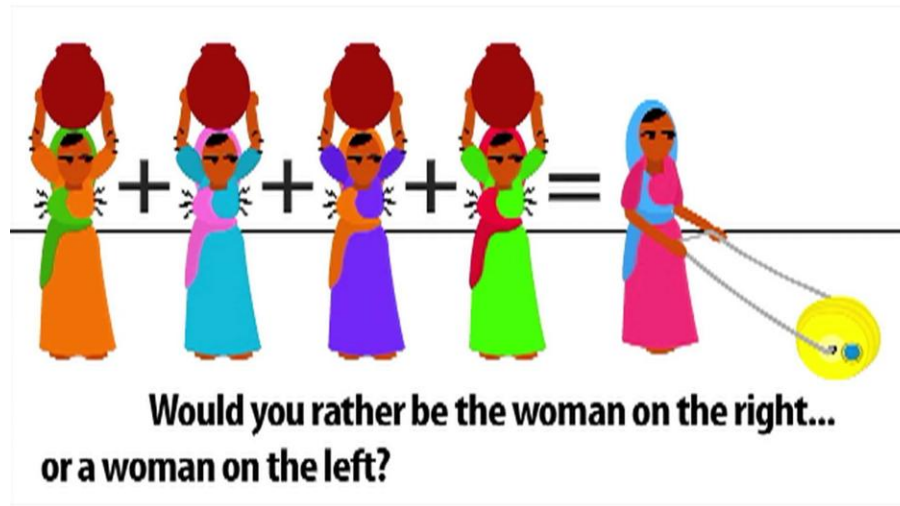


Challenges faced include:

- Lack of awareness in others as to what it means to have autism
- Confusion, fear and hostility from others when encountering someone with autism
- Lack of understanding as to what may constitute a challenging situation/environment in the community for someone on the autistic spectrum
- Lack of awareness of what practical approaches can be used to support those with autism in everyday circumstances which come so easily to those not on the spectrum **and**.....



Lack of knowledge that probably
without people with autism those not
on the spectrum would not have
progressed!





Autism in Practice

Advice & Training for the workplace

What can we do to support and channel these strengths into rewarding and recognising the significant contribution those on the spectrum can make to the community at large and employers in particular?



Develop an awareness of autism





Autism in Practice
Advice & Training for the workplace

What is autism?

- A different way of seeing the world in which we live
- It is a lifelong spectrum condition which is generally identified in early childhood
- Asperger syndrome is part of the autism spectrum
- 700,000 people in the UK have autism
- More males are diagnosed with autism than females
- It increases the likelihood of having other conditions



Autism in Practice
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- It is more common than Down's Syndrome and Cerebral Palsy
- It is called a “hidden condition”
- People with autism may use different methods of communication which can be difficult for others to understand.
- Everyone with autism is unique - just like you and I.
- 78% of people with autism have significantly more sensory differences



Diagnosis

- Differences in communication
- Differences in social understanding
- Differences in processing
- Sensory differences





Sensory Differences





Sensory Processing

- Many people with autism respond differently to sensory experiences
- They can be under-responsive and/or over-responsive
- When people experience **sensory overload**, they become more anxious and this may cause a stressful reaction resulting in distressed behaviours.





Common stressful situations

- Accessing the everyday community
- Dealing with authority
- Meeting health needs
- Making friends and forming relationships
- Leisure activities
- Employment



Key points

- Note body language and facial expression of the person
- Be aware of your own body language – stand side on
- Speak name of the person first
- Eye contact
- Use the person's preferred method of communication, if known
- Write or draw things you want to communicate
- Keep speech short and simple (K.I.S.S.)
- Remember they may have a processing delay – 17 secs is not uncommon



Key points

- If a repeat is needed, do so using exactly the same words
- Be consistent - in what you say, how you say it, what you do, how you do it
- Be aware they may be having a sensory overload
- Identify special interests as possible motivators to engage
- Understand that a person with autism usually has literal understanding so avoid sarcasm or irony
- Offer a quiet, or less busy environment to move to
- Support the person in knowing what to expect and what is expected
- Try to remain calm, supportive and patient in all circumstances



KISS! Keep It Short
and Simple (language)



Support recap.....



- Allow extra time to process information
- Written and visual information can help
- Even people who are very articulate need you to use the support listed above
- Let the person know what to expect and
- what is expected of them



Strengths in Autism

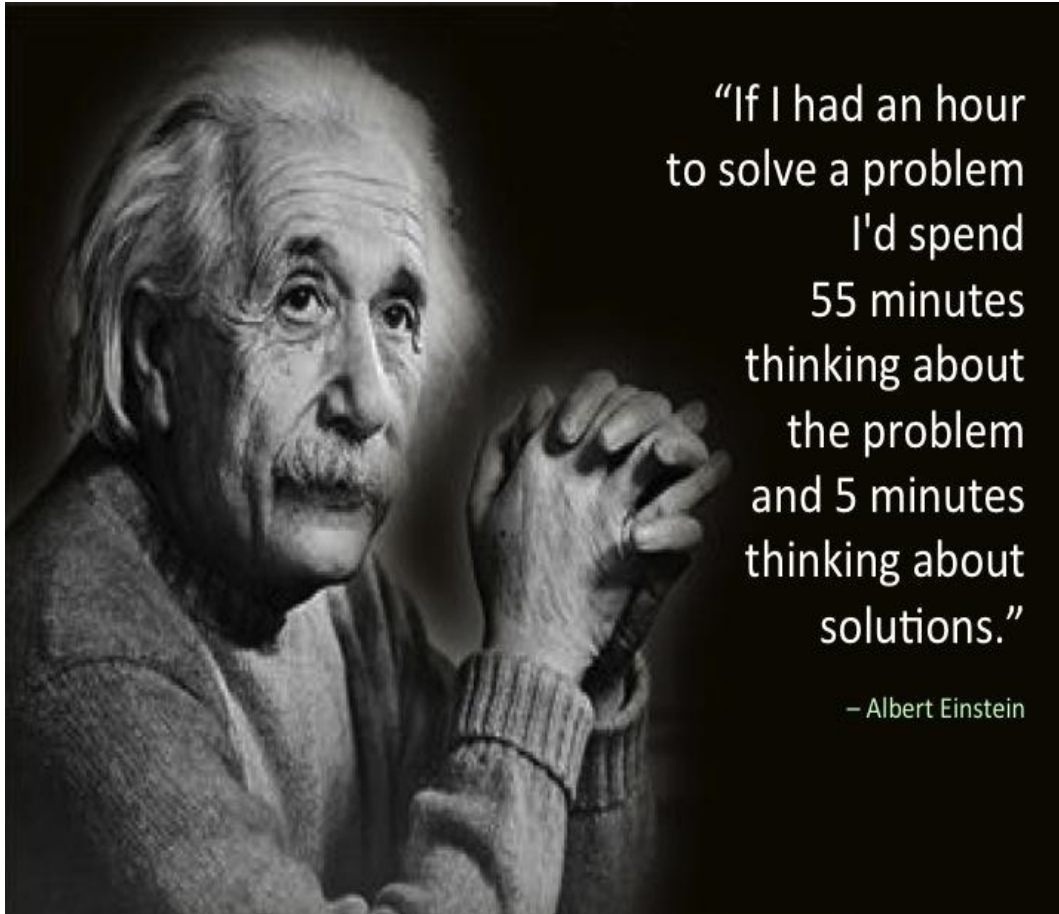
- Visual thinking
- Ability to notice detail
- Honesty
- Reliability
- Special knowledge and interests
- Ability to concentrate on a task to a high standard
- Ability to accurately follow information if presented in a way the person understands





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Apps for iPads



Visual planner



Visual routine



Choiceworks



Calm counter



Visual routine



Social Stories



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For more information contact
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