

SUCCESS IN THE WORKPLACE

EMPLOYER TOOLKIT

Strategies from Autistic Employees

RETAINING AUTISTIC EMPLOYEES



The second last phase of the employee life cycle is retention. After successfully onboarding an autistic employee and supporting the learning and development of the employee and colleagues, employers want to retain their employees for the long term, reducing the costs associated with frequent employee turnover.

The President's Group, a British Columbia based roundtable of accessible employers, reports that **employers who hire employees with disabilities have:**

72% higher staff retention¹

According to an inclusive employer survey performed for this toolkit, many employers already have or are open to implementing adjustments that support and encourage long-term employee retention.

46% of employers reported being very likely to implement sensory modifications.

50% were very likely to allow the employee time to practice self-calming strategies.

21% of employers already had communication adjustments in place.

80% would be likely to implement them.

These statistics are very encouraging and show a trend towards employers becoming more autism inclusive.



The strategies and tools in this section will help employers support their autistic employees over the course of their employment, in turn encouraging long-term employee loyalty.

Providing ongoing support

Many autistic employees will require some level of ongoing support for the duration of their employment with the company.

Every autistic employee is a unique individual; therefore, the needs of each employee are individualized. Not all employees require the same type or level of support.

A survey of autistic employees conducted for this toolkit identified 3 supports that were commonly requested. Each of these common supports is summarized in its own subsection as follows:

- Communication supports - [Section 13a](#)
- Anxiety and emotional regulation supports - [Section 13b](#)
- Supportive access to informal social situations, such as planned or unplanned employee social events - [Section 13c](#)



REFERENCES

- 1 [Business Case, Why Hiring People with Disabilities is Good for Business In the New Normal](#)
The President's Group