

SUCCESS IN THE WORKPLACE

EMPLOYER TOOLKIT

Strategies from
Autistic Employees

CONCLUSION

Autism Spectrum Disorder (ASD) is becoming more prevalent

Many employers are seeking resources and user-friendly tools to support autistic employees throughout the employee life cycle.

1 IN 66 Canadians have an autism diagnosis.¹

52% of employers reported being only somewhat proficient or not at all proficient in their understanding of autism or related disorders.²

33% of employers indicated that they do not currently have an autistic inclusive work environment, and have no immediate plans to create one.³

56% of autistic respondents reported having difficulties staying employed.

Success in the Workplace: Strategies from Autistic Employees is designed to fulfill that need. This toolkit is designed with employers in mind. In addition to being written by an actually autistic author, the content was reviewed by autistic employees, employers and HR professionals to ensure the strategies are both helpful to autistic employees and useful to both small and large employers.

While these strategies are comprehensive, they are by no means exhaustive.

Every autistic employee, like every non-autistic employee, is a unique individual and their workplace needs will vary.

Some autistics will require more supports than those discussed in the toolkit, while others may require fewer supports. Use the resources in this toolkit as a guide to enabling and encouraging long-term employee engagement, productivity and loyalty. An inclusive employer will take the time to work with the employee and their support team to identify and support the unique needs the employee may have and to ensure that they bring their best to the workplace. These strategies are both helpful to autistic employees and useful to both small and large employers.

Call to action

The author hopes that the tools in **Success in the Workplace: Strategies from Autistic Employees** will help empower employers to advance employment and career opportunities for autistic individuals. Employers big and small are encouraged to use the resources in this toolkit to not only become a champion for autism inclusion but to make Canada a leader in inclusive employment.



REFERENCES

- 1 **Autism Spectrum Disorder Among Children and Youth in Canada.**
Public Health Agency of Canada
- 2 **Autistic Workers Survey**
- 3 **Autistic Workers Survey**