



AUTISM IN THE WORKPLACE  
CREATING OPPORTUNITIES IN TECH

# SCHEDULE

- Introductions
- Autism Background Information
- Autism in the Workplace
- Creating Opportunities
- Follow up Session + Q and A



# INTRODUCTION

- Thomas Cliffe
- TRACK and Café TRACK
- The Story So Far
- Why?



# WHAT IS AUTISM?

- Autism is a lifelong, developmental disability that affects how a person communicates with and relates to other people, and how they experience the world around them.
- Neurodiversity – Aspergers, Dyspraxia Dyscalculia
- An assessment for Autism will normally be made where people show persistent difficulties in some key areas



# WHAT IS AUTISM?

Autism is a spectrum condition and affects people in different ways.

- Social Interaction
- Social Communication
- Social Imagination
  
- Sensory Environment
- Interests

TRACK 

"Autism gives you  
plenty of opportunities  
to second guess  
yourself"

R.LEWIS  
NO GREATNESS WITHOUT GOODNESS



## BACKGROUND INFORMATION

DID YOU KNOW

**700,000**

people are on the autism spectrum  
in the UK, that's more than

**1 in 100**

[www.autism.org.uk/about/what-is/myths-facts-stats.asp](http://www.autism.org.uk/about/what-is/myths-facts-stats.asp)

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.





# AUTISTIC EMPLOYEES

- ❑ 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

Understanding, embracing and celebrating different ways of thinking and doing can release the true power of the autistic mind. Here we look at the positive features of autism.

 <b>Attention to detail</b> <ul style="list-style-type: none"><li>• Thoroughness</li><li>• Accuracy</li></ul>	 <b>Methodical approach</b> <ul style="list-style-type: none"><li>• Analytical</li><li>• Spotting patterns, repetition</li></ul>
 <b>Deep focus</b> <ul style="list-style-type: none"><li>• Concentration</li><li>• Freedom from distraction</li></ul>	 <b>Novel approaches</b> <ul style="list-style-type: none"><li>• Unique thought processes</li><li>• Innovative solutions</li></ul>
 <b>Observational skills</b> <ul style="list-style-type: none"><li>• Listen, look, learn approach</li><li>• Fact finding</li></ul>	 <b>Creativity</b> <ul style="list-style-type: none"><li>• Distinctive imagination</li><li>• Expression of ideas</li></ul>
 <b>Absorb and retain facts</b> <ul style="list-style-type: none"><li>• Excellent long term memory</li><li>• Superior recall</li></ul>	 <b>Tenacity and resilience</b> <ul style="list-style-type: none"><li>• Determination</li><li>• Challenge opinions</li></ul>
 <b>Visual skills</b> <ul style="list-style-type: none"><li>• Visual learning and recall</li><li>• Detail-focussed</li></ul>	 <b>Accepting of difference</b> <ul style="list-style-type: none"><li>• Less likely to judge others</li><li>• May question norms</li></ul>
 <b>Expertise</b> <ul style="list-style-type: none"><li>• In-depth knowledge</li><li>• High level of skills</li></ul>	 <b>Integrity</b> <ul style="list-style-type: none"><li>• Honesty, loyalty</li><li>• Commitment</li></ul>





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# SUPPORTING AUTISTIC EMPLOYEES

CHANGING THE ENVIRONMENT AND NOT THE PERSON



# AWARENESS AND ACCEPTANCE

- Training and Events
- Question – Why?
- Promoting and Sharing Acceptance



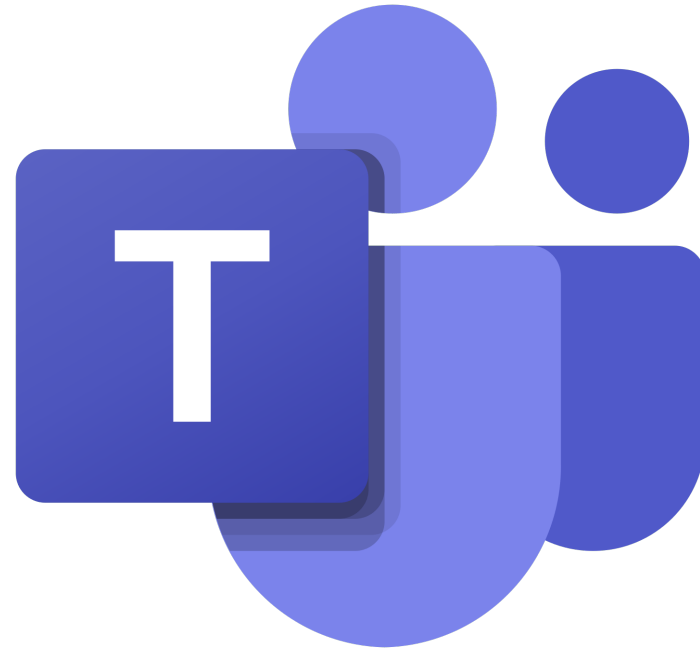
# RECRUITMENT AND SELECTION

- Job Carving
- Vacancy
- Application
- Selection
- Environment



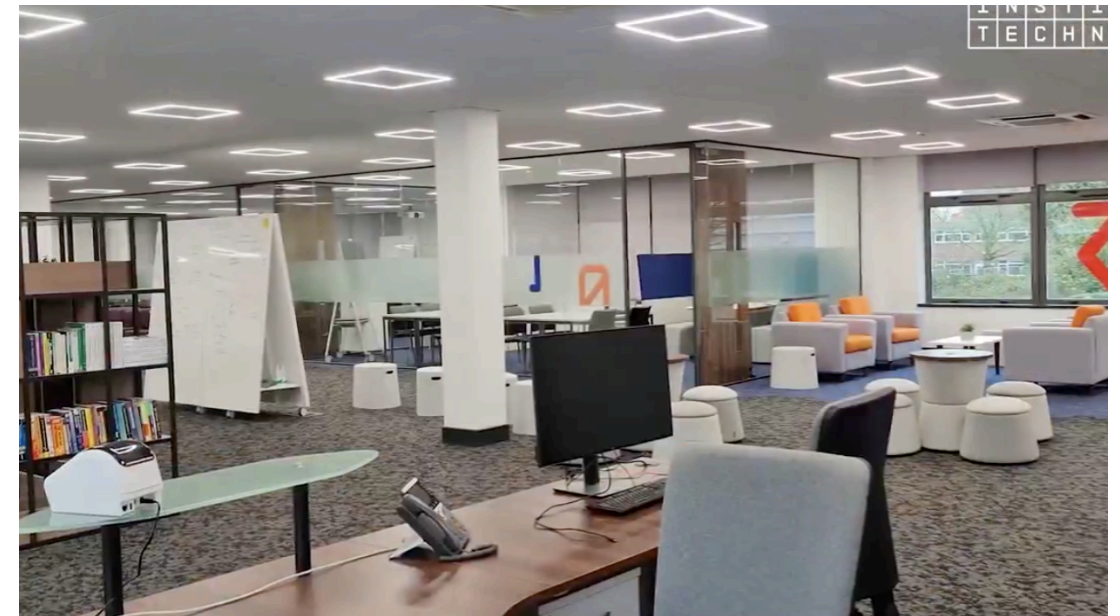
## CONSIDERATIONS

- Unwritten rules
- The Task
- Questioning
- Change
- Social Events
- Communication



# ENVIRONMENT

- Design and Layout
- Changes
- Space/Light/ Noise
- Practical Solutions



## 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.



# THE NATIONAL MUSEUM OF COMPUTING AND TRACK

- Customer Service
- Catering and Refreshments
- Retail Opportunities
- Project Management
- Programming
- Coding



## Build Games with Azure Advocates!

Would you like to try your hand at building games using various methods? In this repo, we would like to list some projects for you to get started in game development.

Game	Type	Level
<a href="#">MakeCode Arcade</a>	MakeCode Arcade includes sample games to create using a web-based drag-and-drop interface or by writing JavaScript or Python code. Pick a game tutorial and use either 'blocks' or 'Python or JavaScript' to get started	Beginner
<a href="#">Minecraft on MakeCode</a>	Use 'blocks' or 'Python' or 'JavaScript' to get started coding your own Minecraft environment. Use the Education Edition if your school is an affiliate, or the standard MakeCode Minecraft (Windows only) to set up the game	Beginner
<a href="#">Babylon.js Playground</a>	In this browser-based playground, get to know 3D programming using TypeScript or JavaScript. Use the inspector to work with the interface	Intermed
<a href="#">Storytelling Game Engine</a>	This 'engine' allows users to write a 'choose your own adventure' story in markdown files. Create an inventory in .json and lead your player through a fun text-based adventure. A workshop is available for this game engine <a href="#">in this folder</a>	Intermed
<a href="#">Space Game</a>	Pew pew! In this hand-coded space-invaders type game, learn about the Canvas API in JavaScript while creating a space-invaders type game using HTML and CSS. Work through this advanced workshop via our Web Development for Beginners curriculum.	Advanced



## QUESTION AND ANSWER + FEEDBACK

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