



RESEARCH AUTISM

IMPROVING THE QUALITY OF LIFE

SUPPORTING EMPLOYERS TO DELIVER BEST PRACTICE
IN EMPLOYING PEOPLE WITH AUTISM

Deepa Korea

Human and Economic Impact



Unfulfilled Potential

- Only 15% in full-time paid employment (NAS, 2009)
- 51% of adults have spent time with neither a job nor access to benefits (NAS, 2009)
- 61% of those out of work say they want to work (NAS, 2009)

A Life of Dependency

- 40% live with ageing parents (NAS, 2005)

Economic Consequences

- Annual cost of autism to society is £28 billion (Knapp Report, 2007)
- Of this, £9 billion accounted for by lost employment (Knapp Report, 2007)



Research Autism



RESEARCH AUTISM
IMPROVING THE QUALITY OF LIFE

- Set up in 2003 and the only charity exclusively dedicated to research into identification, intervention and inclusion in autism
- Brings together a well-informed understanding of the needs of the autism community, a knowledge of critical gaps in research, and links with the research community



- Research delivering practical outcomes
- Outcomes widely disseminated and understood

Research Findings



RESEARCH AUTISM
IMPROVING THE QUALITY OF LIFE

- In 2009 we published the findings from a survey of employers and employees who had previously used the NAS Prospects Employment Service
- 84% of employees indicated that they were either 'satisfied' or 'mostly satisfied' with their job
- However, 50% of employees mentioned anxiety; 38.6% mentioned depression; and 34% mentioned relationships as being problematic in the workplace

Research Findings



- 70% of employers had a positive experience of employing a person with autism
- More than 50% of employers identified specific advantages in employing a person with autism
- 63% would recommend employing a person with autism to other employers
- 44% felt that they had gained a better understanding of autism
- **Access to expert, specialist support a key factor in the success of these employment arrangements**

Translating Research into Practice



- Established the Access Project which aims to set up an interactive website providing advice and guidance for employers and employees
- Signposting and resourcing as well as access to autism training and awareness
- A clear and accessible portal for best practice
- Practical support for people with autism on the recruitment process as well as employer/colleague expectations.

Translating Research into Practice



- Multi agency steering group established, including representation from the National Autistic Society, people with autism and employers
- Strong interest and commitment from government and private sector in making progress on this issue
- Currently developing a test site and in the process of raising funds to fully set up the website