

auticon
Global
Impact
Report
2022



Contents

2022! What A Year It's Been!	3
auticon Neurodiversity At Work Survey	5
auticon Impact 2022	16
Building An Inclusive World	18
auticon Impact Framework	22
auticon Social Innovation Model	24
Stories Of Change	35

2022!

What A Year It's Been!

The raging conflicts and destruction have driven home just how much space we need to create in our minds and our hearts to embrace what's different, to build a world of co-existence where everyone can thrive. It has made so many of us question what our individual and collective contributions need to be to our societies, what legacy we want to leave for future generations.

The backdrop of this turmoil has only served to strengthen our resolve at auticon to build a more inclusive world. 2022 was a momentous year for us as we brought to life two new platforms to multiply the impact of our work – auticon Neuroinclusion Services (NIS) and auticon Labs. Building on the strong foundation of our core business of technology consulting, NIS and Labs will bring an additional set of services and products to enable neuroinclusion in workplaces and in society.

The EU's new Corporate Sustainability Reporting Directive lends additional momentum to the neurodiversity movement worldwide. We believe this will give organisations the opportunity to evaluate the social and financial case for inclusion more deeply. We'll be able to take our lived experience of neurodiversity at auticon and impact so many more lives as we help organisations and people embrace diversity in powerful new ways. It truly marks the dawn of a new era of social responsibility.

We are excited by the possibilities that auticon NIS and Labs open for us and remain committed to stay true to our roots – opening new employment opportunities for autistic talent. Autism is still widely misunderstood across the world and our work here has just

started. We'll continue to build our expertise in technology consulting, attracting autistic talent and enabling them to carve out fulfilling careers in technology at auticon. We have seen the power of lived experience of autism and that will remain at the heart of everything else we do.

We are also very proud to launch our first ever *auticon Neurodiversity at Work Survey*. The survey spotlights the life experiences of neurodivergent people in employment. It is the only one of its kind in the world as we have gone beyond national boundaries to capture experiences and anecdotes to understand the barriers and opportunities for the neurodivergent. The survey report has been edited by Louise Stone from auticon USA, who has eloquently taken it beyond statistics to explain the realities of neurodivergence in society. We hope this survey serves to encourage a greater number of people to reflect on and re-evaluate their workplace practices and their own attitudes towards neurodiversity. In the end, it's a matter of changing hearts and minds, and we'll do all we can to be the changemakers.



Kurt Schöffler
Chief Executive Officer, auticon

Our vision **To build a more inclusive world.**

Our mission **Address the inequalities in employment for neurodivergent adults and showcase the strengths of neurodiversity in society.**



auticon
Neurodiversity
At Work Survey

Editor's Note



Louise Stone

**Head of Recruitment and
Community Partnerships,
auticon USA**

#ActuallyAutistic

Hi! I'm Louise. I'm the Head of Recruitment and Community Partnerships for auticon in the US and I am autistic. I began working at auticon at the start of 2020 after struggling with underemployment for several years post-grad. I'm excited to be a part of a company that cares about embracing and teaching about autism and neurodiversity and is working to close the autism employment gap.

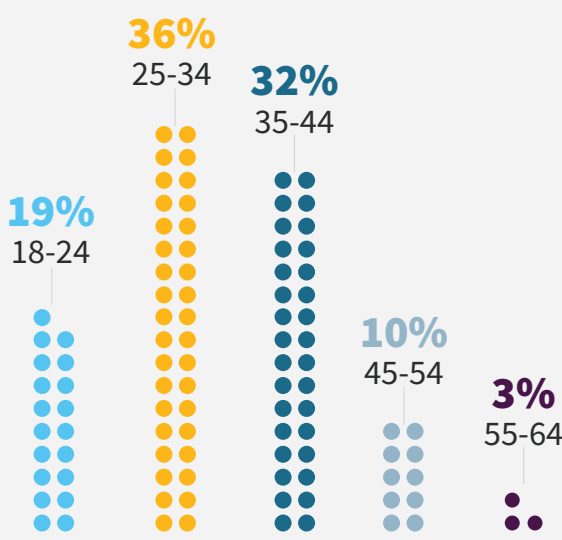
The autism employment gap is a global issue. It is estimated that less than 22% of autistic adults are in any form of meaningful employment that aligns with their educational achievements, interests, and specialised skills¹. It seems that this unemployment gap is virtually un-closable because even an above-average level of education such as a PHD does not improve the employment chances for an autistic person. People may assume that autistic individuals don't want to work because it's too stressful or they need more support than is reasonable in a workplace; this could not be further from the truth. We have enough evidence that reveals that the vast majority of autistic people want to work and have much to offer². However, they are faced with barriers such as discriminatory recruitment processes, lack of individualised support at work, poor autism awareness in organisations, and employer prejudice.

To bring to light the experiences of autistic people who have managed to successfully enter the workforce and their journey to get there, auticon commissioned market research company OnePoll to carry out a multi-country survey of employed autistic adults.³ We surveyed autistic adults across all working-age groups, genders, seniority levels and in a variety of different work sectors from retail to technology. Our goal with this survey is to raise awareness and increase both acceptance and understanding of autism in relation to the workplace as well as to demystify neurodiversity as a whole.

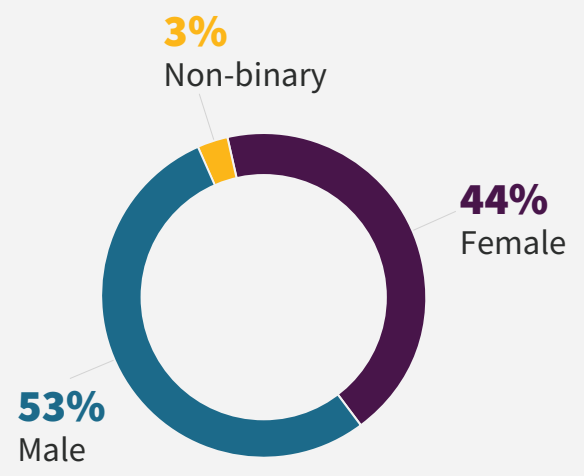
I am delighted to be the guest-editor for our first ever Neurodiversity at Work Survey report. We hope that insights from this report will serve to educate our readers on what autism is and the barriers that autistic individuals face in employment while also providing a guide to reflect on ways to make workplaces more neuroinclusive.

The respondents

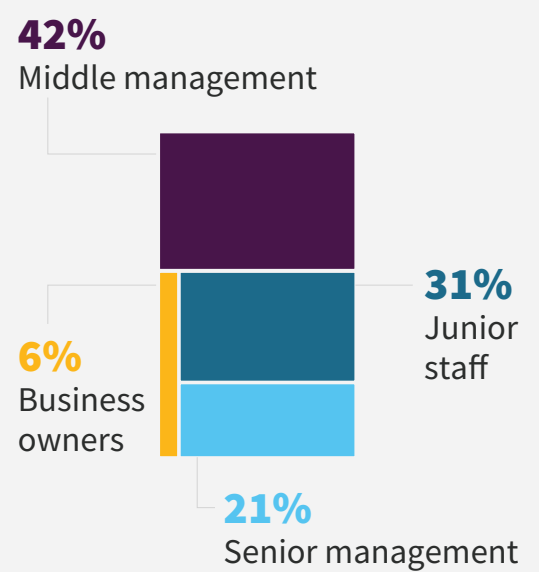
AGE



GENDER



SENIORITY IN THE ORGANISATION

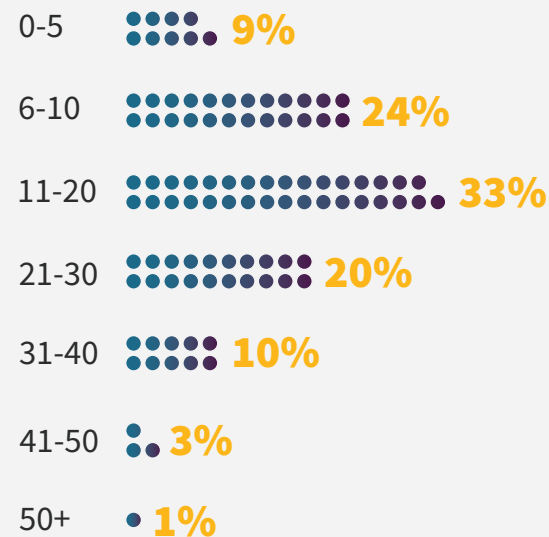


1/Getting a diagnosis

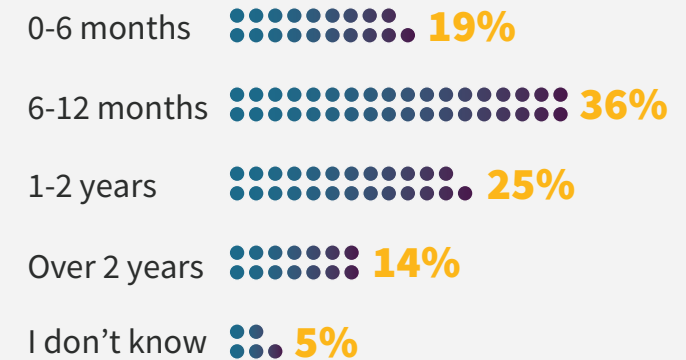
Getting an autism diagnosis can be challenging emotionally and otherwise. In our survey, the majority of respondents received a diagnosis between 11-30 years of age. When asked how they felt when they first found out about their diagnosis or were old enough to understand what this meant, 30% of respondents said they felt confusion, 27% fear, and over 30% felt relieved or validated. These emotional responses are likely heightened due to the stigma and misunderstanding of autism.

For many, an autism diagnosis is seen as a positive. It finally explains a life of feeling different and inadequate. However, even those who sought out a diagnosis themselves may feel confusion as to how the diagnosis was missed for so long and fear for what this diagnosis means for their future. When a diagnostic process is lengthy, tedious, or confusing, it can often exacerbate any negative emotions. On average it took over 12 months for our respondents to get their formal diagnosis of autism which undoubtedly adds to these emotional responses.

AGE AT DIAGNOSIS



LENGTH OF TIME FOR GETTING A DIAGNOSIS



FEELINGS UPON DIAGNOSIS



30%

Felt confusion
(36% in men)



27%

Felt fear



17%

Felt relief
(21% in women)



15%

Felt validation



3%

Felt happiness

2/Barriers to diagnosis

The invisibility of autism is often cited as the main reason for the high rates of misdiagnosis and the wide range of ages when diagnosed, despite autism being present from birth. This invisibility is compounded by a number of systemic barriers that can make the diagnostic process a tedious journey for many autistic people and their families. In our poll, over half (53%) of participants cited a lack of information as a barrier to diagnosis. This was the top reason across gender and age in all countries. Additionally, 42% said the complexity of the process – for example: wait times, insurance coverage, and finding a suitable doctor - was a barrier. Over a quarter of the participants experienced resistance from medical practitioners to get a diagnosis. Many practitioners want to avoid giving a diagnosis possibly due to the stigma of an autism label. A wide range of individuals are therefore refused a diagnosis such as those who are over a certain age, can make eye contact or have a social conversation, or are not cisgender males. This resistance signals obvious gaps in our global medical systems proving that they are ill-informed and/or under-equipped to diagnose and later support autistic people.

WHAT WERE THE BARRIERS TO YOUR DIAGNOSIS?



53%
Lack of information



42%
Complex process



31%
Money (expensive process or lack of financial resources)



28%
Resistance from family



26%
Resistance from medical practitioner



8%
N/A; I don't believe there were any barriers

“My parents didn’t want me to have autism, so they thought if I was never diagnosed I didn’t have it.”

- Autistic individual polled for the survey

3/Finding employment

An employment eco-system that places extraordinary emphasis on 'standardisation' excludes the vast majority of autistic people from the workforce and forces many who do enter employment into less-than-ideal jobs. More than two in five (42%) employed autistic professionals said finding the right job has been the most challenging part of their career. This rises to 48% among 18-24 year olds - many of whom have not yet found their career path. Over a third (35%) said settling into a new organisation has been the most challenging aspect of working life for them, while 31% have found the traditional recruitment process most demanding. The reason these struggles are so common is because the typical recruitment process and workplace environment is not set up for the success of neurodivergent adults. Key parts of both the recruitment process and success post-hire are based on unwritten rules, picking up on social cues, and generally playing the corporate game. Due to a lack of education and accommodation, autistic individuals can often be seen as too direct, literal, or not engaged enough in the social workplace to get and keep the job.

WHAT PART OF YOUR CAREER SO FAR HAVE YOU FOUND THE MOST CHALLENGING?

42%



Finding the right job

35%



Settling into a new organisation

31%



Recruitment process

27%



Retaining my job

27%



Finding career progression opportunities

27%



Raising concerns about support in the workplace

23%



Knowing where to look for the right job

4%

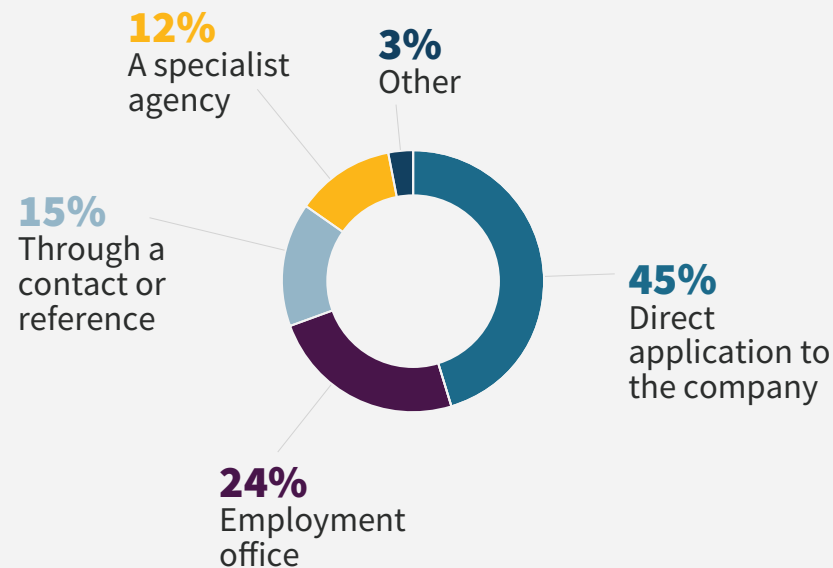


N/A; I have not found any part of my career challenging

4/ Applying for work

The majority of autistic candidates we polled apply directly to organisations for jobs. When asked how they got their current job, 45% of respondents said it was through a direct application to a company. This was the top approach taken by different age groups and genders, rising to 49% among women. It begs the question of how geared organisations are to attract, recruit and retain autistic people who may bring the skills and alternative ideas that every company needs to succeed. How many organisations are thinking actively about what they can do differently or better to tap into this pool of talent? From experience we know that the improvement in culture and practices that an organisation makes for neurodivergent people makes everything a whole lot better for everyone.

HOW DID YOU OBTAIN YOUR CURRENT JOB?



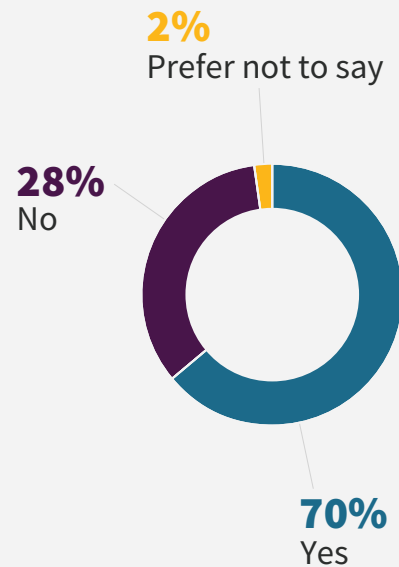
“It’s been a challenge finding a job that wouldn’t exacerbate my sensory issues and overwhelm me.”

- Autistic individual polled for the survey

5/ Disclosure at work

The decision to disclose an autism diagnosis can be complicated. From social stigma to fear of being judged, misunderstood, or straight-up fired for needing accommodations, a variety of reasons can lead an autistic person to choose not to formally disclose their autism to their employer. Although 70% of employed autistic people have shared that they are autistic with someone at work such as a trusted colleague (62%) or a manager that they work closely with (62%), only 30% have disclosed it to HR. Interestingly we can see that rates of disclosure improve with age and seniority in a company with 77% of respondents aged 35 - 44 disclosing to their employer and 79% of those in senior roles feeling comfortable to share their diagnosis. The disclosure rates amongst more junior members of staff drop significantly to 60%. I believe this shows that when autistic professionals are junior and just finding their way in the workplace, they feel less comfortable disclosing anything that could reflect negatively on them and prevent them from moving up. As people get older and/or more senior in their roles, the ability to mask and muddle through becomes more difficult and with seniority comes some level of immunity to scrutinisation because you've already proved that you can do the job.

HAVE YOU SHARED YOUR AUTISM SPECTRUM CONDITION WITH ANYONE AT WORK?



WHO HAVE YOU SHARED YOUR CONDITION WITH AT WORK?



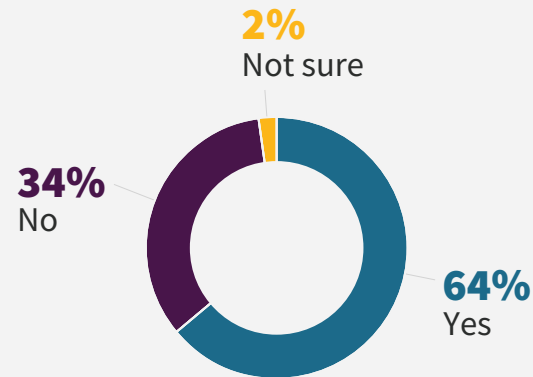
6/ Reasonable adjustments

Reasonable adjustments or accommodations are changes made to remove or reduce a workplace disadvantage related to an individual's disability. While an increasing number of organisations understand their legal obligation of providing reasonable adjustments, they often put the burden on the person who needs the adjustments to request them and work through the process. The nature of autism is that it's unique for everyone. One accommodation for someone won't be helpful for the next, some people might even require opposite things! Furthermore, many people don't know that autism counts legally as a disability for which you can request workplace adjustments. 34% of polled autistic people have never asked for reasonable adjustments in the workplace.

To a large extent, much like with the stats we saw in the disclosure section, seniority in the organisation determines whether someone requests a reasonable adjustment. 80% of business owners and 78% of senior management asked for adjustments, but only 50% of those in junior roles raised a request for reasonable adjustments.

Despite the fear and misunderstanding around reasonable adjustments, when requested, people generally have a favourable response. Only 2% of respondents said they did not get the adjustments they requested, while a majority 56% got everything they asked for and 42% got part of the adjustments requested. This shows that organisations understand accommodations and are prepared to make them when asked.

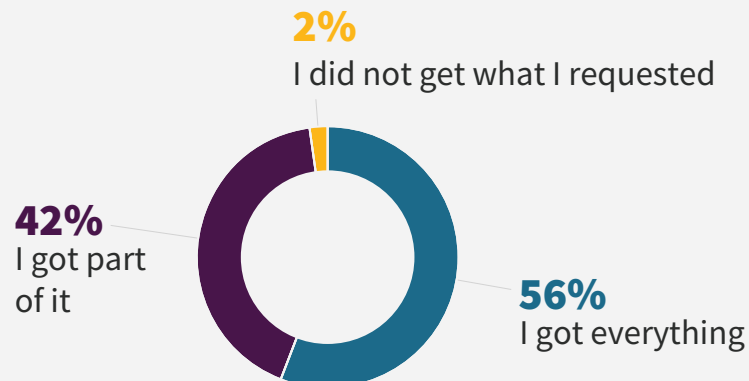
HAVE YOU EVER REQUESTED A REASONABLE ADJUSTMENT?



“The environment and the bombardment of sensory input in the office has been most challenging.”

- Autistic individual polled for the survey

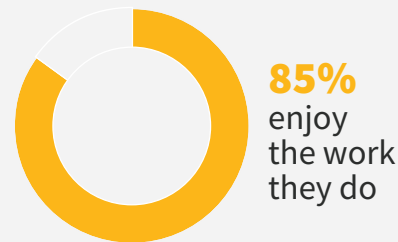
HOW SUCCESSFUL WERE YOU AFTER REQUESTING A REASONABLE ADJUSTMENT?



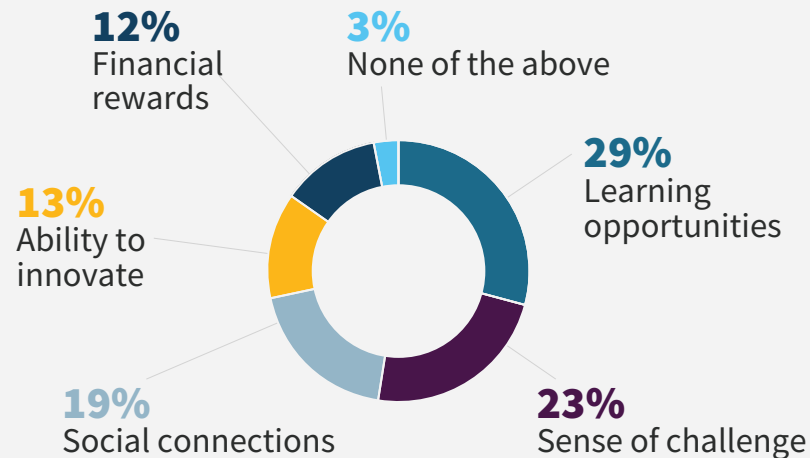
7/ Experience at work

The workplace experience heavily impacts an individual's wellbeing and their ability to contribute to the organisation. This is true for everyone, not just autistic professionals. However, in workplaces where autism is not well understood or welcomed, autistic people will often feel the need to mask. Masking is a complex and costly survival strategy for autistic people. Some ways that people mask is by hiding their autistic behaviours or by following and copying social behaviour norms of neurotypical people. Not only is it exhausting to hide your true self, but it also often results in serious health consequences such as depression, anxiety, and burnout. A vast majority (85%) of autistic people report that they enjoy the work they do yet only 44% feel that they can be their authentic selves at work. Imagine how much people would enjoy their work, and how much better that work could be if the majority could stop focusing on masking and proudly do the things that help them focus and communicate best. This is especially true because many autistic people love being at work despite the impact that masking can have. A sizable 19% of respondents said that social connections are the most enjoyable part of their jobs, and over half (52%) said that the learning opportunities and challenge at work is what they enjoy most. If we allow people to work and socialise in the way that works best for them, to be their authentic selves at work and to ask for what they need in order to work comfortably, they will be able to contribute even more and thrive in their workplaces.

WORKPLACE EXPERIENCE



WHAT ASPECT OF YOUR JOB DO YOU ENJOY THE MOST?



“I unknowingly hid my symptoms well.”

- Autistic individual polled for the survey

8 / Role models

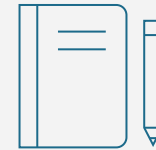
The pace of autism awareness, understanding and de-stigmatisation has been woefully slow. Even in the more neuro-aware societies, there have been few role models for autistic people. 61% of respondents said they had no autistic role models. 24% of those who have one, find this role model in their family or friends. Only 7% said they had a role model in their place of work.

While it is important to have well-known, successful role models for any demographic of people, it's just as essential to have relatable exemplars too. Every autistic individual should be able to find role models within their occupational field, in their actual workplace, and in other areas of their lives where they can see someone thriving, being open with their autism and not hiding the strengths nor the challenges that it brings.

WHERE DO YOU FIND YOUR AUTISTIC ROLE MODELS?



24%
Family / friends



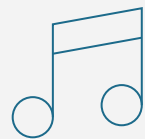
17%
Academics / political figures / innovators / authors



14%
Online celebrities



13%
TV / film celebrities



9%
Musicians



7%
Work / school



6%
Sports stars

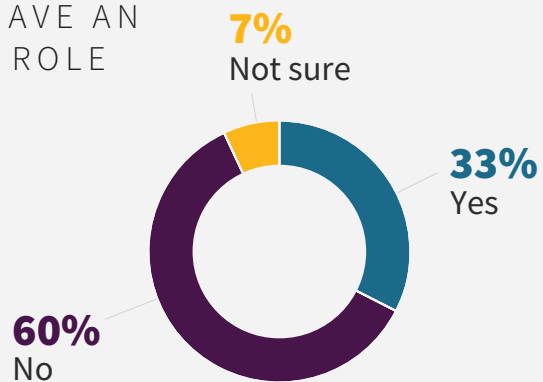


3%
Fictional characters



2%
Doctors

DO YOU HAVE AN AUTISTIC ROLE MODEL?





auticon

Impact

2022

**“You have to dare
to be diverse.”**

Hatem Souabni,
auticon Consultant

Building An Inclusive World

auticon is a global consulting organisation committed to building a more inclusive world. We do so by addressing the inequalities in employment for neurodivergent people. Since 2011 we have enabled autistic people to thrive in successful careers as technology consultants. In doing so we have had a measurable impact on the lives of our people, the organisations we work with, and society. Our work has inspired change in attitudes towards neurodiversity, and it has shifted perceptions about autism and the unique advantages that alternative thinkers can bring to the world.

We are proud to be a majority-autistic business with a social mission. auticon's success proves that business-for-good is good for business. While measuring the impact of our work helps us know how we're succeeding in our mission, reporting this impact is equally important. It serves to build the case for neurodiversity and how it spurs innovation, creates better teams and ultimately builds stronger businesses that contribute both economic and social value.

As we actively scale the impact and reach of our work, we are committed to continue digging deeper to understand and serve the neurodivergent community. Healthy debates, research, scientific-evidencing and testing of new ideas remain the hallmark of auticon's culture. Over the last year, we have built specialised Communities of Practice that not only share ideas and best practices, but also constantly raise the bar for practitioners in their domain of expertise.

One of auticon's greatest assets is the range of expertise, experiences and cultural perspectives of our people. With a human focus, we encourage each person to build on their individual strengths to contribute to the collective good. We are proud to be an inspiring workplace for anyone who wants to build a purpose-led career.

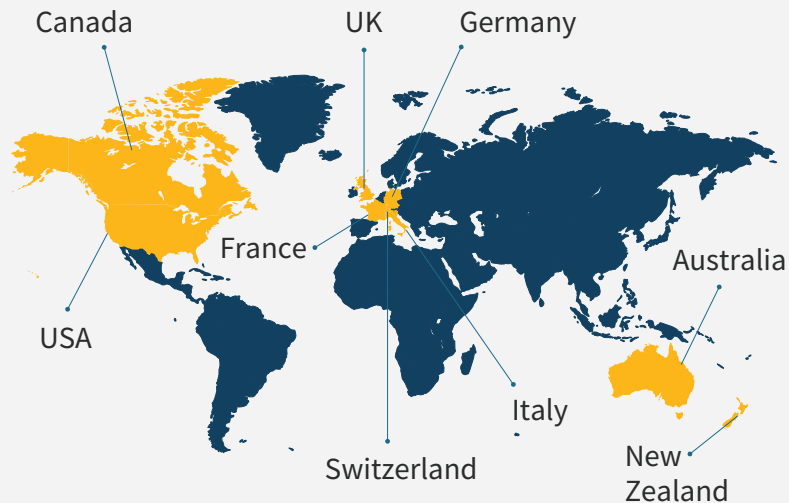
Building an inclusive world begins with us. auticon will always be a place where everyone can be their authentic selves, a place where differences are celebrated and one where every individual shines.



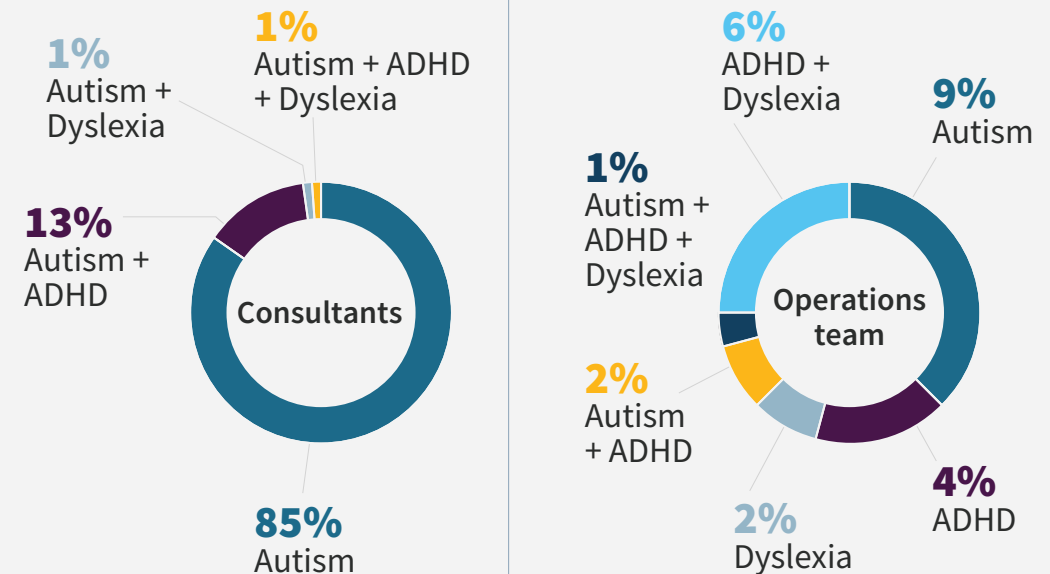
Meeta Thareja
Chief People & Social
Innovation Officer, auticon

About auticon

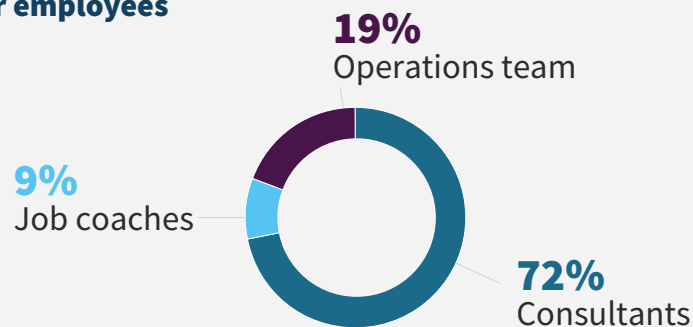
9 countries



Neuroprofile



Our employees



100% of our consultants are on the autism spectrum

78% of our workforce is neurodivergent

25% of our workforce have multiple co-occurring neurodivergent conditions (autism, ADHD, dyslexia)

47% of our Operations team are women

Award Winning!



**Social Enterprise
of the Year UK
Award (UK)**



**Australian
Computer Society
Digital Disruptor of
the Year (Australia)**



**Social Enterprise
Building Diversity,
Inclusion, Equity &
Justice Award (UK)**



**Nominee –
Großen Preis
des Mittelstandes
(Germany)**



**Newsweek
UK's Most loved
Workplaces (UK)**



**Finalist – Deutscher
Nachhaltigkeitspreis
(Germany)**

“I call it the perfect storm for good. auticon sits at the confluence of surging awareness and support for neurodiversity in the workplace, acute shortages of tech talent and the tragically overlooked community of very specially-abled neurodivergent people.”

Eric Olafson, Investor and auticon Executive Board member

auticon

Impact Framework

We believe affecting change in one life is the starting point for changing society. We therefore measure our social performance through the difference auticon makes to the lives of our autistic colleagues, the impact on our customer organisations, and the role we play in creating awareness of autism in society. The following sections report how we did in each of these areas.



INDIVIDUAL

the difference we make
to the lives of autistic
professionals

ORGANISATIONAL

how we enable organisations
to become neuroconfident
and neuroinclusive

SOCIETAL

how we move the needle on autism
awareness and acceptance in society

auticon Social Innovation Model

We deliver social innovation in three distinct ways...



**Technology
consulting and
resourcing**



**Neuroinclusion
Services**



**auticon
Labs**



Technology consulting and resourcing

For over a decade auticon has enabled autistic people to thrive in successful careers as technology consultants. We pioneered a unique model of support that creates an enabling work environment for autistic professionals with specialist support for the organisations that employ our autistic colleagues.

Our practices are built on lived and professional experience, using evidence-based methods that empower neurodivergent employees as well as organisations that want to be neuroinclusive. This ultimately creates workplaces and a society that understands and can benefit from neurodiversity.

WHO WE IMPACT AND HOW





Neuroinclusion Services

auticon's Neuroinclusion Services are built on our decade-long experience of successfully attracting, recruiting, and supporting autistic employees. We know that an increasing number of organisations want to attract, support, and retain neurodivergent talent, yet there is very little structure or experienced know-how available to help them along their neuroinclusion continuum.

auticon is the first international Neuroinclusion Services provider offering lived-experience, training, advice, technology solutions and experienced coaching. These services support organisations that want to accomplish and step up their Environmental, Social & Governance (ESG) and Diversity, Equity, Inclusion & Belonging (DEIB) goals.

WHO WE IMPACT AND HOW





auticon Labs

auticon Labs brings together our creative energy, scientific and lived experience, and technology expertise to build innovative solutions that can help neurodivergent people anywhere in society.

auticon Labs is an incubation hub where ideas from our neurodivergent teams, clients, and investors are tested and brought to life. With auticon Labs we want to build technology solutions that help make our world more neuroinclusive.

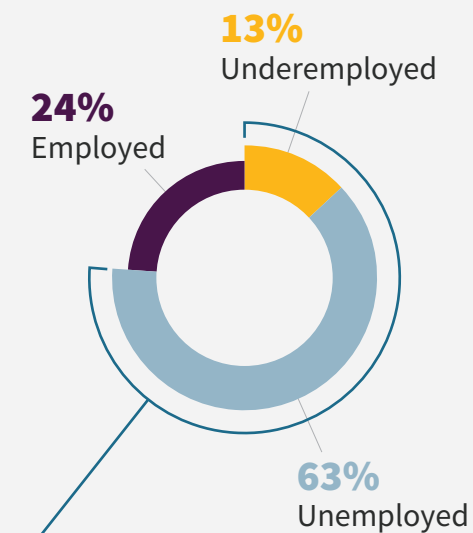
WHO WE IMPACT AND HOW



INDIVIDUAL IMPACT

Autism and Employment

Employment status at the time of application to auticon



76% of our consultants were unemployed or under-employed (in jobs that they were overqualified or over-skilled for)

Globally there is a large autism employment gap. It is estimated that less than 22% of autistic people are in any form of meaningful employment which aligns to their educational achievements.⁴ Even an above-average level of education does not improve the employment chances for an autistic person.

Finding the right job⁵ is one of the most difficult barriers to navigate for an autistic person, especially for younger people. With workplace practices adhering to standardised models, the needs of neurodivergent people can often go unidentified or unaddressed right from the start of a job application process.

Period of unemployment (for those unemployed before joining auticon)

67% of those unemployed had been out of work for over 12 months.

Level of education



85% have a professional qualification or Bachelor's degree or higher



29% have a Master's degree, PhD or Doctorate

INDIVIDUAL IMPACT

Experience at Work

Consultants' experiences

92%

feel supported at work

91%

feel valued for who they are

79%

feel more confident

85%

say they enjoy the work they do

83%

report improved wellbeing

81%

agree the work they do at auticon matches their skills

87%

experience an improved quality of life since joining auticon

We invest in our people

We provide upskilling opportunities to improve their employability and help them build successful careers.

During 2022, our autistic colleagues secured **237** new certifications in Technology and Data Science courses.

Autistic people experience and interpret the world in a different way. These differences are often misunderstood, or worse, unfairly judged. This often leads people to mask their autism or feel uncomfortable disclosing their autism to employers. Without the right support and understanding, an autistic person's experience at work can be draining and overwhelming, often leading to burnout. However, only 12% of autistic adults say they receive adequate employment support⁶ and only 36% have asked for support such as reasonable adjustments at work⁷. Finding and retaining work can therefore become a real challenge for an autistic person.

Consultants' tenure with auticon

30%



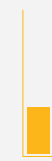
<1 year

19%



1-2 years

33%



2-5 years

18%



>5 years

51%

of consultants have been with us for over 2 years

82%

feel they can be their authentic self at work

“Derek (auticon Consultant) brings amazing insights and his contributions have directly improved our process and product... it has also helped our team improve communication and collaboration.”

Matthew Leung, Test Manager,
MLSE Digital Labs (Canada)

ORGANISATIONAL IMPACT

68%

of our customers say their perception of autism has changed

85%

agree that their team feels more confident working with autistic people

85%

have a greater understanding of neurodiversity as a result of working with auticon

93%

of our customers said that auticon consultants made valuable professional contributions to their projects

- greater accuracy
- alternative perspective / ideas
- innovative approach
- increased efficiency

86%

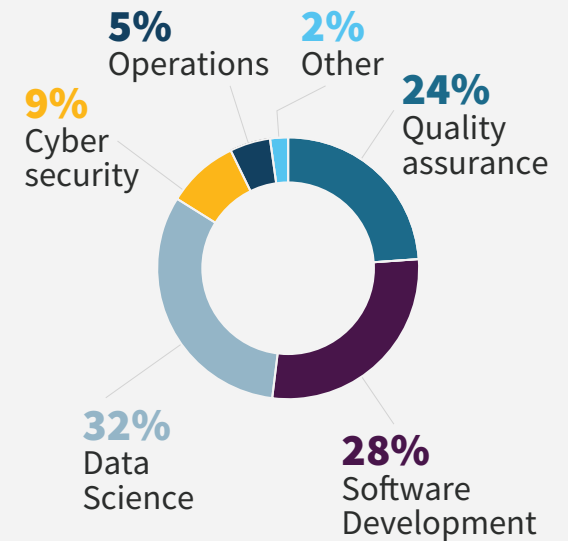
of our customers believe that working with auticon consultants positively impacted the culture of their team

- clearer communication
- better teamwork
- increased empathy
- greater sense of purpose

Seeing the world differently enables a neurodivergent person to bring unique perspectives to any task or situation. Autistic people often have cognitive strengths such as: attention-to-detail, sustained attention, heightened imagination and creativity, superior autobiographical memory and instinctive analytical abilities in trend spotting or pattern recognition. This makes them particularly well-suited for careers in science, technology, engineering and mathematics (STEM). Yet employers today are unable to tap into this gifted talent pool and need to address some common barriers to inclusion. The majority of autistic people report that they enjoy the work they do, however few feel that they can be their authentic selves at work⁸. With a global talent shortage and increasing skills gaps in technology, the ability to attract and retain neurodivergent talent is a compelling competitive advantage for any organisation.

Projects delivered in 2022

Our autistic colleagues delivered over **285** customer projects in **9** countries.



46%
of our customers have been working with us for over 2 years.

“The auticon consultant’s technical expertise is now being implemented as best practice in our systems and processes.”

Andrea Schulz, Head of IT
Reporting & Controlling at
Allianz Group (Germany)

SOCIETAL IMPACT



66
organisations trained
in Neurodiversity



1500
individuals
attended auticon's
neurodiversity
awareness sessions



235
awareness events
delivered

auticon's expertise in neurodiversity is built on lived experience and scientific evidence. We are constantly seeking new ways to share our expertise, demystify and showcase the benefits of neurodiversity. We work with our customer organisations, local communities and partners in diversity-networks to keep neurodiversity top of the agenda. Participating in the shaping debates and dialogues on diversity is core to our social mission. It helps us improve on and innovate neuroinclusion practices and expand the impact of our work.

Autism: In conversation with auticon

A podcast series featuring leading voices on autism from around the globe in conversation with TV personality and neurodiversity campaigner, Carrie Grant MBE.

Created to drive awareness of the realities of autism in the workplace, the podcast delves into a wide range of discussion topics with contributions from the business world, arts, science, social media influencers and autism academics and advocates.



4000+
unique listens to
Autism: In conversation
with auticon



“It’s a great commercial decision. There are incredibly talented, gifted people out there in our community who we haven’t previously engaged with. auticon gives us the ability to do that. Great talent is great for the business.”

Courtney Pond, Group D&I
Manager, NRMA (Australia)

Stories Of Change

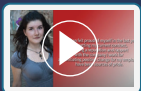
Before I joined auticon, I had been unemployed for 15 months, I was being treated for depression for the third time, and auticon took me in. I've been working now with 3.5 years consistently. That is the power of a social enterprise.

a **Chris Lever, Consultant, auticon UK, speaking at SEUK awards**

I've often felt proud of myself in the last year but getting my current contract, building a reputation and rapport with the company I work for and initiating positive change for my employer have been sources of pride.



Claire, Consultant, auticon Canada

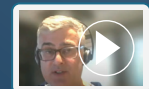


< click to watch on YouTube

Our team got a lot out of working with the auticon consultant. It's a win-win. It's great for us as a team knowing we're doing something worthwhile.



Con Georgelos, Senior Manager Data & Analytics, NRMA, Australia / New Zealand



Expanding our portfolio of diverse contributors by partnering with auticon's consultants was a very smooth process. This is an indicator of the great fit between auticon's professionalism and trivago's open culture.

Jaroslav Bláha, CTO, trivago, Germany



Collaboration with auticon has strengthened our team and enriched us with new perspectives as professionals and as human beings.



Francesca Porta, Head of ICT, Autogrill, Italy

auticon offers opportunities for me and others to get into positions that otherwise would be very difficult for us to get into, even though we do have the skillset to perform and potentially even outperform others in that task.



Ian Corbett,
Consultant,
auticon USA



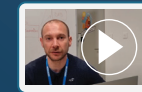
Throughout my time working with auticon consultants they have consistently demonstrated a range of technical skills that have allowed them to produce innovative and high quality work. Having autistic people on my team has led me to having a much better understanding of neurodiversity, helping to make me a more well-rounded leader. The support that auticon's job coaches provide is highly valued and it is very clear that the needs of their consultants are very much at the centre of everything that they do.



Gareth Crabtree, Head of Data Design Enablement, Tech Central, PWC, UK



It requires adaptation at the beginning, but now I find that he (the auticon consultant) is more autonomous than other team members. Today he is the pillar of the project.



Jean Baptiste,
Tech Lead
Shipperbox,
Decathlon, France

I'm learning a lot on the job. I get to try out new things. Learn from mistakes. Discover successes. It's a lot like in science! Zurich is well-organized and full of very approachable and knowledgeable people. I couldn't be happier.



Felix, Consultant,
auticon Switzerland



Working with Felix (from auticon) has been eye-opening. He's the type of person who likes to solve problems with the best solution rather than the easiest one – to offer alternative views that bring us to better conclusions. It's very inspiring... It's changed our perception of autism. It's allowed us to appreciate a different way of thinking about and approaching problems and shown that when you can make 'inclusion' work, you can close critical skill gaps.

Read more: auticon.com/ch/portfolio/zurich-case-study-switzerland/

Ralf Buechsenschuss Group Head of Organizational Design, People Analytics & Digitalization, Zurich Insurance Group, Switzerland

“For us, the use of the auticon consultant has brought absolutely the hoped-for added value. His extremely precise view and his very high-quality standards when testing are worth their weight in gold for us.”

Dr Thomas Seeger, Head
of Software Development,
Deichmann SE (Germany)

Endnotes

1. Office for National Statistics (ONS), UK – Outcomes for disabled people in the UK 2020: Outcomes for disabled people in the UK - Office for National Statistics (ons.gov.uk)
2. The National Autistic Society - The autism employment gap: <https://www.autism.org.uk/what-we-do/news/new-data-on-the-autism-employment-gap>
3. This online survey was commissioned by auticon and conducted by market research company OnePoll, in accordance with the Market Research Society's code of conduct. Data was collected between 07/02/2023 and 23/02/2023. 985 employed adults in the UK, US, Germany, France, Italy, Canada, Australia and Switzerland were interviewed. This survey was overseen and edited by the OnePoll research team. OnePoll are company partners of the MRS and has corporate membership to ESOMAR.
4. Office for National Statistics (ONS), UK – Outcomes for disabled people in the UK 2020: Outcomes for disabled people in the UK - Office for National Statistics (ons.gov.uk)
5. auticon Neurodiversity at Work survey 2023
6. Autism-Europe (autismeurope.org) State of play of employment of people on the autism spectrum in Europe: barriers, good practices and trends
7. auticon Neurodiversity at Work survey 2023
8. auticon Neurodiversity at Work survey 2023

auticon Consultant Survey: The Impact Survey questionnaire was sent to all our 266 consultants, of which 150 participated, representing a 56% participation rate. The survey was carried out in June 2022.

auticon Customer Survey: We had 93 respondents from 72 companies across 8 countries. The survey was carried out in June 2022.

Impact methodology: We follow a Lean Data Approach to measure our social performance. Developed by acumen.org, Lean Data Approach is a human-centered methodology that uses lean experimentation principles to measure the social benefits to the people served by an organisation. It aims for actionable insights from customers that can help improve outcomes that are most meaningful for them.

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