© La Trobe University 2020

Hiring autistic employees

Will hiring someone on the autism spectrum cost me?

Common supports are low or no cost to employers (e.g., headphones, clear schedule).

You may also be able to access employment assistance funds for free workplace assessments.

What about time investment?

Generally, employees on the autism spectrum need the most support in their first 12 weeks of employment.

The support needs will differ depending on the person, the environment, and the role.

Some individuals will need ongoing support. Trust, respect and rapport between the individual and their supervisor can make a huge difference.

What are the benefits?

Diversity drives innovation.

People on the autism spectrum can truly think differently.

Their point of view can be beneficial to the task, and enable your organisation to spot new opportunities and make better decisions.

See the "**Exceptional qualities**" tip sheet

Simple adjustments you can make to be more inclusive of employees on the autism spectrum

Common supports and clear communication will benefit all staff.

Recruitment

Consider asking candidates to demonstrate their skills by doing a work-related task instead of a face-to-face interview.

Communication

Ask questions to get to know your employee.

It will help them to feel included and comfortable asking for help when needed.

See the "**Communication**" tip sheet

Time management

- Consistency and routine are important
- Give notice for meetings and changes (24+ hours)
- Help the individual establish routines
- Problem solve any issues together

Day-to-day instructions

- Provide written and/or visual cues
- Have back up tasks available (e.g., in case a task is completed early or there is a delay)

See the "**Communication**" tip sheet

Environment

Sensory overload can be one of the biggest challenges people on the autism spectrum experience.

Simple modifications are usually all that is needed to help sensory processing difficulties, like lighting adjustments, or a door to filter external noise / movement.

See the "**Sensory Sensitivities**" tip sheet



Partnership for Employment outcomes for Autistic people in Society

Funded by the National Disability Insurance Agency

Olga Tennison Autism Research Centre

LA TROBE UNIVERSITY

Department of Psychology and Counselling