

Into Work

Autism and Neurodivergent Employment Service

We are an employment support team for autistic and neurodivergent adults in Portsmouth.

→ What is Neurodivergent?

Neurodivergent is the term for when someone's brain processes, learns, and/or behaves differently from what is considered "typical."

There are many different ways that neurodivergence manifests, ranging from very mild ways that most people would never notice to more obvious ways that lead to a person behaving differently than is standard in our society.

Attention deficit hyperactivity disorder (ADHD), dyslexia, dyspraxia, dyscalculia, epilepsy, Tourette's and chronic mental health illnesses such as bipolar disorder, obsessive-compulsive disorder, borderline personality disorder, anxiety, and depression are all classed as Neurodivergent.

→ What is Autism?

Autism is a lifelong developmental disability which affects how people communicate and interact with the world.

More than 1 in 100 people are on the autism spectrum and there are around 700,000 autistic adults and children in the UK.

Autism is a spectrum condition and affects people in different ways. Like all people, autistic people have their own strengths and weaknesses. This means everybody with autism is different.

Some autistic people need little or no support. Others may need help from a parent or carer every day.

→ Why you should hire Autistic and Neurodivergent individuals and how we can support you.

Similar to other forms of diversity, having neurodiverse employees is key to creating an **inclusive workforce** which reflects the society in which we live. Neurodiverse employees have **valuable skills** and **talents** which will make them a **brilliant asset to any company**. Some of the benefits that you can expect a neurodiverse employee to bring to the organisation include a **unique perspective**, **creativity** and **innovation** and **commitment**. Neurodiverse people can be among the most **committed**, **loyal**, and **hardworking** employees.

Support for neurodivergent and autistic employees is key to job sustainability. A big part of our service is supporting and training employers. We can support you to make the reasonable adjustments needed for a neurodiverse workforce.

Ways in how we can help you include:

- Help in taking positive steps to engage and attract neurodivergent and autistic candidates at recruitment stage.
- Upskill your workforce by providing training for all so that neurodiversity is better understood.
- Support with making adjustments during the recruitment process and identify ways to alleviate anxiety which is a common feeling during the recruitment process for candidates with neurodivergent qualities.
- Offer in work support for employees who are autistic/neurodivergent.
- Provide support and advice with communication i.e. workplace etiquette, routine and clear and concise verbal and written instructions.