

In a recent Deloitte study⁴:



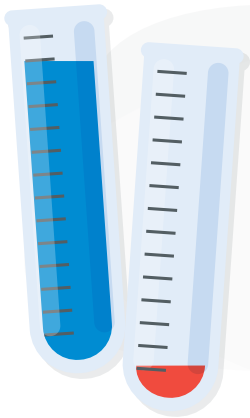
45% of respondents feel they have to hide their Autistic traits to get through work.

57% of survey respondents said they feel exhausted at the end of their workday, often due to the effort expended to hide their neurodivergence.



47% of respondents said they aren't comfortable identifying as Autistic to employers.

Reasons given were that they feel there is a stigma attached to autism, concern that they would be treated differently, or a fear that they would become a target of discrimination.



67% of employed survey respondents

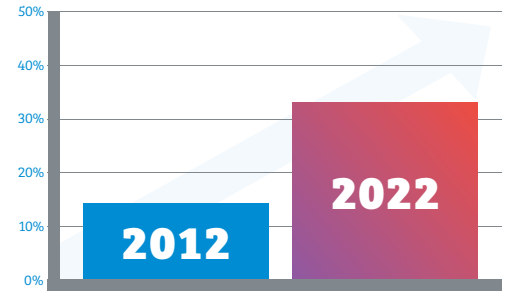
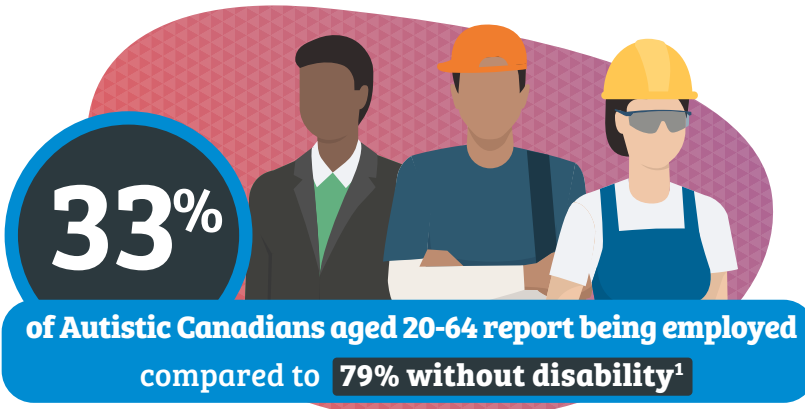
reported working in STEM fields, 13X higher compared to

5.1% of Canadian workers in general

40% of respondents said the interview process was a “great challenge.”

Job interviews tend to evaluate a candidate's ability to make a good impression and sell themselves, rather than their job-related skills or competencies. Soft, open-ended questions often used in interviews can be a significant barrier to Autistic candidates.





This is a significant increase from 2012, when the rate was just **14.3%²**

According to the EmploymentWorks national program⁵:



EmploymentWorks participant data supports the findings of several studies that **work experience in high school and early adulthood is the strongest predictor of future employment success.**

Top Three Accommodations Required



Human support
(e.g., job coach or personal assistant)



Flexible work hours or days



Flexible job duties

Why Hire Autistics?^{3,4}

Research demonstrates that the financial and social benefits of hiring Autistic workers clearly offsets any costs involved.

Beyond enhanced productivity and a strong sense of loyalty, autistic team members can also offer an ability to think about problems in unique ways, delivering perspectives that can drive new ideas and approaches - these are "the tangible and intangible benefits companies have realized thanks to their employment of neurodiverse people."

Sources:

1. Health Canada and the Public Health Agency of Canada. Infographic: Developmental Disabilities or Disorders in Canada - Highlights from the 2017 Canadian Survey on Disability, 2021.
2. University of Calgary School of Public Policy SPP Communiqué (Volume 9:14, Nov 2017) Improving Our Understanding of Unmet Needs Among Adults with a Developmental Disability.

EmploymentWorks employer partners said⁵:

"It just opens the eyes of everyone in the company to inclusion... it has been so successful for us, the staff love it and even our customers love it. It is really positive all around."

"We have a pretty strong diversity program for the company, and from time to time we forget about neurodiversity. It was an opportunity to bring this to the forefront."

3. Harvard Business Review. Neurodiversity as a Competitive Advantage: Why you should embrace it in your workforce, May-June 2017.
4. Deloitte/auticon. Embracing neurodiversity at work: How Canadians with autism can help employers close the talent gap. Deloitte, The Future of Canada Centre and auticon Canada, March 2022.
5. EmploymentWorks Project Internal Data, 2022.