



# 2019 UK Impact Report

*Another Perspective*



**Air Marshal Sir David Walker, KCVO, OBE, DL**  
**Chair of the auticon Advisory Board**

“Over the last three years I have had the privilege to watch auticon grow and work towards our vision of equal employment opportunities for autistic people. Our consultants demonstrate daily to a broad range of organisations the power of difference, changing perspectives on neurodiversity. auticon is more than a business: it is a force for good in the workplace.”



**Meeta Thareja**  
**auticon Advisory Board, Co-founder & Director MetaValue**

“Now, more than ever, the world needs a deeper appreciation of the richness that diversity adds to communities and workplaces. auticon is leading the way in shaping a new conversation around autism and neurodiverse workplaces. In doing so it is also opening hearts and minds to what it means to embrace differences. With the 2019 UK Impact Report we celebrate our exceptional consultants, our trailblazing customers, and our incredible support teams who are making it all happen.”





## Welcome

I am delighted to welcome you to our impact report for 2019. It has been a great year for the auticon group as we expanded into the USA, Canada, Italy and Australia. Our global business is going from strength to strength and it is immensely encouraging to see that, despite whatever cultural and social differences there may be, the interest in, and enthusiasm for, creating better employment opportunities for people on the autistic spectrum seems to be universal and increasing.

In the UK we were delighted to open our second office in wonderful Edinburgh. It was a new experience for us and very different from when we opened our London office in 2016. I am pleased to say that the Edinburgh office got off to a great start due to a combination of factors: we had an amazingly supportive launch partner in Royal Bank of Scotland Group; we received incredibly generous support from DataLab, and we were able to recruit an excellent starting team for the office. We hope to replicate these factors in other new offices as we expand our business in the UK and Ireland.

Even more exciting for me in 2019 than our geographic expansion was the progress we made on our social mission. As a social enterprise, that is at the very heart of what drives us and what this report is all about. Our social mission has always been threefold: We have successfully created more long-term careers in IT consulting for skilled autistic adults, which is the core of what we are here for. We have worked with more teams and clients than ever before, thereby shifting perceptions and challenging misconceptions about autism in the workplace. Finally, we have started to work with a number of corporate clients that want to embrace neurodiversity more widely in their businesses and are looking to auticon to act as a catalyst to make this happen.

It is that third aspect of driving wider societal change and broadening our social impact beyond our colleagues and the teams that we work directly with, that will be a focus for years to come. There is still huge potential for progress and improvement in the employment prospects of autistic people, but we are certainly more hopeful of enabling those changes than ever before.

*Ray Coyle*

CEO  
auticon UK





## Welcome

I have spent the last 25 years testing and implementing software. I have been a test analyst, a test manager, a test consultant and once even a test guru. Throughout my career I have worked mainly with financial companies – banks, investment houses, insurance companies, pension providers but also hospitals and two different breweries. My experience covers formal waterfall developments, “V form”, as well as iterative and agile development life cycles – including manual or automated testing. You could say that if it can be built, I have tested it, or I have managed people testing it.

My qualifications are in software testing, IT consultancy and project management, though I am currently expanding my skills into Data Science and programming. However, what may sound impressive has not been an easy journey for me. I have only recently been diagnosed as on the spectrum. Before that I have been aware that I was different to other people, but I could only see the negative side of these differences. Things my colleagues knew without being told I could only understand if they were sensible and logical. And life in an office is not always logical.

It was tiring for me, mentally and physically, spending my life second guessing myself trying to understand why what I thought was a simple obvious message had been taken the wrong way. For someone who has worked with change for most of their adult life, I am not very good with change in my personal circumstances or changes to my personal routine. It has been stressful, moving from place to place, having to learn new environments, new colleagues, new functions. But now I have found a home.

I joined auticon on the 26th of August 2019. The on-boarding process has been specifically designed to help me to demonstrate the pluses I bring to the company. When I describe to people the on-boarding process and the care and attention that is taken when placing a consultant on a client site, they always wonder why these things are not done for everyone.

Since joining auticon I have worked on two client sites, one in England and one in Scotland. On every step of the journey I have been supported by job coaches and other members of staff. No worry or concern that I have is ignored. Sometimes all I need is a friendly ear to listen as I organise my thoughts. Sometimes I am offered advice or a different point of view. None of it is judgemental, all of it is supportive.

auticon is not just a company that understands me and the challenges that I face, it celebrates these differences. I am not broken; I am just built differently. They help me be the best version of me, help client companies get the best from me, and provide an example of how companies can work with the neurodiverse. Win win win.

*Chris Lever*

Consultant  
auticon UK





## Vision

*Equal employment opportunities for autistic people.*

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## Mission

*To improve the employment prospects of autistic people through:*

- 1. Providing high quality careers for skilled autistic adults*
  - 2. Shifting perceptions in the workplace by delivering excellence*
  - 3. Acting as a catalyst for clients to bring more neurodiversity into their wider workforce*
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## Values

*We put people first and cultivate our team spirit*

*We prize individual difference*

*We operate a commercially sustainable business*

*We act transparently with all stakeholders*

*We change perceptions by delivering excellence*

## Executive summary

### Key facts

- IT consultancy business and B2B social enterprise
- auticon provides high quality careers in the IT sector for autistic adults
- All consultants are diagnosed as autistic
- auticon consultants have unique cognitive strengths in pattern recognition, error detection, logical analysis, attention to detail and sustained concentration. They also have highly developed skills specific to their individual interests
- Services in analytics, software testing, development, compliance and security
- Clients range from major corporations to SME's, charities and Start-Ups
- 45 employees in England and Scotland
- 100% of our employees are in permanent employment contracts

### 2019 in a nutshell

- As of 31 December 2019, we had employed 30 full-time consultants
- Our consultants worked with 23 clients in 2019
- Our Scotland office became profitable with RBS as our launch partner. It now employs eight people in full time roles
- Our job coaches conducted 35 workplace assessments and provided training to 231 client employees on autism awareness and how to create a productive work environment for a neurodiverse workforce
- In 2019 we spoke at more than 20 events with audiences of more than 1300 people
- We were featured in the BBC, The Telegraph, The Scottish Times, The Times and Evening Standard – promoting our vision around neurodiversity to wider society
- Our 2019 mean gender pay gap was 7% in favour of women

## Our clients

We would like to thank our 2019 clients, who have provided fantastic workplaces for our consultants and helped promote neurodiversity. We look forward to continuing to work with you in the future!



ST. JAMES'S PLACE  
WEALTH MANAGEMENT



Linklaters



Russell & Bromley



LLOYDS BANK



NFU Mutual  
INSURANCE | PENSIONS | INVESTMENTS

Deloitte appointed auticon as one of their Social Innovation Pioneers in 2019, a part of their One Million Futures programme. The programme, which provides a grant, access to Deloitte staff and a range of pro-bono support, has been invaluable in positioning our business for future growth and success.

**Deloitte.**

## Our Theory of Change

Our Theory of Change sets out the social impact we will deliver for our core beneficiaries, and how our services and activities will collectively contribute to long-term sustainable change.

View our detailed Theory of Change infographic here:  
<https://auticon.co.uk/theoryofchange/>

## What we do

Autistic adults often have extraordinary cognitive and technical abilities, yet many find it difficult to secure or maintain mainstream employment. There is also an ongoing Science, Technology, Engineering and Mathematics skills shortage that poses a real challenge to UK businesses. auticon recognises this situation and is the first international enterprise to exclusively employ autistic adults as consultants.

The extraordinary talents of our consultants are what makes auticon unique - their cognitive diversity allows them to bring new perspectives to what are often seen to be unsolvable problems. By creating positive work environments and offering highly individualised sustained support mechanisms to autistic employees, auticon provides its corporate clients with a means to tap into the amazing talents of autistic people while creating long-term careers for its team.

### **Our Business Model**

Our business is based on the traditional IT consultancy model: highly talented experts are employed by auticon on a permanent basis. Each individual's skill set is then matched to a specific client assignment. Clients are charged a day rate for auticon's consultants at a level that matches the standard market rate. auticon's consultants and clients are offered the support of our in-house job coaches who ensure that the consultants' work environments enable them to deliver to their full potential.

### **Our impact**

There is a significant employment gap between autistic and non-autistic adults in the UK. In 2016, the National Autistic Society found that only 16% of 450,000 autistic adults were in full-time paid work, a rate that has not substantially changed over the last decade. In the same report, 51% of autistic people in employment reported that they were over-skilled for their jobs.

We have a Disability Confident Level 3 certified recruitment process and once a consultant has joined us, we offer a range of support. This includes one-to-one job coaching, professional development opportunities and an autism positive work environment. We focus on ensuring that our consultants have the potential to pursue long-term and fulfilling careers at auticon.

To our clients we offer, in addition to our consulting services, in depth training around the review and refinement of recruitment and HR processes as well as workplace assessments. This provides them with the tools to scale up their own internal neurodiversity recruitment initiatives.



## What we do (continued)



**Autism** - A neurodevelopmental diagnosis. It pervasively affects a person's cognition, emotions and behaviours and is mainly characterised by differences in social interaction, communication and sensory processing. The diversity within the autism spectrum is immense.

**Neurodiversity** - A movement that recognises different cognitive styles as an integral part of natural human diversity.



## How did we do in 2019?

We are committed to creating impact for our stakeholders according to the long-term objectives we hold as a social enterprise.

### Talent acquisition

<i>Applications received</i>	<i>Short-listed applications*</i>	<i>Skills Assessments completed (number of candidates attending)</i>	<i>Preparation work-shops completed (number of candidates attending)</i>	<i>Offers of employment</i>	<i>Offers accepted</i>
476	42	16 (73)	5 (18)	16	14

\*Autism spectrum diagnosis and relevant background/skills in IT

80% of the 35 respondents to our recruitment feedback questionnaire strongly preferred auticon’s recruitment process to others they have experienced. Candidates particularly enjoyed learning more about auticon and having the opportunity to meet auticon staff as part of the process. Some candidates said that they would have liked more time to complete the tests (33%), more detailed information about the process in advance (19%), or better control of background noise in the test environment (11%). This data will be considered and re-evaluated in next year’s report.



*Our 2019 recruitment team  
Antonia and Clementina*

### Candidate feedback

**“Just to say I appreciated: knowing about the assessments beforehand, knowing where to go when I arrived - the photos and description were excellent. Thanks.”**

**“No interview, greater chance to be assessed by skills alone, as opposed to being graded by interview skills and social presentation.”**

**“I really enjoyed it and I felt calm and supported during the day, especially when I didn’t feel comfortable. I felt like I could be myself for once.”**

**“It’s certainly a different approach to recruitment and it will be interesting to see how I did!”**

## Employed Candidates

20 of our 30 employed consultants took part in our voluntary feedback survey:



**75%**

agreed that their understanding of their skills and abilities has increased



**85%**

agreed that they have opportunities for professional development at auticon



**75%**

agreed that working at auticon has helped them reach their full working potential



**60%**

agreed that their personal autonomy has improved since working at auticon

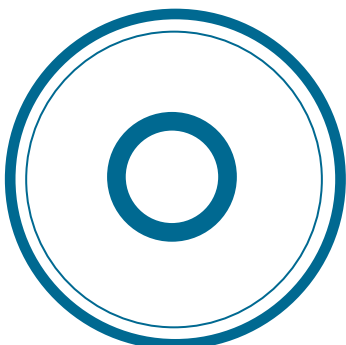
We asked our consultants if they wanted to share any comments on their experiences of working at auticon and its impact on their quality of life:

**“Able to move out of my parents’ house, learning new skills on the job, getting varied work experience with less of the stress involved in getting and starting a new job.”**

**“auticon encourages the consultants to speak for ourselves.”**

**“I still feel like it's all too good to be real.”**

**“Working with auticon has made use of my skills, occupies me in a useful way, and has given me financial security.”**





## Development over time

2018	2019
58% of respondents to our recruitment questionnaire enjoyed the skills based assessment in our recruitment process*	85% of respondents to our recruitment questionnaire enjoyed the skills based assessment in our recruitment process**
80% of consultants surveyed agreed that their skills and abilities have increased***	90% of consultants surveyed agreed or strongly agreed that their skills and abilities have increased***
80% of consultants surveyed agreed that their self-confidence has improved***	90% of consultants surveyed agreed or strongly agreed that their self-confidence has improved***
75% of consultants surveyed agreed that their personal wellbeing has improved***	85% of consultants surveyed agreed or strongly agreed that their personal wellbeing has improved***
65% of consultants surveyed agreed that their autonomy has improved***	60% of consultants surveyed agreed or strongly agreed that their autonomy has improved***
142 employees at 23 companies trained by our Job Coaches	231 employees at 34 companies trained by our Job Coaches
7 new colleagues qualified in Mental Health First Aid	6 new colleagues qualified in Mental Health First Aid

\* 16 participants  
 \*\* 35 participants  
 \*\*\* 20 participants



## auticon launches in Scotland

2019 was an exciting year for auticon as we expanded north of the border. Partnering with Royal Bank of Scotland (RBS), a joint press release in *The Scotsman* in March announcing the launch generated a lot of interest, especially amongst the Scottish autistic community.

Our first recruitment event saw us offer employment to eight out of the 13 applicants who were invited to our skills assessment day. Four of the successful applicants began roles with RBS as part of an initial six-month pilot and the success of this led to three of the original consultants having their contracts extended, with the fourth moving across to work in a different area of the bank. RBS offers a supportive environment for neurodiversity and our consultants there have flourished as a result. We now have a total of seven consultants working in five different areas of RBS.



Our aim is to replicate this success in other organisations in Scotland, enabling them also to tap into the amazing cognitive abilities of our consultants. To this end we have growing relationships with Scottish Enterprise, DataLab and ScotlandIS amongst others and we have established a base for ourselves in Edinburgh University's Bayes Centre.

Going forward, auticon is looking to launch its Autism Advisory Service in Scotland in order to work with organisations such as RBS, enabling them to become even more neurodiversity-friendly so that they can attract, recruit and retain their own autistic talent.



auticon's CEO Ray Coyle, COO Viola Sommer, and Royal Bank of Scotland Chief Marketing Officer David Wheldon

## Case study

*Our client: Royal Bank of Scotland, now rebranded as NatWest*



“A few months ago, we began a journey which has been one of the most rewarding things we have done as a team, all with the aim to explore new talent pools. Little did we know when we started just how much of a success we could make it, both for the consultant we ended up employing, but for our wider team too.

Our journey began when one of our team members brought an idea to our Leadership Team, about employing people with autism, who can sometimes struggle to get jobs but have huge cognitive strengths, especially in data and IT. She had heard of a pilot our HR team was working on in partnership with auticon and wondered if we would like to participate. We listened to all the benefits and we were excited to hear how we could tap into this talent pool. We began working with auticon to find us a consultant with data skills to add value to our team. auticon helped us make sure our working environment was autism friendly and really helped us prepare our managers and team to make sure our consultant felt supported from day 1.



From left to right: Michelle Fairley (Head of the Technical Support and Insights Team at RBS), Gordon Hughes (auticon consultant), and Michael Perrin (Insights Manager at RBS and Gordon's line manager)

Fast forward a few months and our consultant is thriving and delivering value for us. He is working on a technical project, turning BOXI queries into SQL (for the techies who will be interested). Not only has the consultant benefited, our overall team has benefited too. It shifted our perception and acted as a catalyst to bring more neurodiversity into our wider department. We are pleased at how Gordon has settled into our team, he has come such a long way and with the support of our team and auticon, he is really progressing.”

**“A thoroughly worthwhile initiative, all stemming from a ‘little’ idea, which has truly made a difference.”**

- Lorraine Bryce | Performance Insights | Personal Banking Finance

## Consultant case study: Gordon Hughes

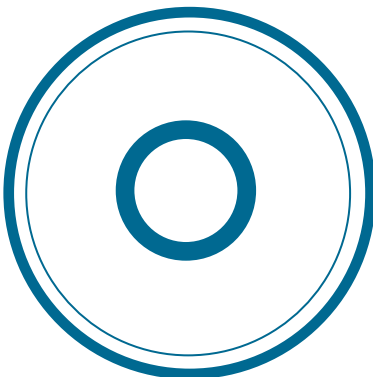
“Prior to joining auticon, I struggled massively to find a place of employment. Many of my searches led me to places that were away from my existing home, but despite having the qualifications, most employers would not take me on, due to a lack of confidence in the interview stages or being too over-qualified for the type of work they were looking for in applicants.



After getting rejected many times, I learned that auticon were looking for IT consultants in Edinburgh. As they were specifically looking for autistic adults, I took the initiative to apply, despite not having qualifications in IT (my only qualifications being within science, and not the computing kind) and only my own self-taught skills. To my surprise, auticon invited me to take their assessment test and I proved my worth through skills testing and answering practical questions, rather unlike the formal interviews which are likely to cause stress and anxiety in autistic adults.

I joined auticon as an employee and was placed as a consultant into the Finance department within the Royal Bank of Scotland. I moved house from Rothes to achieve my dream of working in IT and arranged that with the assistance of auticon. Had it not been for auticon putting out the call in social media and news outlets (I heard about it through the BBC) it is quite likely I would never have had this opportunity and be stuck in a job I would not enjoy. Nor would I have met the massively welcoming team of individuals in the Royal Bank of Scotland who have done so much to make me feel at ease in the workplace.

**Thanks to auticon I am for the first time now settled in a job in which I can prove my skills. It is something I massively enjoy every single day of my life. All the usual stresses I've had are gone (or at least, less of a problem for me now!) and I've also been able to socialise with like-minded individuals who both completely understand the social awkwardness that we face and the technical IT development that we have trained ourselves in.”**



# Linklaters

## Case study

*Our client: Linklaters - auticon delivers an innovative solution generating significant business benefit*

“Linklaters, the multinational Magic Circle law firm, approached auticon seeking to consolidate and rationalise its collection of international deals databases. auticon rose to the challenge, providing a team of three consultants that successfully delivered a very innovative and technologically advanced solution that met business requirements and delivered a significant financial return to the firm.

Leveraging the cognitive strengths of autism, auticon assembled a bespoke team that blended a set of technologies into a customised system that matched tens of thousands of experience descriptions (credentials) against many more tens of thousands of matter records in order to produce a consistent and comprehensive data store.

The solution that was delivered compared each of the credentials against every other matter record, cleansing and normalising the data via two billion record comparisons every night. The core of the analysis was a complex natural language normalisation process that was initially prototyped using Alteryx and then subsequently implemented in Python. The core of the system was an open source natural language processing (NLP) toolkit, with Excel used to deliver a familiar front-end to manage the parameters of the underlying model.

The system output was a set of statistical ‘buckets’ that graded and matched legal credentials against each other. A team of paralegals then reviewed each bucket, assessing their contents to prune duplicate records from the system, merge related records where appropriate, and expunge from the database irrelevant records. The automated NLP process would then be repeated, using refined and tightened parameters, so that ultimately a complete and consistent central store of credentials was produced.

The financial benefit was significant as it saved many person years of paralegal effort versus what would otherwise have been a fully manual process. As a bonus, the project was completed much earlier than had been expected.

This was a very successful engagement. It delivered to Linklaters a robust, elegant, and technologically advanced system, benefitting in its implementation from the expertise of auticon consultants who were able to use of their cognitive strengths to design and deliver a novel solution to a complex problem.”

**“The auticon team were great; the way it was set up made it very easy to work with them - we were very grateful for the expertise they brought to our project. I found the consultants really good to work with - the fact that they are autistic soon became something that wasn't even a consideration.”** - Katie Cooper | UK Pitch Manager



ST. JAMES'S PLACE  
WEALTH MANAGEMENT

## Case study

*Our client: St. James Place works in collaboration with Intellect*

As a regulated business in the Financial Services sector, St. James's Place adheres to all relevant legislation within their respective markets. Within the UK Market there are a number of regulatory defined 'Regular Statements' that are sent to clients throughout the year which are complimented by additional communications from St. James's Place to specific clients based on their products and investments held.

The number of clients included in a statement production can range from 80,000 to over 750,000. Many aspects of these statements are defined by regulatory legislation, and the data they contain is also of a sensitive nature. The quality of the statements in terms of data accuracy and completeness, is paramount to St. James's Place and their clients. These statements are developed by iSEEC Associates who are part of the wider Intellect Design Arena group of companies. Intellect have been working as a key IT Partner with St. James's Place since 2006 and now have around 500 Associates supporting the design, build, test and ongoing support of St. James's Place IT systems.

### **Our work: Comprehensive testing of a new data visualization tool**

As part of the current change projects in place to introduce a new Data Virtualization solution there has been a significant level of change and testing required. Following an internal review with St. James's Place, Intellect have engaged auticon for the provision of two specialist resources. These consultants have worked across multiple deliveries since early 2019 designing and executing tests to validate the data that will appear in each statement. There have already been multiple successful deliveries achieved covering a number of statements that went out to a large percentage of the St. James's Place client base.

auticon provided a well targeted on-boarding experience for the project team and the auticon consultants to make for a successful working relationship from day one with a clear understanding of any adjustments required to make the working environment more inclusive and welcoming for autistic colleagues.

**“Working with auticon has proven a rewarding experience where we have seen hugely talented individuals being supported by auticon to deliver real value and benefit in a complex and technically challenging eco-system. All of this has been achieved with a few simple adaptations around things like monitor screen colours and desk locations.”**

- Andrew Young | Head of Test, Intellect



## Consultant case study: Clare

“After graduating from university with a Mathematics degree and a post graduate diploma in Space Technology I struggled to find a job. The initial telephone calls were always very difficult, and I had a hearing impairment that combined with challenges such as understanding tone of voice.

On the rare occasion I actually made it to an interview, other problems such as interpreting questions literally and limited conversational reciprocity showed up and I think I was never able to convey successfully to interviewers what I was capable of.

My autism diagnosis came after an attempt at teacher training. I enjoyed helping the students to learn but the highly social nature of teacher training really highlighted the depths of my social difficulties. While the diagnosis helped to explain those difficulties that my hearing loss didn't, it didn't diminish the difficulties I was having with finding a job.

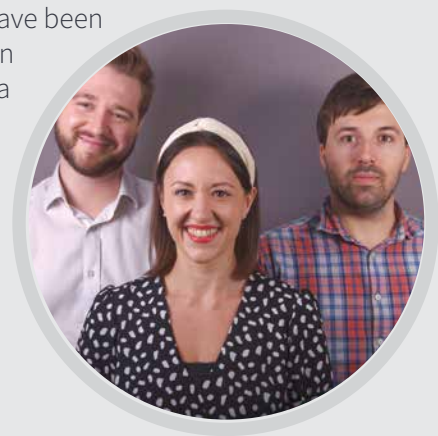
I decided to learn Python for web development and eventually I did get a job as a website analyst at a content marketing agency. Initially I worked full time in the office but I found the constant social interaction and the noisy office environment very tiring and non-productive, so I started working part-time with only one day in the office. Sadly, the company encountered some financial problems and after four years of working there I was made redundant in August 2019.

I decided to use Google to see if there were any recruitment agencies or similar that helped people with autism and/or sensory disorders. This is what led me to auticon. The best thing about applying to auticon was that it did not require any telephone calls. I also liked that it was about demonstrating one's actual abilities rather than demonstrating an ability to talk. I enjoyed the workshop and found that getting the chance to be familiar with auticon before starting meant that I had far less anxiety when I did join.

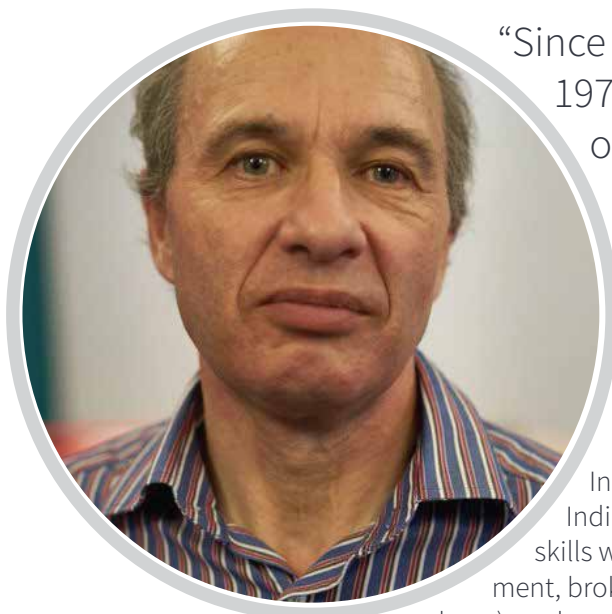
Working at auticon has been good so far. I like that there is flexibility in terms of lighting in the office and no telephones on the desks. I worried about the job coaching sessions initially, as I found the one-to-one meetings I had at my previous job always caused me anxiety and disrupted much of the day they fell on. However, the job coaching has turned out to be helpful. They provide a space where I know I can express things that are worrying me without having to be concerned about how those worries will be interpreted.

My first project began fairly soon after starting at auticon. This is going well and I have been able to gain Python skills in data analysis, which is something I had wanted to learn about before starting. I am remote working for the client which means I am doing a mixture of working in the auticon office and working from home.

**I am happy to be working at auticon and I hope to continue gaining new skills and experiences. I also hope that auticon will continue to grow and more companies can learn how to accommodate people with social and sensory difficulties. This will help ensure that every autistic person and anybody else who is experiencing similar difficulties will be able to find a good work environment.”**



## Consultant case study: Thomas Madar



“Since having graduated from my first degree in the late 1970s, I have spent my working life being employed or acquiring post graduate qualifications in various aspects of Information Technology.

For ten years, I enjoyed reasonable success as a software developer at a high-street drugstore chain. I fitted in well with my team, but sometimes had major issues with time management and not being able to complete work to tight deadlines. This issue has received attention, and has improved over time, but any complacency will see its return.

In 2008, I was laid off as a result of more and more work being exported to India so as to reduce expenditure. The lack of a reasonable market for the skills which I had to offer, and my age, resulted in a long spell of unemployment, broken by a period of full time study for a Masters in Web Development (see above), and a spell of temporary work which involved conducting an assessment of the IT infrastructure of a local autism related charity.

In early 2017, a person in my church bible study group brought to my attention that auticon, a German company specialising in employing people on the autistic spectrum, had established an office in London...and that they were eagerly seeking IT staff for a rapidly growing portfolio of clients. I applied, attended selection, and was delighted when I was informed that I would be employed and engaged to work on a contract with Experian (a major credit rating agency based in Nottingham and a well-established auticon client).

For me, the most important benefit of working for auticon is the assurance of lasting employment on a variety of contractual assignments which have been carefully selected for their suitability for people on the autistic spectrum. I have the assurance that on commencing an assignment I will be working with people who have been made aware of the issues arising from being on the autistic spectrum, and performing tasks which make use of my strengths rather than my weaknesses.

Coupled with this is the support which I receive from job coaches who are there to manage and discuss any issues arising as a result of working on successive assignments. This support may also encompass issues arising outside of work if these affect my psychological or physical well-being, as these factors affect my performance at work.

Another important benefit is the social activities, including the team events. These hold us together as a company and give us an opportunity to meet each other on an informal basis outside of work.”



2019 Team Dinner



2019 Team Scotland Laser Tag Event

## Job coaching at auticon

auticon's consultants and clients are supported by our job coaches who ensure that the consultants' work environments enable them to deliver to their full professional potential. Our talented job coaches promote inclusion and wellbeing and are integral to making sure our consultants feel supported in their assignments. Most importantly they provide clients with support and information regarding autism in the workplace and can convey feedback between the client and the consultant.

Our consultants work with a dedicated job coach and the support provided is always aligned with individual requests or needs.



**In 2019, our job coaches carried out 35 workplace assessments and held 609 one-to-one coaching sessions with consultants**



**95%** of consultants surveyed agreed or strongly agreed that their job coach support helps them transition to a new client's workplace



**80%** of consultants surveyed said that they are finding their one-to-one job coaching sessions particularly helpful.

“Providing strategies for stress management”, “support for any concerns in the workplace”, “discussing and reviewing goals for personal development” and “support with communication and interaction” were other aspects that consultants mentioned as particularly helpful.

*Participants = 20*

## Meet Kirsty Cook: Our Lead Job Coach

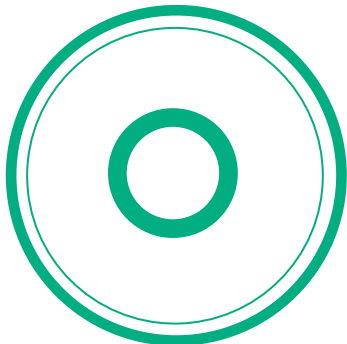
“As a job coach at auticon, we go home smiling when we see our consultants flourish at work, knowing that our support, work culture and guidance has been a part of their development. An equally significant achievement for us is when we see that our advice and training has benefitted our clients’ managers in a way that empowers them to manage a situation themselves with autism and our consultant in mind.



Because not only are they supporting our colleague, we know their better understanding and approach to tailored as well as universal adjustments will be passed on to future neurodiverse employees and the rest of their team. That’s a long-lasting impact for many more than just auticon consultants.

auticon’s niche experience and approach to the entire employment lifecycle for autistic individuals enables us to be a genuine catalyst for wider change. In my role leading on our advisory services, we are supporting other businesses towards feeling confident in their ability to offer more career opportunities to those who identify as neurodiverse and enabling teams to encourage and champion disclosure rather than expecting people to live hiding their diagnosis. It is a pleasure to witness the recognition that, appropriately supported, autistic and other neurodiverse people have a great deal to offer; where awareness becomes acceptance and different ways of thinking and working are embraced to benefit both consultant and the client business.

Although there is still a long way to go, we want to inspire our clients and other employers towards neurodiversity inclusion and hope that other sectors beyond IT will follow suit.”





### **Thank you**

We would like to thank all those who support our company and contributed to the production of this impact report.

Contact us if you would like to work with us or find out more about what we do:

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