

# Inclusive Recruitment- Attracting Autistic/ Neurodiverse Talent


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# Agenda

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- Introduction
  - Workplace Benefits – Autism Hiring
  - Building a Successful Programme
  - Universal Design
  - Successes
  - Q&A
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# Introduction

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# Inclusive Recruitment- Why Hire Autistic/ Neurodiverse Candidates?



## Attention to detail

- Thoroughness
- Accuracy

## Deep focus

- Concentration
- Freedom from distraction

## Observational skills

- Listen, look, learn approach
- Fact finding

## Absorb and retain facts

- Excellent long-term memory
- Superior recall

## Visual skills

- Visual learning and recall
- Detail-focused

## Methodical approach

- Analytical
- Spotting patterns, repetition

## Novel approaches

- Unique thought processes
- Innovative solutions

## Creativity

- Distinctive imagination
- Expression of ideas

## Tenacity and resilience

- Determination
- Challenge opinions

## Accepting of difference

- Less likely to judge others
- May question norms

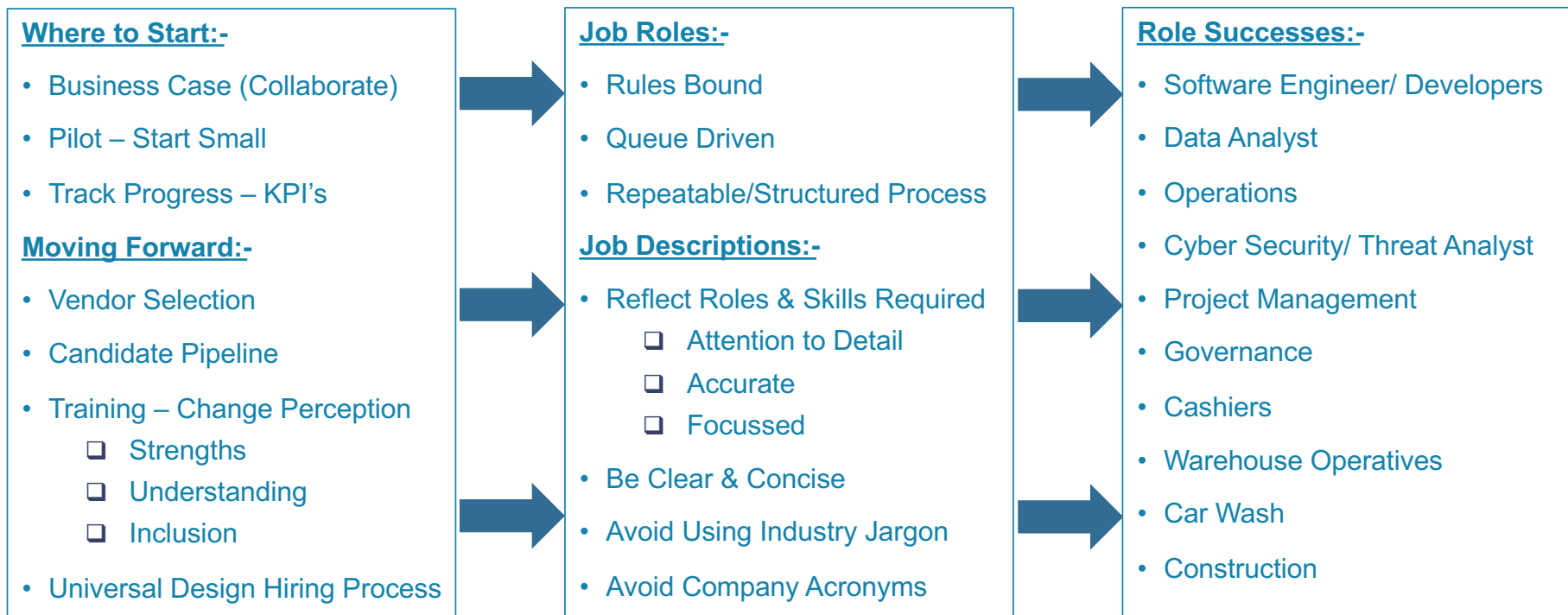
## Expertise

- In-depth knowledge
- High level of skill

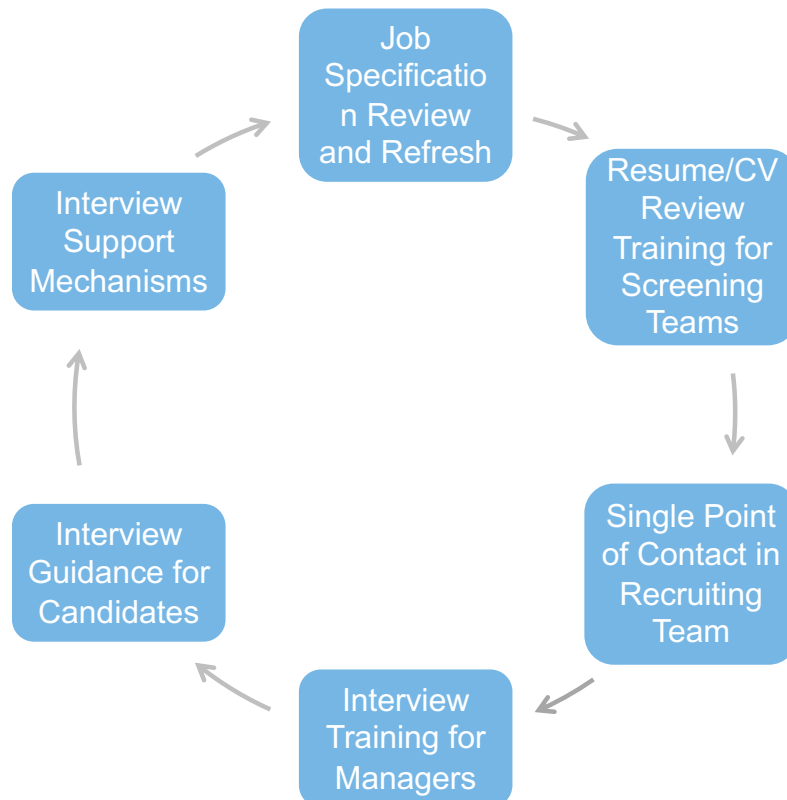
## Integrity

- Honesty, loyalty
- Commitment

# Building a Successful Programme



# MAKING RECRUITMENT ACCESSIBLE TO ALL: UNIVERSAL DESIGN



- Many job specifications are not fit for purpose.
- Vendors have proven to be the best avenue for screening IN for roles.
- A single point of contact could reduce anxiety.
- Train all managers on how to run an effective interviews (Universal Design of process)
- Again Vendors have proven to be invaluable at preparing candidates for interview.
- Consider what support mechanism a neurodiverse/autistic candidate may require.

# Successes



Thank You

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Q & A

