



Autism Services & Training for Employers



Helen Boden

CEO, I-AM Autism

We know that neurodiverse thinking is of vital importance to organisations. But securing, nurturing, and retaining neurodiverse talent is sometimes a challenge. Here at I-AM we can support you through this journey.

It is well understood that neurodiverse teams solve problems faster. 2017 research by the Harvard Business Review found that, irrespective of other types of diversity, teams that had diversity of both knowledge processes and perspective always outperformed teams with less neurodiversity.

Just 28 of the 1984 founding members of the FTSE 100 remain members today. A bias towards toward maximising returns in the short term in rapidly changing marketplaces is commonly sighted as the reason for the poor longevity of corporations. Embracing neurodiverse thinking in organisations could not only make them faster problem solvers but also embed diverse thinking at the heart of what they do.

Autism is often seen as an issue of legal compliance or part of an equality and diversity strategy, but there are clear potential benefits to harnessing this neurodiversity. Additionally, some of your customers will also be autistic and it is vital that service providers understand this in order that services are accessible and that customer facing staff can feel confident. Therefore, we have a training course specifically for this.

If you cannot find the services or support you are looking for in this brochure please get in touch and we can design something bespoke for you.



Workplace Needs Assessment

A workplace needs assessment is designed to identify any reasonable adjustments that will support an individual with carrying out the activities of their work role.

The employee will have a discussion with an experienced workplace needs assessor to explore the specific difficulties that they are experiencing as a result of their Autism Spectrum Condition (ASC). The assessor will also evaluate the work environment and have discussions with the individual's line manager and if appropriate occupational health. This is in order to draw in information from as wide a perspective as possible.

Once this has been completed they will compile a detailed report, that can be used to support an Access to Work funding application. The report will usually contain a range of recommendations, these might include for example.

- Low cost/no cost solutions
- Supportive technology
- 1 to 1 workplace coaching

A formal diagnosis is not required in order for a workplace needs assessment to take place as the focus is to support the individual's needs. It is also recognised by Access to Work that individual needs change such as moving from office working to remote working and that in such cases new or different support needs may arise as a result of this change that require a new Workplace Needs Assessment and new Reasonable Adjustments. **Given the current Covid-19 restrictions Workplace Needs Assessments can be conducted remotely.**

Duration	Approx. 2 - 3 hours
Location	At employee's place of work or remotely
Cost	£375

Training

Lunch & Learn - This is a short session designed to provide a basic level of awareness of autism. It is relevant for all staff.

The session is usually 40 minutes with plenty of time for attendees to ask questions. It is designed to provide a basic overview of autism. The session will include

- What are Autism Spectrum Conditions?
- What you might observe
- Effective communication strategies
- Signposting for further advice and support

These sessions are a low key and friendly way of putting the issue on the agenda and are often part of a wider equality and diversity strategy. The session will be most relevant for line managers, people with an interest in neurodiversity, HR professionals, employees who have or think they might have children who are autistic, and service delivery staff.

This is a highly effective first step for organisations to raise awareness of neurodiversity that can assist with moving towards inclusive a workplace.

Duration	Approx. 1 hour
Location	At employer's location or can be delivered virtually
Cost	£400

Autism & Neurodiversity in the Workplace - This is a half day (3 hours) session designed to provide a solid awareness of autism and neurodiversity in the workplace.

The session is usually half a day with plenty of time for attendees to ask questions. It is designed to provide a solid understanding of autism and how it manifests in the workplace. The session will include

- What are autism spectrum conditions?
- Signs and indicators in relation to employee performance
- The law and what employers are required to do
- Effective communication and support strategies
- Simple and effective reasonable adjustments
- Signposting for further advice and support

This is a more detailed session that will be invaluable for line managers, HR professionals and service providers. It will provide not only knowledge and understanding but practical strategies that can be used to support employees and customers.

Duration	Approx. 3 hours
Location	At employer's location or can be delivered virtually
Cost	£500 (up to 20 attendees)

Managing Autism & Neurodiversity in the Workplace

- This is a full day session designed to provide a practical understanding of autism and neurodiversity in the workplace.

The session is usually a full day with plenty of time for attendees to ask questions. It is designed to provide a practical understanding of autism, how it manifests in the workplace, the legal framework and the issues associated with performance management. The session will include

- What are autism spectrum conditions and neurodiversity?
- Signs and indicators in relation to employee performance
- The law and what employers are required to do
- The issue of disclosure
- The legal parameters of the Equality Act, what is expected, what is reasonable?
- What is a workplace needs assessment?
- Effective communication and support strategies
- Simple and effective reasonable adjustments
- Effective performance management
- Signposting for further advice and support

This session is aimed at line managers and HR Professionals and covers the many challenging issues that they face. It provides attendees with a clear pathway to support and manage autistic individuals in work.

Duration	Approx. 1 day
Location	At employer's location or can be delivered virtually
Cost	£1,000 (up to 20 attendees)

Autism Awareness for Service Providers

This is a half day (3 hours) training session that is specifically designed for customer facing staff.

This is usually a half-day session with plenty of time for attendees to ask questions. It is specifically designed for staff in customer facing roles. Autism is a hidden difficulty, and it is important that those in customer facing roles have an awareness of the challenges that some individuals can experience in order that they can create an environment in which autistic people can access the services that they need effectively. The session will include

- What are Autism Spectrum Conditions?
- What you might observe
- Environmental barriers and how to overcome them
- Effective communication strategies
- Strategies to create an Autism Friendly environment
- Signposting for further advice and support

This session will be invaluable for staff who are in a customer facing role, be this face to face or via the phone or internet. It will provide not only knowledge and understanding but practical strategies that can be used to support customers.

Duration	Approx. 3 hours
Location	At employer's location or can be delivered virtually
Cost	£500 (recommended up to 30 delegates)

Workplace 1:1 Coaching

1:1 workplace coaching can be invaluable to support an autistic employee with developing the skills to carry out their role effectively.

1:1 coaching is often recommended as part of a package of reasonable adjustments and can often be funded through Access to Work.

I-AM's coaches are highly experienced in working with autistic individuals and will take a person-centred approach to assist them in developing the skills they need to become more effective in work.

There is an initial consultation with the individual to discuss their strengths and challenges that will take approximately 2 hours. After this the coach will develop a coaching action plan. The coach will also meet with the line manager to gain their insight to ensure that the sessions meet the needs of the business as well as the individual.

Coaching sessions last a minimum of 1 hour and are tailored to suit individual needs, they are entirely bespoke. We would recommend that a minimum of 3 hours is booked.

Duration	Initial consultation 1-hour, coaching sessions are of 1-hour duration
Location	At employer's location or can be delivered virtually
Cost	Initial consultation and action planning £150, coaching sessions @£70 per hour thereafter.

Membership

I-AM is a membership organisation that works to support autistic individuals and those who support them.

Becoming an I-AM member helps us to support autistic individuals in your area.

By becoming a member, you are demonstrating your support for autism. It sends a clear message to your employees, customers and the public that you have made a real commitment to building an inclusive and equal society for all.

As part of your membership, you will receive regular newsletters and a logo that you can display on your communications that demonstrates your commitment.

Organisational membership is £75 per year.

Why not make I-AM your organisation's charity of choice this year and we will share updates and news stories with you so you can see where and how your donation is being used and what a positive impact it is having.

Join us to have a positive impact on the lives of people with autism in the UK.

About I-AM

I-AM is a membership organisation that works to support autistic individuals from the age of 10 upwards and those who support them.

We provide expert support services for people with autism.

More than that, we are here because we understand the challenges that Autistic Spectrum Conditions ASC can bring. We have the knowledge, experience, and passion to support individuals, employers, and families.

I AM (Formerly known as the Autistic Society of Greater Manchester) started as a support group in 1968 providing information and support to children and adults in the Greater Manchester area (and their parents and carers). Our Trustees are selected from the membership group and from those with a professional or personal interest and experience of autism.

We are based in Manchester and have our own centre.

Website: [I AM - Celebrating Autism in Greater Manchester \(i-am-autism.org.uk\)](http://i-am-autism.org.uk)

Email: admin@i-am-autism.org.uk

I-AM

1114 Chester Rd,
Stretford, Greater
Manchester
M32 0HL

Tel: 0161 866 8483

Registered Charity No. 1089527
Company No. 4326334



Helen Boden
CEO

| 07929192989

i-am-autism.org.uk/