

# Solving the Tech Talent Shortage by Embracing Neurodiversity



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# Who is auticon?



A global social enterprise providing **technology services, education, advisory and support.**



**260+**

autistic employees globally

Our experience in **neurodivergence hiring, training and creating inclusive work environments** enables companies to engage highly skilled, untapped talent while accelerating inclusion initiatives.



**17** Offices globally



**MILESTONES  
AUTISM RESOURCES**  
WINNER, 2019 VISIONARY EMPLOYER AWARD



**Founded in 2011** with a mission of to promote neurodiversity and create successful and sustainable technology careers for autistic individuals around the world.

## Neurodiversity:

- Not all brains think or feel in the same way. Applies to a group, not an individual.

## Neurodivergence:

- Cognitive variation (Autism, ADD ADHD, Dyslexia, Dyspraxia, etc).

## Neurotypical:

- “Typical” development and cognitive function - AKA not neurodivergent.

Source: University of Glasgow, 2022

# Poll: How would you rate your understanding of neurodiversity, and autism in particular?

- A. I don't really understand autism.
- B. I know a little, but I have a lot more to understand.
- C. I understand a lot (personal connection).
- D. I have lived experience.

# Defining autism.



**Social  
communication  
and interaction**



**Cognitive  
differences**



**Sensory  
processing  
differences**

## **Definition:**

A lifelong neurodevelopmental condition which impacts how a person experiences and interacts with the world

## **Prevalence:**

Approximately 2% of the Canadian population is autistic.

Autism isn't a processing error,  
it's a different operating system.



**Autism Employment  
in Canada: A joint  
report with auticon  
Canada & Deloitte  
Canada  
March, 2022**

**454**

Adult Autistic Canadians surveyed

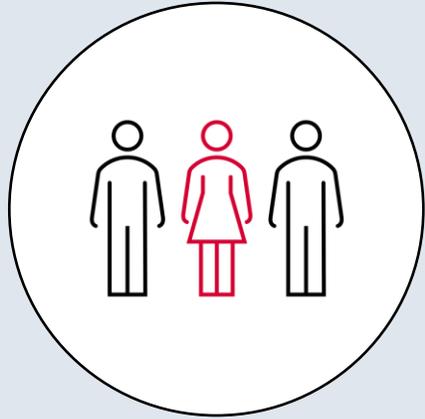
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Canadian companies with autism  
employment initiatives interviewed

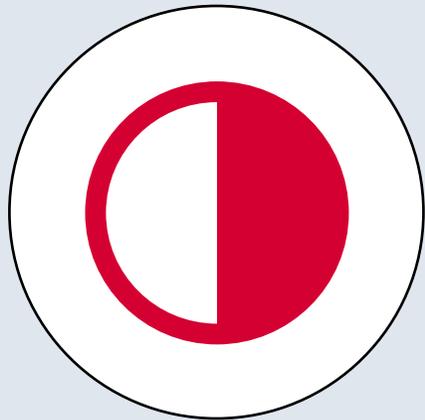
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Autistic Canadians interviewed

# The autism employment picture in Canada



Only 1 in 3 autistic Canadian adults reported being employed. Well below the national average.



Working autistic adults are more often underemployed. Nearly half of our respondents were either part-time, contract, or temporarily employed.

**Closing the talent gap with inclusive  
practices throughout the employee  
lifecycle**

# Recruitment

**40%** of autistic job seekers find the interview process a great challenge.

“In many cases, the interviewers are not actually interested in understanding your skills and capabilities. It always felt like they were trying to trick you. ... I honestly hate the interview process—it gives me anxiety. I always send an email [beforehand] about what is going to be asked for in the interview so hopefully I can be prepared and hope they will ask relevant questions.”

- *Auticon Consultant*

**Questions**

# **Poll: I would be able to tell if I have an autistic colleague based on their social abilities**

- A. True
- B. False
- C. Not Sure

# Onboarding

**45%** of autistic adults feel they have to mask their autism and **57%** feel exhausted at the end of their workday.

Research has found autistic workers can struggle to acclimate and adapt to new work environments and expectations. They can sometimes find it challenging to recall and follow verbal instructions; they can also struggle to communicate and work effectively with their teammates, particularly in unstructured environments.

**Questions**

# Ensuring Ongoing Success

**42%** of autistic Canadians reported having been the target of discrimination at work.

“Organizations have to provide accommodations for autistic people. They have to let them work at their own pace, on their own terms. They have to give them proper sensory environments, where they can feel comfortable and like they belong.”

- *Paul Walderman, Digital Content Specialist and Autism Ambassador,  
Maple Leaf Sports & Entertainment*

**Questions**

**What words come to mind when you think of neurodiversity?**

Word cloud



**Drive innovation and  
business impact through  
neuro-inclusion.**